



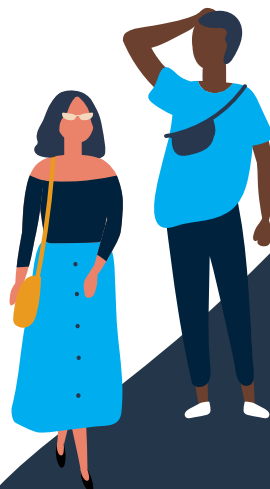
Association  
of Registered  
Interior Designers  
of Ontario

# Annual Report 2022



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# Message from the President

Another year has passed within ARIDO. A year of strategies, member meetings and events, and connecting with our community through various means. For me, as I reflect on this past year as President, I'm reminded why I stepped forward into the role. I got involved early in my career and have enjoyed my involvement.

It can be easy to not fully understand all the ARIDO does for its members and the profession. It becomes clearer, however, when have a hand in it behind the scenes. It gives you a better understanding of how the organization functions, what its priorities are and what it really does for the ARIDO Community as a whole. It changes your perception around value in exchange for the dues you pay.

I started at the chapter level, and my experience with Chapter events mean a focus on the social aspect of the organization. Running local events intended to bring us together as a community and sometimes support other organizations through fundraising. The work at the ARIDO Board level engages you differently. It starts with a broader view of the province and how members are impacted by municipal and sometimes provincial impacts.

From dealing with municipalities and the barriers some may place on permit submission or our members, to working with the Ministry of Municipal Affairs and Housing to represent the organization related to Ontario Building Code Changes and the BCIN qualifications program. ARIDO is there to advocate and be a voice. ARIDO also serves as leadership with the rest of Canada as Ontario sits at a national table with all other regulatory bodies to represent provincial membership. Your voice, input and work enables ARIDO's reach above and beyond what it takes to become qualified.

In late 2016, ARIDO received direction from provincial government that regulation was still feasible if we focused on working collaboratively with the Ontario Association of Architects (OAA) and used the Architect's Act as the legislative vehicle to get there. It was the first real direction we had received from government in years.

During the pandemic, legislative work slowed down due to government priorities focus on emergency and pandemic response. Today, as Ontario continues to move closer and closer to recovery and some new state of "normal" as we are seeing our legislative work with appetite of government increase.

2022 left us with somewhat of a pause due to a provincial election in June, but as of recently can see that the post-pandemic priorities of provincial government are leaning towards economic recovery and getting workers working again with greater opportunities.

It's an exciting time to be a volunteer at the ARIDO Board level as we have so much to look forward to as a profession and organization. It's the main reason I stepped into the President role. I remember the history and years past when the organization continued to pursue legislation. Some years it felt like we were getting closer; and yet our efforts continued with the vigour and resilience of the members of this organizations.

Knowing this history and having this prior understanding made for an easier transition to get "caught up". The way to keep momentum moving forward is through committed leadership. My history as Southern Ontario Chapter President paved the way to my seat at the table as a Director on the Board and then as ARIDO President.





And while my previous Chapter Leadership experience served me well for stepping into the President role, the ARIDO Director position is a great entry point for any member looking to be a new voice at the table as we discuss strategies, opportunities and responses to challenges that members across all Ontario face.

Volunteering within an ARIDO Chapter, Committee or at the Board level enables a better understanding of all that goes into the association behind the scenes and the sheer volume of human resources that go into its daily operations; both staff and volunteers.

Regardless of your experience or regional representation, volunteering enables your voice to contribute to the roadmap for the organization on behalf of not only yourself, but your local peers and community in Ontario. Volunteering increases your pride in the profession and our community as it engages you differently.

For me, over this past year, I felt the difference. Enthusiasm and hopes as we work collectively together for a brighter future. As ARIDO continues to move forward in working with the OAA towards legislation, we've arrived to that moment in our journey when our efforts will start to materialize bringing to fruition our work over the last several years.

As I pass this role to our incoming President, I'm proud of the work we accomplished and the evolution of our journey over the last several years. We pivoted our approach with the strategic plan to ensure we solicited our commitment to advancing equity, diversity and inclusion. This meant looking at our priorities and how we would measure them through different perspectives. It was no longer a numbers game related to how many new members

we were recruiting and how many we retained. It was an collective agreement to evolve and grow ourselves and the practices of the organization in a way that is different from what most associations are doing.

This meant learning to be vulnerable and making space for one another. It also means learning how to look at current policies and practices in a way that enable us to make space for others. The preparation for this work is different as we shed association thought and planning patterns, so that we can forge a new way of envisioning a future for the organization where the people within it are first.

As the organization forges forward, I'm looking forward to see how the foundational work of the past several years continues to evolve and how our hardworking people at the helm continue to grow as leaders in this important work.



**President  
Jennifer Warling**

# Message from the President-Elect

When I started volunteering with ARIDO two decades ago, I knew one day I wanted to be president. And that this moment has arrived for me is what some might call a full-circle moment.

But aside from a personal hope being realized, I feel very privileged to be taking on this role at a time when profound change is on the horizon.

Thinking back to that time, it's incredible to think of how far the Association has come. Our home was stand-alone building at Church St. and Park Road there were 1122 registered members, the GTA Chapter was in its infancy, and the late Gary Hewson was its first president. The NCIDQ was still handwritten, and we used green plastic stencils to draw shapes, lines and arrows. At the time, the Titles Act was only 3 years old, and Mike Harris was Premier of Ontario.

Fast forward to 2022, and here I stand; excited and inspired to be taking the seat at the helm of an Organization I've supported my entire career.

The year leading up to today has provided such insight into the heart of the organization; how it runs daily and the wonderful people behind the emails and social media posts whom we, as members, connect with frequently.

Unknowingly, this group of very different and unique individuals come together and seamlessly create an environment full of camaraderie and fellowship. Included in this group is the Board which is comprised of committed members all working collaboratively together with the staff and committees to design and reach the bright future of the profession; everyone a volunteer whom live and breathe as Ambassadors in support of the profession for the benefit of you and I.

Over the years, it's been incredible to peek behind the curtain, then later to have a seat at the table. And even more so, now, to be abreast of the changes forthcoming.



The journey that continues for ARIDO and the profession is centered around change; a pivot so impactful, we can almost see it in the not-so-far distance.

I'm speaking, of course, about our road to regulation.

As Ontario continues its recovery out of a global pandemic, and the government focuses on bolstering the economy, next steps are gearing up quickly for the year ahead. A commitment to drafting the required amendments to the Architects Act in collaboration with the OAA, is top of priority for the coming months. This will be followed by the push for introduction of the amendments in the Ontario Senate. The current political landscape that holds a renewed Conservative government sets us up to being one step closer to a future with regulation.

And when we get there, the transformation to a fully regulated profession will accelerate with the introduction of licensing frameworks, a protected scope of interior design and a Licensed Interior Designer seal obtained for ARIDO Registered Membership. The transformation will also include an enhanced working relationship with the Ontario Association of Architects (OAA) as we step into greater partnership together with public safety and interest at its core.

The future of regulation is in fact the primary reason that my term as President will include a second term.

This move is definitely a shift from the norm but is intended to support the next several years which require consistent leadership and volunteers to see the change with the government and OAA through to implementation.

Alongside the profession's transformation is the growth internally of our culture - the faces of each practitioner and the spaces they design. Our commitment to advancing equity, diversity, inclusion, and accessibility is progressing past its infancy stages as we look towards implementing actionable recommendations stemming from the Diversity and Equity Workplace Audit (DEWA) audit executed by Matrix360, our partners on our EDI journey.

Two years into this journey and our alignment with this work is moving quicker and beginning to feel more natural for the Board, staff and volunteers. Our sights are now set, both individually and collectively, to better align with what we believe to be a required change in society. We are proud to lead by example and be leaders in this change for a more fair and equitable industry and world.

It is my sincerest hope that you too, will consider being agents of change in your own practices, companies, and lives. I encourage you look deep and consider the reasons that prompt you to attend industry events and functions. Whether you want to be involved in building ARIDOs bridge to the future, be involved in creating policy, or to simply grow your network, there is a place where you can make

a difference. Remember, it's the collective journey that has the greatest impact; the greatest opportunity for change that impacts not just those within the profession but those who have yet to arrive.

Many members may be unsure of their capacity to contribute, or where and how to join the journey. But the organization, it's Board, staff and volunteers are here to welcome, support and lead the journey ahead. We are waiting for you.

In closing - As a profession, we cultivate the importance of enriching interior environments whether we work in interior design or architectural firms, public agencies such as municipalities or private corporations such as design build companies or construction management groups.

The versatility, resilience and expertise of this profession is bar none. Interior Designers are the stewards of innovative interior spaces that support human function and form. Our work builds beyond the baseline for human experience in offices, schools, restaurants, or homes.

And some examples of these talented folks have been on the Board this past year, and I would like to send a sincere thank you to Bryan, Darryl, Nadia, and of course, Jennifer, for being incredible Ambassadors within their own firms and in the design community. I'm so proud to have served with you this past year, and look forward the months ahead.



**Incoming President  
Sabrina Carinci**



# Message from the Executive Director



As Executive Director and Registrar, I have had the privilege of meeting and building relationships with so many individuals during my time with ARIDO. From ARIDO Members, to non-members, industry partners and affiliated professionals such as architects, engineers, technologists, and trades. It has also included forging working relationships with municipal, provincial, and sometime federal entities. From this view, it's a vast network of people around which our work continues to centre. While policies, frameworks, standards, and protocols are an important part to keeping our daily work moving forward; nothing is more important than the people who are impacted and supported by the organization, along with those who can support the important work ahead.

The work undertaken over the past years related to advancing equity, diversity, inclusion, and accessibility within ARIDO has heightened my understanding of the impact to the people within our organization.

Like most associations, policies and structures have been in place for years. They have been trialed, perfected, and evolve over the years. Standards related to qualifying for Registered membership, the importance to public safety within interior environments and the ARIDO banner that is waived to signify our collective cause on behalf of the profession as a whole, are examples.

ARIDO's history dates to November 8, 1933, when practitioners sat together around a table to design their future community and organization. I often wonder what their challenges as a profession were, and how their hopes and excitement for the future of the profession kept them driving to build what we know now as ARIDO. This practice continued again during the establishment of our Chapters. I've often heard the stories of those first meetings around dining tables or boardrooms where members in regions across Ontario came together to expand and grow our regional communities.

The history of the organization is robust, with several name changes and growth along the way. Continuously led by passionate people at a grassroots level

**Nothing is more important than the people who are impacted and supported by the organization, along with those who can support the important work ahead.**



with strong aspirations for their collective future and the future of those yet to arrive in the community. As ARIDO continues its evolution as a leader in this sector; this is an important moment in the organization's journey. It is established and vibrant, with many great members carrying out the specialized scope of interior design across all parts of Ontario, and sometimes in other Canadian and international jurisdictions.

As we continue this work, we are levelling up as an organization to stand in solidarity with the people we already serve; and those yet to arrive in our community. As a female centric profession within the design and construction sector, where 83% of the membership is female, we are the organization and community primed to advance work in equity, diversity, inclusion, and accessibility.

ARIDO's prior work related to the ROI project, our charity renovation initiative, is a great example. The support for all past projects included the donation of services, product, materials, and funds to assist deserving people in need across Ontario. The last ROI, supported BridgeNorth, an advocacy and support organization for trafficked women and girls in Canada. Canadian statistics place most trafficked women and girls in this country as being 50% Indigenous and roughly 30% women and girls of colour. There is still much work to do, but I remain confident that we are the right community to do it. The ARIDO leadership and staff have been growing and learning as a collective group over the past year. Our journey has led us to shed behaviors and viewpoints to better see and understand the impact the organization could be making.

This journey of relearning and exploring vulnerability has enabled many of us to lean into our responsibilities by asking different questions and seeking out unsettling information, so that it can inform us as to where we can become change makers. Learning to acknowledge the unfortunate social realities facing many Ontario's, members and people who are diverse, underrepresented, marginalized, oppressed, or racialized enables us to grow as better leaders. The coming year will also bring the Direct Regulation Model to the highest level of priority. As we continue to move forward and with a renewed majority government, now is the opportunity to bring this model to implementation.

The year ahead is exciting and full of milestones to achieve. I invite members to consider where they can join us on this journey and how that work can further your personal and professional journey. There is no greater place to belong, then in this moment with us and together as a vibrant community.



**Executive Director  
Sharon Portelli**





# The Bold Statement

Our work throughout 2022 was guided by the 2022/23 Strategic Plan which centered around our Bold Statement:

**ARIDO is committed to creating a welcoming and respectful community that is dedicated to building meaningful, progressive change towards diversity and belonging.**


**We will boldly advocate and champion the growth of our members and stakeholders during various stages of their professional and personal journeys.**


**We will honour our responsibility as an industry leader to forge a new pathway to advance equity and diverse representation through actionable programs and policies.**

Our Bold Statement is supported by the following three areas of focus which were essential priorities to our continued journey throughout the past year, and continue to be central to our focus:

## Fostering Community Reinforcing Value Inclusive Engagement

As ARIDO's work was based on by the Bold Statement and our Strategic Plan for 2022/23 the Annual Report has been structured in a way to walk through the three areas of focus Community, Value and Engagement to share ARIDO's work and our collective accomplishments through this framework.

Look for the  icon which highlights the goals from the Strategic Plan. The actions by the Board of Management, Committees, and Staff are all detailed under each goal.

Click the  icon to hear our volunteers share their 'why', their reasons for getting involved with ARIDO.



# Fostering Community

**Goal: The ARIDO Community is a diverse, inclusive, and safe space for all existing members, new members, industry partners, and stakeholders to participate authentically.**

## 1. We will foster community by:

### **a. creating inclusive policies that embrace DEI learning and accountability with ARIDO.**

ARIDO worked with Matrix360 to audit the Association's activities for gaps or non-inclusive practices, and shared The Chandy Principle™ Diversity and Equity Workplace Audit (DEWA) in November 2022.

As ARIDO's work with Matrix360 continues towards advancing equity, diversity, inclusion, and accessibility continues, we are pleased to share the results of an organizational audit recently conducted into ARIDO's internal governance, marketing, communications, leadership processes, and policies through an equity lens. This audit supports the recommendations outlined within the Phase 1 report released by Matrix360 in fall 2021 which was in response to the Matrix DIV.e.IN™ survey results obtained Spring 2021.

The audit, designed and executed by Matrix360, is the **The Chandy Principle™ Diversity and Equity Workplace Audit (DEWA)**.

It was undertaken in Phase II of ARIDO's work and uncovers insights through an examination of the organization's culture, demographics, leadership teams, employee and member perspectives, and policies and procedures.

The DEWA audit provides a holistic perspective of organization's diversity and equity progress, as well as opportunities to create processes and policies that further expand an organization's commitment to a culture of excellence. The DEWA process carefully reviews, evaluates, and provides commentary on the current state of the organization's workplace and framework through uncovering any hidden gaps, blind spots, and victories that are built into it.

## DEWA REPORT FINDINGS

The audit has revealed that ARIDO's current state is similar to many other organizations in relation to diversity, equity, and accessibility: **improvements are needed to its existing infrastructure and culture, and these improvements must be a priority** in order to truly advance the current state for the entire ARIDO community.

Throughout our journey, **we have learned the need look inward**, as needed, and identify where we can do better while also learning to reflect and have meaningful discussions to



increase our collective awareness and actions. This has helped us to foster more thoughtful discussions and decisions that can positively impact the future of the organization, leadership, our members, and the broader community.

ARIDO's [2022/2023 Strategic Plan](#) is centered around a Bold Statement which confirms the organization's commitment to honouring its responsibility as an industry leader to forge a new pathway to advance equity and diverse representation through actionable programs and policies.

### SHARING THE DEWA REPORT

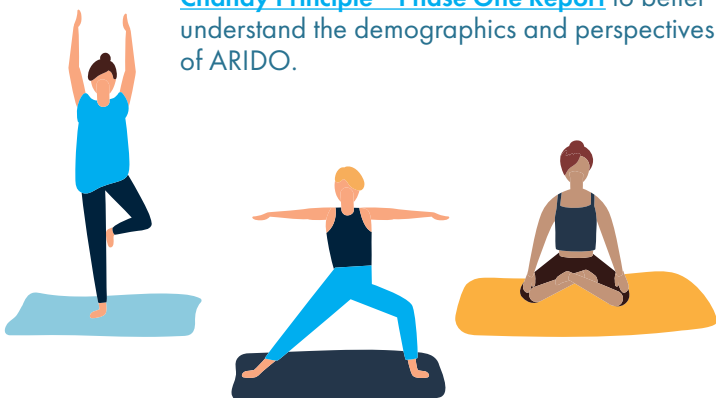
We share this audit report and action plan with our members, design community, and the public at large to demonstrate our commitment to equity, transparency, progressive change, and leadership growth across the entire community.

While ARIDO continues its journey and work, we recognize the audit results reflect that we are in the early stages of our work, but we remain committed and invested to reinforcing value, fostering community, and inclusive engagement. We have much work ahead of us and are excited to continue our journey of growth and pave a pathway for others to join us.

Read the [The Chandy Principle™ Diversity and Equity Workplace Audit \(DEWA\)](#).

We encourage our members and community to review the audit report including the multi-year action plan that outlines our steps for progress. This action plan will form priorities for our Annual Strategic Plan over the next several years in combination with the ongoing work and initiatives of the organization's programs and services.

It is highly encouraged to review the previously shared [Matrix DIV.e.IN™ Survey Report](#) and [The Chandy Principle™ Phase One Report](#) to better understand the demographics and perspectives of ARIDO.



“ I volunteer because I truly believe you have to be part of the change you wish to see. I love that we're all exploring education together, learning about new topics and bringing up topics that a lot of people resonate with.

And it never stops, the learning should never stop. I'm also a huge fan of how vulnerable we've been with each other, and I think that's going to lead us to a much stronger journey as well.

And what I'm looking for is the diverse designers before me to feel encouraged, and the diverse designers after me to feel represented.



**Jaenelle Murrell**  
Intern ARIDO, Education  
Subcommittee Co-Chair



“ One element of important work that ARIDO is undertaking for 2023, is the implementation of the current strategic plan initiative.

This work is personally incredibly exciting to me as I find the importance of integrating diversity and inclusion within our own professional practice and communities.

I am excited to know that our membership will lead this work provincially, and that collectively we will be using a cohesive framework which we will share within and among our communities.

I am extremely excited to be a part of this leadership and to help bring this work to the entire community: the general public, to our professional peers, to the youth and schools, and to our supporting industry partners.



**Serina Fraser**  
Registered Member, EOC Treasurer

**b. developing templates and best practices for inclusive policies for adoption by design firms and community organizations.**

The Awareness Committee focused on identifying days and priorities for ARIDO to highlight as a group with visibility and influence, and has created calendars in order to recognize special days throughout the year.

In 2022 Awareness Committee Member Maridee Osolinsky prepared calendars of important days to mark based on the days the United Nations, Canadian and Ontario Government and other cultural groups recognize. The Calendars were approved by the Board of Management and then were published in the monthly ARIDO Update, and provided to members to encourage individual recognition or research about different days.

Now, the Awareness Committee has established an foundational calendar for ARIDO to use and build on as days and causes are identified (by the Awareness Committee or ARIDO community).

Two or three days from each month are selected by the Awareness Committee to be highlighted so there can be more focus and communication about each day.

In September we focused on September 30th, the National Day for Truth and Reconciliation, and in October World Mental Health Day (October 10th) and Diwali (October 24th) will be recognized.

**AWARENESS DAYS**

In September we focused on September 30th, the National Day for Truth and Reconciliation, and in October World Mental Health Day (October 10th) and Diwali (October 24th) were recognized.

The rest of the year included recognitions of the following days:

**November**

November 2- Bring your kids to work day

November 12-19 - Transgender Awareness Week

November 25 - International Day for the Elimination of Violence Against Women

**December**

December 1 - World AIDS Day

December 3 - International Day for Persons with Disabilities

**January**

January 4 - World Braille Day

January 27 - International Day of Commemoration in Memory of the Victims of the Holocaust

January 29 - National Day of Remembrance and Action Against Islamophobia

**February**

Black History Month

**March**

March 1 - Zero Discrimination Day

March 8 - International Women's Day

March 24 - International Day for the Right to the Truth Concerning Gross Human Right Violations & the Dignity of Victims

**c. providing mentorship and internship with a focus on opportunities for diverse and/or underrepresented individuals.**

The DEWA Audit has identified revamp of mentorship program is needed, and part of our work in 2023 is identifying the particular areas that will be developed as part of this refresh.







EOC Fire and Ice Holiday Party



#### d. engaging Chapters to offer value-based programming and initiatives for local members.

##### EASTERN ONTARIO CHAPTER

##### Fire and Ice Holiday Party

During the Fire & Ice Holiday Party, the chapter hosted a silent auction to raise funds for Cornerstone Housing for Women, which provides housing for women in need at 5 facilities throughout the Ottawa community. They raised \$14,405 for Cornerstone Housing for Women!

The silent auction was possible due to the support of prize donors, the auction participants and Chapter President Jeremy Cheff who has successfully organized the silent auction for the last 4 years!

##### Student Table Top Event – February 2023

The Student Table Top was back in person, and a record number of Algonquin College Interior Design BA students were able to network with a wide variety of potential employers in the Ottawa Design Community!

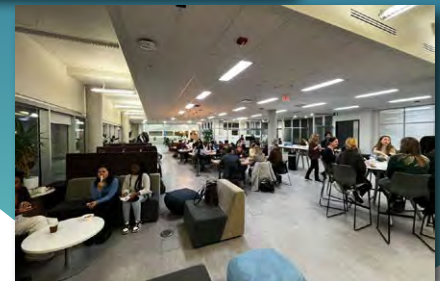
As students rotated from table to table, this event was a great opportunity to hear from and ask questions of industry leaders and open students' eyes to possibilities they might not have imagined. It also prepared them for seeking future employment, and helps keep a pulse on potential recruits for entry level and Co-op employment.



Thank you to EOC President **Jeremy Cheff**, ARIDO for the inspiring speech. Thank you **Pallavi Swaranjali**, Professor and Program Coordinator and our Student Representative, **Regan L.**, who worked closely with ARIDO EOC to make this event a success!



EOC Table Top Student Event



##### GREATER TORONTO AREA CHAPTER

In May, the Chapter saw the return to an in person event for the popular Art by Designers (AxD) event which brings artwork by ARIDO members to a gallery space in support of a local charity.



Art by Designers

This year's event was hosted at Stackt Market in Toronto's Entertainment District, and was the return to the in person format.

Following the event, the GTA Chapter made a donation to SKETCH for 2022 was \$12,000 with the combined proceeds of AxD and Gutterball.

Huge thanks to Event co-Chairs Sabrina Ash and Nicole Gemus and all the Sponsors who supported this event. Sabrina and Nicole have led this event for several years and are now handing over the roles to other members of the Chapter.

### Golf Tournament

On September 21, 2022, the GTA Chapter community gathered at Richmond Hill Golf and Country Club for a tournament in support of Rainbow Railroad, a not for profit organization which helps LGBTQI+ people facing persecution based on their sexual orientation, gender identity, and sex characteristics.

The golf tournament and silent auction raised a whopping \$25,000 which was donated to Rainbow Railroad. Huge thanks to Dayna Bradley and Eric Kristen for all their work in organizing the tournament.



## SOUTHERN ONTARIO CHAPTER

### Charity Golf Tournament

The SOC Charity Golf Tournament was held on Wednesday September 14th at the Kings Forest Golf Club in Hamilton. The golf tournament was held to support the Cancer Research Society. After lunch at the clubhouse teams played 18 holes of golf and then cocktails, dinner, and a raffle table after. The event raised \$2,000 for the Cancer Research Society in 2022!



SOC Charity Golf Tournament

### Holiday Party November 24

The SOC celebrated the festive season with a gathering at the Blackberry Brewery in Ancaster, ON. Chapter members had a chance to network and share cocktails and appetizers.



SOC Holiday Party



**e. increasing supplier diversity by creating and developing an online portal for diverse businesses and support the advancement of diversity and accessibility in the design industry.**

This is currently under development with the Foundation Subcommittee.

**f. promoting the design profession and industry to:**

**i. underrepresented communities, newcomers, and diverse professionals;**

### **Intern Competency Review System (ICRS)**

The ICRS is a competency-based assessment that will provide fair access for non-traditional Intern applicants who do not meet the minimum education credential but who have the competencies equivalent to the learning outcomes like those of a CIDA-accredited degree program.

158 requested information to join ICRS.

9 applicants enrolled.

8 applicants successfully completed the ICRS.

13 applicants are currently working to complete the ICRS.

### **Newcomers Associations**

ARIDO joined Toronto Region Immigrant Employment Council to be connected with Professional Immigrant Networks (PINS) and establish a link between this organization and ARIDO. This is a new avenue to reach newcomer populations and connect individuals who are trained outside of Canada with the association. We will continue to promote the ICRS as a path to become an ARIDO member to partners including JVS Toronto, TRIEC/PINS and WoodGreen.

### **ii. high school student populations.**

Over 100 high school students participated in the Student Design Charrette during Interior Design Week, showcasing the field as a meaningful career path, which can engage a range of skills and abilities.



**Student  
Design Charette**



The Community Outreach Subcommittee is currently at work on outreach with high schools and promoting the interior design profession as a valuable career path. They are targeting and building relationships with underrepresented communities which include Black, Indigenous, and People of Colour, and communities outside the GTHA.

**g. reaching out to past and prospective members of ARIDO to engage their input into how to best bring about the recognition and professionalization of interior design in Ontario.**

Outreach to prospective members continues on an annual basis, ARIDO's membership staff reaches out to individuals who have completed the NCIDQ exam to inform them of their options and pathway into membership.

ARIDO has also updated our reinstatement policy to address the increase of reinstatement requests and provide more information and a clearer path back into membership.





“ARIDO really has given me a place to belong, to support designers and the interior design profession as a whole.

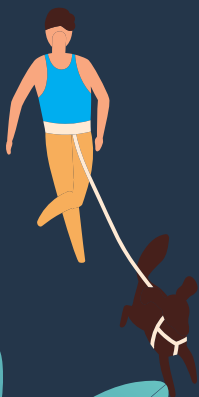
It's given me a forum to be able to give back to the community through our charitable work. It's given me a place to develop my own leadership skills, to mentor others and to be personally supported and encouraged by so many people who have become some of my closest friends.

And above all of that, I've had a lot of fun doing it. I can't even imagine getting to where I am without ARIDO.



**Dayna Bradley**

Foundation Subcommittee, ROI co-Chair  
President, TPL Lighting



“Why volunteer my time outside of the official bounds of ARIDO? I really love my community. I'm good at this, I have the ability to be brave and speak up for people who may or may not be able to speak up for themselves.



**Melissa Tossell**

Registered Member  
Community Outreach Committee



**h. strengthening stakeholder relations and collaborate with other organizations to build awareness of the value of design.**

ARIDO partnered with Interior Designers of Canada (IDC) and GRAY Magazine to create and build the GRAY Stage for the 4 days of the 2023 Interior Design Show (IDS) in Toronto.

A group of designers led by Registered member **Joanne Chan** worked together to design a stage and involve partners and sponsors to build the space to host talks and panels throughout the trade and public days.

Several panels took place at the GRAY Stage, including Registered Interior Designer **Michael London** on his journey through the design field, and the panel on public assembly and design, where **Michele Gucciardi** of Turner Fleischer, **Mardi Najafi** of Figure3, and **Joe Pettipas** of IBI Group discussed their experiences designing public spaces and their aspirations for Toronto's public spaces in future.

ARIDO Members also participated in the popular panel: Things They Don't Teach You in Design School; Managing Difficult Relationships, which was presented by ARIDO and IDC and featured **Greg Quinn, Tatiana Soldatova, Isabelle Talbot**, and was moderated by **Carrie Burd**.

ARIDO's Executive Director, **Sharon Portelli** moderated a lively talk on "The Power of Women in Design & Construction" where **Julie Phillips** of Flatiron Construction, **Dayna Bradley, Anna Simone** of Cecconi Simone, and **Behnaz Assadi** of Ja Architecture and Daniels Faculty exchanged their perspectives and experiences of working in the architecture, design, and construction field, and where they see the possibilities for progress and change.

On Friday 'The Power of Art in Design' featured **Joanne Chan**, Architect **Heather Dubbel-dam**, Art Consultant **Olivier Fuller**, and Artist and Designer **John Monteith** in a discussion about the ways design and art interact in a space and their projects and collaborations where these interactions have led to more than the sum of their parts. Moderator Jutta Brendemuhl led the discussion.

During Saturday and Sunday, the public days at IDS, the panels and the GRAY Stage continued, with a discussion among **Pam Hope, Nadia Kuhni**, and **Michelle Mawby** and moderated by **Joanna Tiffin** on creating inclusive space while designing for an aging population shared the ways these important concerns can be addressed through interior design.

On the final day of the show, the GRAY Stage featured a panel on integrating culture and heritage into design philosophy featuring **Beverly Horii** and **Iman Stewart** and was moderated by **Sharon Portelli**.



The four day event was an amazing platform for ARIDO and to expose the expertise of Registered Interior Designers, invite more people into the conversation about interior design, and bring the ARIDO brand to a wider audience.

A huge thank you to the design team who helped make it happen:

**Joanne Chan,**

Principal + Owner, SDI Design

**Bruce Freeman,**

Design Director, SDI Design

**Mardi Najafi,**

VP, Retail Strategy and Design, Figure3

**Beverley Horii,**

Managing Director, IA Interior Architects

**Sam Smithers,**

Senior Designer, Kasian Architecture

Interior Design and Planning

**Joanne Lam,**

Co- Founder, Picnic Design Inc.

**Jim Sa'd,**

Principal, Paradigm

Architecture + Design Inc.



**View the  
event recap**



Images from  
The Gray  
Stage at IDS



ARIDO has also worked with partners like the Association Of Architectural Technologists Of Ontario and Ontario Association of Certified Engineering Technicians and Technologists to respond to government policy changes regarding the updates to BCIN.

**j. collaborating with the other provinces and IDC to develop a unified, collective voice for the profession in all jurisdictions.**

ARIDO has started to present our student presentations with **Trevor Kruse**, Chief Executive Officer of Interior Designers Canada (IDC) which has been a productive partnership.

This joint effort illustrates the strong relationship between the organizations and helps schools.

#### **We will advocate for:**

**a. accessibility and equity through the design industry: academia (school boards, institutions), government relations (provincial, federal);**

ARIDO has written submissions to government on our work related to equity, diversity, advancement and accessibility to the Ministry of Municipal Affairs and Housing, on behalf of ARIDO members.

Incorporating learning sessions on accessibility at the Ontario Summit has been a priority for the association throughout 2022 and 2023.



# Reinforcing Value

**Goal: Cultural betterment of the interior design industry with the end goal of increased value within the community, and increased awareness by the public and end users of the value of interior designers.**

**1. We will focus on programs and initiatives that our members value, and prioritize the inclusion of underrepresented designers and companies, by:**

**a. Expanding career path support in areas such as:**

**i. NCIDQ exam prep support,**

ARIDO continued to host study groups and NCIDQ exam prep sessions for Intern Members during summer 2022. These offerings continue to be a major draw to Intern members and provide a necessary connection to career guidance, practice advice, and supervised work experience sponsorship.

We also worked with CIDQ to ensure that any Intern member completing the IDER reporting program would qualify to write the CIDQ exams.

As a member board of CIDQ and the only authority to qualify an Interior Designer in Ontario, ARIDO has the ability to approve the supervised work experience for approval to take the NCIDQ Exam.

As the member board having jurisdictional authority in Ontario, ARIDO can approve any individual for the NCIDQ Exam where ARIDO has approved that individual as having met the Education and Experience requirements.

We are pleased to continue our ongoing work with CIDQ and that the IDER program will qualify, similar to the hours-based program.

**ii. Connecting mentors for Interns requiring qualified sign off for their supervised experience requirement.**

From June to October, 73 Interns were mentored by 51 Registered members via the ARIDO Mentorship Program.





What did participants in the 2022 program have to say?

"The recordings of the presentations, and the resources pages were very helpful." – Mentee, 2022 Program

"My mentor was very experienced and gave great advice and was very encouraging." – Mentee, 2022 Program

"The match to my mentee was perfect. We had a lot in common, and she was looking for the exact experience I could offer her assistance on." – Mentor, 2022 Program

"The group sessions and presentations were very informative and practical. Online format was accessible, and access after the event was appreciated when scheduling didn't allow for live participation.



One on one sessions with my mentor proved to be one of the most rewarding connections of my professional life. [Mentor] is well informed, dedicated to our profession and endlessly supportive to advancing and encouraging her peers.

Overall an invaluable experience, on both a professional and personal level, that I will always be grateful for." – Mentee, 2022 Program

#### **b. Develop value-added tools such as:**

**i. Resource library, education work-shops and lunch & learns focused on DE learning, knowledge, and experiences; and,**

#### **Fireside chat with Chief Dr Robert Joseph, sponsored by ARIDO**

ARIDO sponsored a candid conversation between **Chief Robert Joseph** and **Chandran Fernando** of Matrix360 to explore how non-Indigenous and Indigenous peoples are able to embrace the pathway forward through healing and building better. As one of several sponsors we were able to support this conversation and bring it to the ARIDO community.

#### **"Learn the Lingo" A Conversation on Inclusive Language created by the Education Subcommittee**

On November 25th, ARIDO hosted a virtual workshop "Learn the Lingo: A Conversation on Inclusive Language" for members. The session was organized by the Education Subcommittee of the Equity, Diversity, Advancement and Accessibility.



It was facilitated by **Keith Richards** of Discourse Agency and walked attendees through an overview of what to consider when trying to use inclusive language, the discussion of impact vs. intent, and some helpful examples of non-inclusive language which are present in everyday life.

More than 60 individual participants joined virtually, and several design firms hosted in house lunch and learns to engage their staff teams through the virtual group ticket.

What did Learn the Lingo Participants think?

"We all thought that the seminar was great. Very enlightening and while it was happening there was a lot of self reflection amongst the group!" - participant

"The interesting part for us was our discussion afterwards and validating how we understood what was presented (or how some of us perhaps didn't quite get it)." - participant

"There is a plenty to learn. Thank you to Keith and Victor!" - participant

## ARIDO Job Board

The ARIDO Job Board continued to be a popular benefit of membership throughout 2022, as there were 98 posts created by members.

The 27 paid posts originated from municipalities, design and architecture firms, as well as large and small companies, which demonstrates that ARIDO continues to be a go-to resource to find qualified Interior Designers.

In total, there were 125 posts in 2022. The Weekly Job Board Blast continues to send weekly updates to 123 subscribers.

Looking for work? Visit the Job Board in ARIDOaccess or sign up [here](#) for updates.

**ii. Webinars and presentations on practice related matters, i.e., OBC, HR, financial management, succession planning, running a practice.**

## Professional Development (PD)

The current Professional Development cycle is from July 1, 2021, to June 30, 2023. The cycle is ending on June 30th. Registered, Intern and Educator members are required to complete a total of 12 credits, out of the 12 credits, at least 4 Health & Safety and 8 General Education.

A reminder was included on the February updates. Individual emails were sent with a snapshot of their reported Professional Development credits. We will continue emailing reminders to our members before the cycle end on June 30.

The ARIDO website has multiple PD-CEU sessions.

- 2 credits from the Equity, Diversity, Advancement and Accessibility Resource
- 6 credits from the 2022 Townhall and AGM
- 6 credits from the 2023 Townhall and AGM

### What's your wow moment?

“Co leading the Education Subcommittee.

We've been tasked with providing learning opportunities for our membership that will allow them to gain knowledge on how to design from a more diverse, and equitable, and inclusive standpoint.

My wow moment isn't just doing the work, but it's also being able to work with the people who chose to be part of our subcommittee.

Going to our meetings, everyone is eager to have discussions, and to brainstorm and to ideate, how we can successfully do this.

How we can improve our mentorship program. How we can create CEU sessions that are relatable, and how we can pool other resources together to make diversifying design and doing inclusive design a lot more accessible to our members.

Charing the conversations, hearing the respect that we treat each other with, and seeing how eager everyone is to ensure that we're keeping this work going has been very eye opening.

It's something that I'm grateful to be part of and I'm very excited to see how we move forward.



**Kathryn Lawrence**

Registered Member  
Education Subcommittee co-Chair





The upcoming Townhall and AGM will offer additional PD-CEU sessions.

- Women in Construction & Trades – 1 General Education credit
- Ontario Black History – 1 General Education credit
- True Accessible Design: A Deep Dive – 1 Health and Safety credit
- Understanding your financials – 1 General Education credit
- ARIDO Townhall – 1 General Education credit
- ARIDO AGM – 1 General Education credit

A compliance audit will be conducted on June 30, 2023. ARIDO will randomly select 10% of our members that are required to report Professional Development credits.

During the 2023 Ontario Summit, ARIDO is hosting a seminar on finance with **Al Jones**, to provide guidance and advice on general practice and business management.

Al Jones, Financial Advisor to ARIDO, will focus on providing members who are sole proprietors and small business owners with essential information and practices to maintain the financial health and sustainability of their business.

### iii. Building Code Reference Guide

Work has begun in response to 2021 survey sent to Registered members on the OBC. These insights will be analyzed by the Practice Advisory Committee who will create a tool or resource based on their findings.

### iv. Guide to ethics and practice standards related to the practice of interior design; and

In November, the Practice Advisory Committee launched a new guide in the Best Practice Series: Conflict of Interest: Financial Incentives to specifically detail what constitutes a conflict of interest.

It's a guide that outlines what a conflict is under the ARIDO Practice Standards, what to do when you encounter a potential conflict of interest, what is at risk, and the way ARIDO's Complaints and Discipline process evaluates these events.

### v. Interior design master class training programs.

This is a current project of the Membership Committee. Keep an eye out for more updates in 2023.

## 2. Raising awareness on the value of design and qualified interior designers through:

### a. Education of interior designer's legal rights to submit for permit.

#### Pr6 Title enforcement

Bill Pr6 – Act respecting the Association of Registered Interior Designers of Ontario. Only Registered Members of ARIDO may use the titles "Interior Designer" and "A.R.I.D.O".

Following investigations for unauthorized use of the titles, emails were sent to non-registered members of ARIDO, asking to remove any reference to the titles "Interior Designer" and "A.R.I.D.O". Letters will be sent if emails are not available. During Covid 19, Canada Post didn't enforce the signature requirement for the registered letters. Many letters were returned to ARIDO as companies refuse to accept the letters.

Sending, "cease and desist" notices via email are faster, and we can save the cost of mailing the registered letters.

- 189 title investigations
- 115 emails



**b. Education of the benefits of businesses working with interior designers.**

BLOG//ARIDO continued to be a cornerstone of our promotion strategy along with the member directory of Registered Members.

We published 75 posts of projects and articles on BLOG//ARIDO and worked with Registered members to create this content.

Some of the top posts include:

[What are Registered Interior Designers qualified to do?](#) | ARIDO

[Retiring in Style](#) | ARIDO

[Portage Design Group creates an Insta-ready exhibit space based on the principle of fun](#) | ARIDO

[Modular furniture gives this school office an A+](#) | ARIDO

There were 35,442 visits to the Member Directory from April 1st, 2022 to March 14th, 2023. For Registered members, completing your BLOG//ARIDO profile and keeping it up to date is more important than ever as the member directory averages more than 5,000 visits per month.

**c. Promotion of inclusive and fair procurement practices related to Requests for Proposals (RFPs).**

In Fall 2022, the Provincial Advocacy Committee re-launched "A Guide to Requesting Interior Design Services" a publicly available document which is a guide to obtaining interior design services for commercial projects.

It provides an introduction to the practice of interior design, questions and considerations when hiring an interior designer, and a checklist of a typical scope of work.

It is located on BLOG//ARIDO and has been downloaded 45 times since September.



Awards Magazine Cover

**d. Educating industry stakeholders such as real estate brokers, facility managers, and project management groups.**

The Provincial Advocacy Committee is working on this work to create tools and resources to educate these stakeholders about the value of Interior Designers.

**e. Showcasing what the profession does.**

The 2022 **ARIDO Awards Gala** was the final event of Interior Design Week, celebrating 17 outstanding projects by members in this year's categories, LIVE, LIVE TOGETHER, GATHER + PLAY, and SHOP and recurring categories CRAFT, DISTINCT, and PRESERVE + RESTORE.

During a livestreamed Awards ceremony hosted by beloved Toronto TV personality **Jennifer Valentyne**, the projects were celebrated and the livestream patched into Satellite Sites and offices around the province to celebrate the Awards.

See all the winning projects on the 2022 ARIDO Awards Page. All Members were sent a copy of the Awards Magazine by mail in fall of 2022.

**f. Launching a province wide Interior Design Week, via head office and Chapters,**

ARIDO's inaugural **Interior Design Week** was held September 27th to 29th, and was an excellent kick off to this new initiative. Held at the



Interior Design Week



#### h. Advocating for the design of interior spaces that exceed minimum accessibility standards.

Offering sessions which educate members on accessibility standards has been an important part of ARIDO's events, particularly the Ontario Summit.

During the Ontario Summit in March 2022, the session How Accessible is Canadian Design? (1 HS credit) was offered and the recording was made available to members following the event.

Our panelists **Megan Mah**, Partner, WeirFoulds LLP, **Amy Pothier**, ARIDO, Gensler and **Jane Sleeth**, Consultant discussed the challenges Interior Designers face today in taking spaces beyond the minimum accessibility standards.

Midgley Tecnica showroom in North York, two days of the **Educate Stream** and **Advance Change Stream** presented talks and panels about interior design, featured Registered Members of ARIDO, and offered design consultations.

It was a chance for members, industry, and the public to connect and deepen the conversation around interior design and ARIDO's work. A big thank you to all our panelists for their time and involvement in these two streams.

On September 29th, for the **Community Stream** Bachelor of Interior Design Students visited high schools around the GTA to work with high school students in design workshops to share more about interior design projects, the field and potential career options. Over [100 high school students](#) were involved in these design workshops, and the content focused on designing solutions for issues directly faced by their community.

#### g. Developing a marketing guide (elevator pitch) per sector.

The Provincial Advocacy Committee is currently at work on this project. They have a framework in place, and are working on sourcing stories from members to establish empathy and integrate a stronger storytelling thread within the pitch.



Ontario Summit in March 2022

Getting that feedback upon occupancy is key to learning and building on what worked well and what didn't work.


Amy Pothier, ARIDO

Inclusive design means we don't have to design per individual disability.

Jane Sleeth

# Inclusive Engagement

**Goal:** Create safe and inclusive spaces where the community feels engaged and inspired to become an ARIDO Ambassador in this work.

-  **1. We will facilitate two-way communication between ARIDO and the members, and the members with each other by:**

**a. Gathering and obtaining feedback from members, in a transparent way, on their needs and how they wish to be engaged; and,**


**b. Members informing ARIDO of issues facing them both individually and the profession.**

The Communications Committee developed and established the Virtual Suggestion Box as a way to gather more feedback on ARIDO's work and processes.

It's a place to voice opinions, share what members need, and provide feedback to ARIDO. The Communications Committee developed this to provide another channel for members to share their voice with the Association and add their feedback.

Feedback can be submitted anonymously or submitters can include their names if they wish for someone to follow up.

Access the Virtual Suggestion Box [here](#)

-  **2. ARIDO will explore the development of a communication method either via an app or the website:**

**a. For members to connect and discuss issues together.**

Mentorship program facilitates this 1-1 mentorship and NCIDQ study groups

**b. To enable ARIDO to communicate directly and share valuable info to the membership; and,**

**c. To establish an online forum for members to post issues or questions for other members to help with.**

The Communications Committee established a **private LinkedIn group** for members to connect with other members and provide an inclusive space for the community to engage and be inspired.

With this group, ARIDO is providing a virtual way for the ARIDO community to interface from across Ontario, discuss issues facing the profession, and tap into the collective knowledge of the membership.

There are currently 308 members. The Committee established a goal of 300 members by the end of 2022, and fell short of this goal by 5 members. Currently the Communications Committee is posting content and prompts to engage the membership in discussion and exchange.





### 3. We will increase engagement within our community by:

#### a. Finding ways to further connect and engage with:

##### i. students enrolled in an ARIDO-recognized education program,

Throughout the year, the ARIDO Staff Membership Team, Sandra Noble and Maya Vnukovsky hosted presentations to 1st year students in all ARIDO recognized schools. These presentations connect students with their free ARIDO student membership and establishing that link to the association early on in their studies, to underscore that ARIDO has their back from the start of their career.

ARIDO also connects with students in their 4th year of studies to provide support as they graduate and as they take their first steps beyond their degree.

These presentations also remind them of the value of Intern membership and provide an avenue to continuing to be part of ARIDO.

The Career Xpress Committee continued their work to engage directly with students and equip emerging professionals with information for their careers in interior design.



On November 24th, the Career Xpress Portfolio Prep event took place gathering five panelists together, Registered members from large and small firms: **Maia Roffey** of Black Sheep Interior Design, **Stanley Sun** of Mason Studio, and **Joanne Chan** of SDI Design Inc. as well as, **Vered Klein**, a recruiter who specializes in interior design and architecture, and Life member **Christine Mayhew**, of Mayhew Inc.

The panel session provided attendees with information about the interior design field and what to know at the start of their interior design career.

This variety of panelists provided different perspectives and insights to students, and addressed questions from many students looking for jobs, including one student who landed a job via one of the event panelists.

Keep an eye out for the spring event by the Career Xpress committee, "Portfolio Review" which will take place in person, and provide more opportunities for networking and forming connections in the community, especially after the past 2 years.

The Committee has moved this event to the spring, instead of winter, after the school semester finishes. Two options will be offered, for students who wish to have their portfolios reviewed, and for students who wish to watch the reviews.

The committee is eager to do something different, provide more opportunities for networking and build on the established model of their events and enhance the Career Xpress Committee's offerings, adding more elements, mini job fair.

“The Career Xpress committee helps students communicate and connect with potential employers, potential other student members, intern members and so on.

We also help students review their portfolios, we host events throughout the year to really help them in their career development and help them find opportunities within the interior design industry. With COVID it's been really hard, but I'm really excited that things are coming back in person and that we can all hopefully connect.

There are so many events that have taken place this year, and I'm very proud to have been part of a few of them.”



#### Jude Kamal

Registered Member  
ARIDO Board  
co-Chair Communications Committee;  
co-Chair Career Xpress Committee



ARIDO Staff completed their annual school visit presentations at all ARIDO recognized programs for 1st and 4th year students. These presentations introduce the association to students, inform them of ARIDO's offerings through the free student membership, and connect them to the association.

BLOG//ARIDO featured work by graduating students throughout May, June and July. Nine weeks of posts were published throughout spring and summer in partnership with each of the ARIDO-recognized BID programs.

This campaign began in 2020, with the cancellation of many graduating shows. By showcasing student work in this way, we are able to further connect and engage with students who are in ARIDO-recognized programs and spotlight them as an important part of the ARIDO Community.

We'd like to thank the schools who participated in the 2022 campaign!

Georgian College  
Toronto Metropolitan University  
Humber College  
OCAD U  
Yorkville University  
Sheridan College  
Fanshawe College  
Conestoga College

See the entire campaign at this [link](#).

## **ii. Career Xpress Committee Ambassadors within the interior design programs; and**

The Career Xpress Committee meets regularly to plan events and connect students from each ARIDO recognized program with the association.

Career Xpress Committee Ambassadors are students who volunteer to be a liaison between ARIDO and their school.

## **iii. faculty and Educator members of ARIDO.**

ARIDO continues to host annual meetings with Educator members and faculty at ARIDO recognized BID programs, in order to remain updated with the schools and find ways for greater collaboration and engagement.

Events such as Interior Design Week, and the Graduate Showcase at the Ontario Summit,

as well as the BID projects on BLOG//ARIDO were all established through ARIDO's connection with these stakeholders.

## **b. hold ARIDO volunteer sessions for all members of our community to understand how they can contribute.**

During the 2022 Ontario Summit, Sharon Portelli hosted a webinar on "Volunteering with ARIDO" which walked attendees through the various opportunities for members who wish to give back to the association.

“My name is Golnar Raissi Dehkordi.

I am a Registered Interior Designer working at Mayhew Inc. In the past year, I've had the honour of working with ARIDO as a director on the board of management, and have co-chaired the Equity, Diversity, Accessibility and Advancement Committee and the Communications Committee.

As a volunteer at ARIDO, I have seen time and time again people coming together with a common goal in mind; they bring their knowledge and experiences to make ARIDO a more inclusive organization and community.

This particularly is heartwarming when a goal is achieved and we get to celebrate our small wins and prepare for the great work ahead. In the coming year I am looking forward to be involved in ARIDO's journey for equity and diversity.

We are ARIDO and the future is exciting!



### **Golnar Raissi Dehkordi**

Registered Member  
Board of Management  
Co-chair Equity, Diversity, Inclusion and Advancement  
Co-chair Communications Committee

**c. connecting different generations with one another.**

The ARIDO Mentorship Program connects Interns with Registered members to provide Interns with mentorship and advice from experienced professionals.

Many Mentees participate to receive support on their Supervised Work Experience requirements. As Registered Interior Designers, Mentors can sponsor their Supervised Work Experience, but they can also provide practice guidance, and career advice.

**Roundtable Discussions with ARIDO Chapters**



**4. Engage Chapters in a strategic exercise to identify ways to better align their activities with ARIDO priorities.**

President Jennifer Warling, President-elect Sabrina Carinci, and Executive Director Sharon Portelli hosted **roundtable discussions with ARIDO Chapters** to discuss the future of the chapters, how they align with ARIDO's future, and how we can build greater community across Ontario.



“With ARIDO's new strategic bold statement with equity, diversity and inclusion I think it's really cool we've adopted [this new communities model] We're looking at things from a different perspective and seeing how we can advance our profession and our communities based on that model.



**Jeremy Cheff**  
Registered Member  
President, Eastern Ontario Chapter





# Legislative Update

## Legislative Update

The Progressive Conservative Party of Ontario (PC) under Doug Ford won a majority government in the 2022 provincial elections. This resulted in renewed leadership appointments for the Premier, Attorney General and Minister of Municipal Affairs and Housing; renewed appointments that are key for the progression of the Direct Regulation Model.

In fall 2022, discussions with government on progressing the model forward reopened and included direction on next steps. In late 2022, ARIDO and OAA identified the following as next steps and immediate priorities to resume work with government:

- Draft of amendments to the Architect's Act and relevant regulations which must be passed by government for implementation of the model.
- Holding stakeholder consultations with decorators, non-qualified designers and technologist to secure support for the model.
- The development of the insurance requirement and program for Licensed Interior Designers through Prodemnity Insurance.

These priorities will be at the forefront of ARIDO's work in the 2023 to 2025 work plan.

## National Advocacy

ARIDO continues to be an active member of the Council of Interior Design Regulation Authorities of Canada (CIDRAC), which is comprised of the nine provincial regulators for interior design in Canada. The provincial regulatory bodies set the professional standards for the profession and determine who meets the established qualifications in each jurisdiction. These provincial bodies individually regulate the practice of interior design in the interest of protecting the public.

As provincial authorities, the members of CIDRAC see value in a cohesive approach in the setting of professional standards across Canada and elevating the profession of interior design.

In the spirit of collaboration, the members of CIDRAC cooperate on matters of mutual interest and concerns such as regulation of the profession, professional standards, and advocacy efforts.



## Regulatory Advocacy

In 2022, the Ministry of Municipal Affairs and Housing (MMAH) ran several industry stakeholder opportunities to which ARIDO participated. In summer of 2022, ARIDO participated in the review of the BCIN Qualification Program for building practitioners led by the Ministry. Like many other stakeholders, [ARIDO provided important feedback](#) on experiences from qualified designers with the current qualification program related to its current barriers, challenges, and duplication with other existing qualifications programs such as ARIDO Registered Membership. We reiterated, again, several ongoing concerns.

## Lack of BCIN Recognition Continues

BCIN designers continue to experience a rapidly declining rate of recognition of the BCIN credential for permit submission. This is led by a perception that only an architect may lead interior design projects, and as a result fully qualified BCIN holders are often not provided equal opportunity to participate in Request for Proposals (RFP). This negatively impacts their ability to bid on interior design projects, and ultimately forces clients to miss opportunities to engage with specialists in interior design.

Additionally, non-qualified designers may obtain the BCIN credential with little to no design training or qualifications. As a stark contrast, stakeholders such as ARIDO have rigorous qualifying requirements that ensure robust design training occurs over the span of up to 7 years, including code training, for the design of safe spaces in Ontario to occur. While the BCIN program tests one's ability to reference the Ontario Building Code as needed for permit submission, it does not ensure that these test takers can competently apply interpretation of the OBC to designs intended for submission for permit. Nor does it guarantee designs submitted for permit will be in compliance with the minimum requirements of the Ontario Building Code.

## Procurement Practices

ARIDO and our members continue to see a significant increase over the last several years of declining procurement practices wherein Request for Proposal (RFP) issuers believe an architect or engineer must serve as project lead for interior projects.

We believe this confusion and lack of clarity of differences in scope is related to misinterpretation of the 2012 OBC amendments. Interpretation by RFP issuers including project managers, landlords, and even provincial and federal branches, believe that an architect or engineer must legally serve as project lead due to a perceived mandatory design and design review requirement for most building types and their interior spaces.

These exclusionary practices impact the professions' equitable access to the pipeline of project opportunities in Ontario, discouraging the entry or expansion of sole proprietors and small-and medium-sized design firms to participate in the market and has substantially lessened competition for design services that are accessible to the public. This is more so concerning for this profession as, unlike our architectural and engineering counterparts, interior design is a female centric profession making up 83% of ARIDO members.

[In January 2023, we provided further feedback](#) to additional calls for stakeholder feedback related this time to government recommendations to enhance the BCIN. We took this opportunity to relay the following additional concerns on behalf of our members.





### **Recommendations: Expediting the Permits Process**

In response to industry concerns regarding expediting the Permits Process by lowering qualifications for the BCIN, ARIDO reiterated the barriers currently experienced by BCIN holders related to lack of recognition of the BCIN. These occurrences result in plans examiners and building officials refusing to accept complete and compliant drawings for interior alterations. These interruptions can result in a delay by more than 20 days at times due to disagreements between the municipality and the designer; and in some cases, the BCIN holder having to obtain the unneeded design review and stamp of an engineer or architect where one is legally not required for the project to proceed to permit application. In addition to delays, this results in unnecessary costs to the client for additional design fees where they are not legally warranted.

### **Recommendations: ARIDO Registered Members Exempt from BCIN**

In response to the Ministries recognition that industry associations such as ARIDO currently provide qualification training for those qualified through ARIDO, we reiterated that a large portion of Code knowledge is developed as part of formal training including education and working in the field to become a Registered Interior Designer.

While under the supervision of an already qualified individual during field training, Intern members receive mentorship and ongoing feedback and direction that enables the development of skills and knowledge in the interpretation, application and integration of codes and regulations into compliant designs.

We therefore supported government recommendations and further proposed that ARIDO Registered Members be considered for BCIN qualification based on their current qualifications through ARIDO. Having undergone rigorous qualifying requirements over the span of up to 7 years, through education, experience and examination requirements, including code and regulations training for the design of safe spaces in Ontario and the mandate for liability insurance; the requirement to also qualify for BCIN is duplicated by ARIDO's qualifications framework.

ARIDO's working relationship with the Ministry has greatly improved over the last several years and we are appreciated to the Ministry's leadership team who continue to reach out and ensure ARIDO is called to the table for feedback and input on future government work.

# Financial Report

**Report from VP, Finance**  
**Darryl Balaski, ARIDO**

**16 March, 2023**

The 2022 audited statements reflect a year of robust activities and operations supported by the hard work by Board and staff working closely together and led by a new approach to a strategic direction for the organization.

We worked towards a gradual return of selected in-person operations with the staff working in a hybrid format, and events such as the gala providing both in-person and virtual participation. Leveraging technology has enabled us to maintain reasonable event and travel expenses, supporting a conservative operational budget. We also ramped up our work in advancing equity, diversity and inclusion.

While we fared well financially during the past few years of the pandemic, we are now just seeing our first major financial impact leaving us, ending 2022 in a deficit that is above our previous years. ARIDO therefore finished the 2022 year with a deficit in operations of \$248,628.

As per past reports, the Amortization entry in the amount \$117,638, although it is a book entry on ARIDO's financial statements, it is not a cash entry. Therefore, the actual bottom line for 2022, minus amortization, is a deficit in operations of \$130,990.

This deficit is the result of several factors. For 2022, the ARIDO Board chose to forego a membership dues Cost of Living increase due to the slow and steady recovery of our sector. While we were able to see our sector improve gradually with client's appetite increasing to start projects, along with small improvements to supply chain and workforce disruptions, some members and firms were not entirely out of the woods compared to pre-pandemic levels. As a result, the Board felt presenting a lean and conservative budget for 2022 without a dues increase was an appropriate move forward for 2022.

Looking to our investments, we originally budgeted \$55,000 in revenue stemming from investment income but due to volatile markets in 2022, ARIDO's investments saw a \$65,046 unrealized loss for the year ending December 31, 2022. We continued to work with our Financial Advisor, Al Jones, who actively monitored the markets, managed our portfolio and ensured that our investment portfolio remained in alignment with risk tolerance and investment objectives.



While we exceeded our membership revenue targets for 2022, we experienced additional revenue shortfalls in the amount of \$29,500 as follows:

\$12,000 for ARIDO Awards submissions  
\$7,000 for 2023 Gala sponsorship  
\$5,500 from job and CEU postings on the website  
\$5,000 for Boardroom rentals.

We also faced the need for an unexpected server upgrade which we had not budgeted for in the amount of \$20,000.

Additionally, while government funding related to pandemic recovery ceased in 2022, ARIDO was required to repay \$20,000 of the original \$40,000 CEBA loan back in 2022. Like many other organizations and businesses, pandemic financial assistance from government supported several shortfalls in previous years.

Lastly, our work in equity, diversity and inclusion ran slightly over budget due to unforeseen costs in the amount of \$6,500. The organization, its leaders and staff continue to grow and remain committed to this work and the value it will bring to existing and future members within the organization.

While we experienced several financial shortfalls, we also celebrated several financial wins that, without them, the organization would have been in a worse position.

## Revenue

**Membership revenue targets exceeded by 2.9% or \$24,809**

**Annual rental income from our tenant space \$78,500**



## Expenses

**Unexpected server upgrade \$20,000**

**CEBA loan payment \$20,000**

**Our EDI work unforeseen costs \$6,500**

Membership, as always, continued to be a primary source of revenue and while we budgeted again for a potential drop in dues related to continued economic impacts on the profession and sector, we ended the year with a 2.9% increase in paid membership exceeding our members revenue targets by \$24,809.

Our tenant space, which had been dormant for all of 2021, is now occupied and bringing in annual rental income again in the amount of \$78,500. This revived income also enabled us to continue our 10% annual contributions to our Building Fund which ensures reserve funds to maintain our owned offices at 43 Hanna Ave.

Turning to the budget for 2023, we are projecting a deficit of \$322,076. Again, when you deduct the amortization amount, it reflects a revised deficit in operations for 2023 in the amount of \$204,438.

There are several key factors to this substantial deficit. At the AGM and Summit, you will hear more from Jennifer Warling, President, as work towards the implementation of the Direct Regulation model in partnership with the OAA increases in 2023.

One important project is the development of a Canadian alternative to the NCIDQ examinations. This decision was agreed to in 2019 between ARIDO and OAA, wherein a Canadian alternative would align us closer to the current framework for qualifying as an architect in Ontario.

As we move closer to the implementation of the Direct Regulation Model, this 2-year development project will build upon the competency development work previously completed with the Intern Competencies Review System and the new supervised work experience requirement, Interior Design Experience Requirement (IDER).

The development costs for 2023 are budgeted at \$168,600 and will be covered by ARIDO's investments, our Regulatory Fund. As the funds for this work is not reflected in revenue streams but in cash, when you deduct the \$168,600 from the budget, this leaves us with a deficit of \$35,838 for 2023 related to revenue versus expenses. Lastly, we have already filed for a Federal Grant which supports development work by regulatory bodies such as this project. We have filed for the full project amount and are hopeful that we will receive funding to support this work and subsidize the costs.

Serving the membership as VP, Finance over the past two years has been my absolute pleasure. It has been a rewarding experience contributing to our great community and humbling to work with so many talented and dedicated individuals on the Board and the ARIDO staff. Through continued monitoring and conservative spending, the next VP, Finance will contribute to a strong financial position for ARIDO in 2023 and beyond.

A big thank you to the staff and Board for their contributions in keeping the organization moving forward.

Thank you.

Regards,

**Darryl Balaski, ARIDO**

VP, Finance



# Life Members

Shelley Beaudette

Kimberly Bruce

Karen Cash

Samuel Chan

Juan Esquijarosa

Peter Heys

Ann Hurst

Gayle Kennedy

Ann King

Donna Kirsh

Leah Koman

Dale Landry

Ellen Lott

Susan Lue

Deborah Melin

Jane Nakagawa

Adriana Orsini Mauser

Deborah Rutherford

Carolyn Seagrave

Penelope Turnbull

Kimberly Vale

# Deceased Members

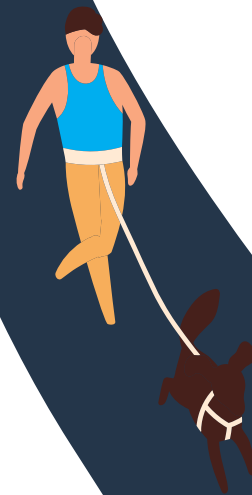
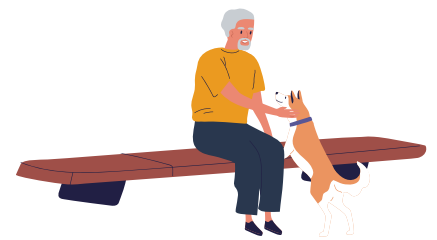
Saul Feldberg

Robert Johnston

Steve Lyddon

# ARIDO Fellows

No Fellows were appointed in 2022.





# New Registered Members

Khaled Abdel Rehim

Doaa Allami

Melanie Benoit

Carley Berko

Rachel Birch

Laura Borrelli

Enrica Capuano

Anne-Marie Charlebois

Mubshar Chaudhry

Alivia Checchia

Jeremy Cheff

Andrea Cooper

Allison Craig

Robert Crawford

Shana Davies

Alexandra Dobrzynski

Victoria Erwin

Veronica Farrell

Holly Ford

Jessica Frehr

Andrea Gravelle

Krysten Harrison

Siobhan Heffernan

Carl Jo

Adele Judges

Alice Kim

Joanna Kraszewska

Emma Lawrie

Vinh Le

Katy Maclean

Luigina Martino

Yu Miao

Colleen Mullaly

Linh Nguyen

Nancy Ong

Erica Pelletier

Emma Perego

Lisa Porter

Amy Schell

Elissa Sharma

Zaynab Shirazie

Alexandra Somersett

Lie Sukardi

Becky Thayer

Laura Thompson

Thatcher Tran

Madeline Tyson

Soha Wadoodparast

Xinyi Wang

Patricia Wheele

Heather Woods

Sydney Woolsey

Casey Yuen

Nicole Zammit

Kexin Zhang

Huiwen Zhou



# Student Scholarships

## THE NORMA RUTH RIDLEY SCHOLARSHIP

The Norma Ruth Ridley Scholarship, previously the ARIDO Provincial Scholarship, honours interior design students who display impeccable professionalism and ethics and who understand the importance of good business practices and professional standards. Applicants are judged in five areas: academic achievement, professionalism, community involvement, character and communication.

Program Chairs from each ARIDO-recognized school may submit the name of one student to be considered for the \$2,000 scholarship, presented each year at the ARIDO's Annual General Meeting.

**1st Prize**  
**Hope McDougall**, Fanshawe College

**2nd Prize**  
**Melaina Santilli**, Sheridan College

**3rd Prize**  
**Alexandra Murphy**, Yorkville University

**Christine Keys**, Algonquin College

**Megi Guri**, Conestoga College

## CTI SCHOLARSHIP

Funds for the CTI Working Environments scholarship are raised from the annual Signatures Event, where interior designers unleash their inner artist by painting ceramic dishware for auction.

**Regan Preszcator**, Eastern Ontario Chapter

**Dhvani Savaliya**, GTA Chapter

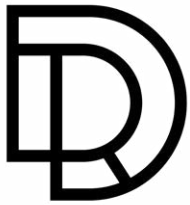


## ARIDO ART APPRECIATION Scholarship in partnership with Doner Turrin Inc.

The ARIDO Art Appreciation Scholarship in partnership with Doner Turrin is intended to promote the appreciation of artwork within the Interior Design process and application.

Interior Design students in the first year of their post-secondary program are invited to submit an application for a scholarship in the amount of \$500 provided by Rachel Turrin, Principal Art Consultant at Doner Turrin Inc.

**Reyyan Bagdat**, Sheridan College



# ARIDO Board of Management

Jennifer Warling, President

Sabrina Carinci, President-elect

Nadia Kuhni, Past President

Darryl Balaski, VP Finance / Director

Bryan Wiens, Secretary / Director

Sharon Portelli, Executive Director / Registrar

Golnar Raissi-Dehkordi, Director

Karin Crawford, Director

Joanne Chan, Director

Jude Kamal, Director

Robin Fraser, Director

Neal Prabhu, Educator

Jennifer Suljak, Intern Director

## CHAPTER PRESIDENTS

Anna Kowalczyk, GTA Chapter

Jeremy Cheff, Eastern Ontario Chapter

Izabela Cawricz, Southern Ontario Chapter



# ARIDO Committees and Members

## ARIDO-OAA Joint Task Force

David Gibbons  
Sharon Portelli\*

## Finance Committee

Darryl Balaski  
Karin Crawford  
Bryan Wiens  
Sharon Portelli\*  
Irma Kemp\*  
Harrison Zhang\*

## Property Committee

Neal Prabhu  
Sharon Portelli\*  
Irma Kemp\*  
Maya Vnukovsky\*

## Nominating Committee

David Gibbons, Chair  
Sue Bennett  
Lucia De Biasio  
Sheri Crawford  
Cori Halpern  
Jana Macalik  
Sharon Portelli\*  
Irma Kemp\*





## Norma Ruth Ridley Scholarship Committee

clinton hummel  
Anne Carlyle  
Theo West Parks  
Sandra Noble\*

## 2022 Awards Judges

Penny Fobler-Cressy  
Cheryl Green  
Daniel Long  
Angxuan Sun  
Lisa Worth

## Board of Governors

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Sue Bennett  
Robert Chaban  
Sheri Crawford  
Irving Ellman  
Peter Grimley  
Janine Grossman  
Allan Guinan  
Deanna Hayko  
Victoria Horobin  
Trevor Kruse  
Lynn McGregor  
Paul Maggiacomo  
Theo West Parks  
Eliisa Peterson  
Joseph Pettipas  
Greg Quinn  
Franca Rezza  
David Rollins  
Deborah Rutherford  
Kelly Stobbe

## Emerging Professionals Committee

Jen Suljak, Chair  
Emaa Abbood  
Helga Bastiaan  
Carley Berko  
Linda Bischoff  
Tessa Cole  
Brittany Dempsey  
Nicolas Burbano Diaz  
Jordan Fang  
Emily Grundy  
Brooke Hebner  
Jude Kamal  
Gabrielle Leighton

Bhairavi Patel  
Neal Prabhu  
Carina Redigonda  
Katie Tofigh  
Maya Vnukovsky\*  
Sandra Noble\*

## Board of Governors Task Force - IDC

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Sue Bennett  
Sheri Crawford  
Allan Guinan  
Victoria Horobin  
Theo West Parks  
Joe Pettipas  
Franca Rezza  
Irma Kemp\*  
Sharon Portelli

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Jude Kamal, co-Chair  
Brooke Anderson  
Mohamad Ayoun  
Dory Elkhoury  
Bonnie Leung  
Christine Mayhew  
Maia Stamatov\*  
Ali Moenck\*

## Equity, Diversity, Accessibility and Advancement Committee

Golnar Raissi-Dehkordi, co-Chair  
Mahesh Babooram, co-Chair  
Nazanin Bahmani  
Lucia De Biasio  
Penny Fobler-Cressy  
Marina Fensham  
Sakshi Dixit Kapoor  
Kathryn Lawrence  
Sue Marenick  
Jaenelle Murrell  
Oluwatofe Olatunde  
Maridee Osolinsky  
Amy Pothier  
Farida Sadliwala  
Luipa Tamanna  
Sine-Tibeb Workneh  
Sharon Portelli\*  
Irma Kemp\*  
Ali Moenck\*



## ICRS Reviewers (Registered members)

Elaine Bergen  
Penny Fobler-Cressy  
Alex Taran

## Interior Design Week Task Force

Nadia Kuhni, co-Chair  
Robin Fraser, co-Chair  
Aleisha Adams  
Mahesh Babooram  
Brianne Delorme  
Janet Marcine  
David Moretti  
Kevin Pak  
Elena Timofeyeva  
Andrea Titus  
Sharon Portelli\*  
Ali Moenck\*

## Membership Committee

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Laura Fyles  
Samantha Glenn  
Vivian Lo  
Dhvani Savaliya  
Naamveer Sond  
Lisa Worth  
Sandra Noble\*

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David Gibbons  
Cori Halpern  
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Michelle Mawby  
Heather Sarna  
Kelly Stobbe  
Angxuan Sun  
Susan Tienhaara  
Sharon Portelli\*



## Provincial Advocacy Committee

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Tulin Artan  
Brenda Bjarnason  
Svetlana Pihut  
Vitorhya Shields  
Ali Moenck\*  
Irma Kemp\*

## EQUITY, DIVERSITY, ACCESSIBILITY AND ADVANCEMENT SUB-COMMITTEES

### Awareness Subcommittee Members

Shelly-Ann Cerrelli  
Penny Fobler-Cressy  
Shana Davies  
Parastoo Hafez  
Marcia Mayhew  
Maridee Osolinsky  
Farida Sadliwala  
Monique Tai  
Rafaela Veloso  
Sine-Tibeb Workneh  
Ali Moenck\*

### Community Outreach Subcommittee

Mahesh Babooram, co-Chair  
Melissa Tossell, co-Chair  
Darilyn Coles  
Sakshi Dixit Kapoor  
Sue Marenick  
Oluwatofe Olatunde  
Lana Pihut  
Luipa Tamanna

### Education Subcommittee

Karen Holmberg-Cash  
Marina Fensham  
Kathryn Lawrence  
Jaenelle Murrell  
Amy Pothier  
Jane Sleeth  
Negin Valizadeh  
Feiga Werner

## Foundation Subcommittee

Golnar Raissi-Dehkordi

Mahesh Babooram

Lucia De Biasio

Dayna Bradley

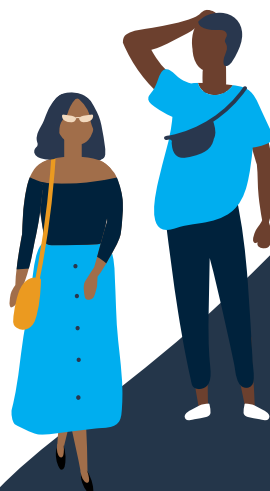
Jordan Fang

Lisa MacVicar

Sharon Portelli\*

Irma Kemp\*

\*Indicates ARIDO staff



# ARIDO Staff



CLENTON AFONSO  
Event Coordinator



IRMA KEMP  
Executive Assistant



ALI MOENCK  
Communications  
Manager



SANDRA NOBLE  
Manager, Membership



SHARON PORTELLI  
CAE Executive Director  
and Registrar



MAIA STAMATOV  
Communications  
Assistant



JOSE TANABE  
Regulatory Coordinator



MAYA VNUKOVSKY  
Membership Coordinator



HARRISON ZHANG  
Manager, Accounting



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# 2022 Annual Report

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