



Association
of Registered
Interior Designers
of Ontario

Annual Report 2024



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Message from the President

I can't believe this moment is already here—my final AGM as President of ARIDO. It's been an incredible journey, and tonight, I just want to take a moment to acknowledge the collective effort that's brought us to this point.

2024 was a year of continued progress on several fronts—progress that wouldn't have been possible without the dedication and passion of our Board of Directors, committees, and staff. The people driving this organization forward are focused, committed, and determined to keep ARIDO strong and adaptable. Our 2023-25 Strategic Plan continued to serve as our compass, with work and accomplishments achieved at a realistic but robust pace. As we continued to grow and transform as a collective leadership group, I have immensely enjoyed experiencing and observing transformative change and growth that bolsters the organization for years to come.

In preparing to deliver this final report as President, I took some time to reflect on all the behind-the-scenes work that keeps this organization moving. From the street view, it's easy to overlook the complexity of ARIDO—the layers of leadership, advocacy, and vision that drive real change. But when you're on the inside, you see it. You see the impact ARIDO has, not just on the profession, but on the entire community we serve.

That's the thing about associations like ARIDO—you have to be part of it to truly appreciate the value of what it offers. From the outside, you might not see all the ways it supports, adapts, and evolves. But from within, you witness the effort, the strategy, and the commitment that make a real difference.

When I chose to serve a second year as President, it was because I believed in the work we were doing, and I wanted to help ensure leadership continuity as ARIDO continued on this transformative journey.

Being President means carrying the torch from those who came before - in my case Nadia Kukni- keeping the momentum going, and setting the stage for what's next. And I was honored to do just that.

The progress is evident in the accomplishments of 2024. This spring marks the launch of the Registered Interior Designer Assessment, also known as RIDA. This is a defining moment for ARIDO as we continue moving toward a Direct Regulation Model while also embracing a more equity-centered approach to qualifying interior designers in Ontario. RIDA was built on a vision of inclusion—of opening doors to those who have the competencies to practice, regardless of traditional barriers. We listened to the profession, not just here in Ontario, but across Canada. The feedback was clear: there was a need for an alternative path—one that's relevant to real-world practice, human-centered, and consistently accessible.

This effort reflects ARIDO's leadership—bold, forward-thinking, and willing to challenge outdated systems that no longer serve us. Specifically, an openness to bravely venture away from antiquated qualifications paths that are rooted in exclusionary culture and frameworks does not align with the scope and practice of interior design, nor who we want to be as humans.



The truth is, as interior designers, we are stewards of the human experience in the built environment. Our work goes beyond regulations—it's about advocacy, vision, and improving the spaces where people live, work, and thrive. It only makes sense that we apply that same mindset to how we qualify and regulate the profession.

Of course, change takes time. Not everyone will immediately embrace a new way of thinking – and we know not everyone does – But leadership means being willing to challenge the status quo. It means challenging those most fearful to check their biases (you know who you are), ask yourself and reflect on why you're so uncomfortable with change? Do the hard work, and begin to listen with an open mind. It is only then you will see that human-and equity centered approaches aren't threatening to the profession. Instead, they make us stronger leaders, and true stewards of positive change. And let's be honest... with

the divisions we're seeing in the world today, I'm so proud that our dedication to this work has been solid and unwavering.

And so, as my time as President comes to an end, I just want to say how truly grateful I am for this experience. I've grown so much as an individual, and it's been an honor to serve, to be part of meaningful change, and to work alongside so many talented and passionate individuals.

I will now pass the gavel to Jeremy Cheff, knowing that ARIDO is in great hands. His leadership and vision will carry this association into its next chapter. While I'm moving into the role of Past-President, my commitment to ARIDO and to this profession isn't changing. Thank you all for your trust, collaboration, and passion. It's been an incredible journey, and I can't wait to see what we achieve together in the years ahead.

Thank you.



**2023/25 President
Sabrina Carinci**



Message from the Vice President



As I get closer to my next steps as President of ARIDO on March 28, 2025, my eagerness and commitment to take the torch from Sabrina in the spirit of continued ARIDO leadership is solidified.

My initial interest in the President position was in response to the warm-hearted, kind and compassionate culture I have experienced with the organization over the past several years. I chose to step up and commit at a higher level because of the work I have seen coming out of ARIDO and at the Board level. This felt like a new ARIDO. One that was growing and expanding from its previous version over the years, and an ARIDO I really wanted to be a part of.

The more I was exposed to, the greater the sense of alignment ARIDO's work was to my own values as a Registered Interior Designer. The connection is clear regarding who we want to be and what we want to create, especially for the members and profession. We, the people within ARIDO, are the life center of the organization. Everything ARIDO focuses on and rallies around is intended to support our needs to help us thrive as a profession.

On a personal level, I've always felt that what we do for a living is secondary. I've always told myself that people come first, and I will continue to live by this in my role as President. What's most important to me is who we are as an organization grouped together as a collective. I believe that is what forms unity as a profession. The culture I've experienced and that is being fostered, focuses on treating ourselves and each other compassionately by leading with dignity and respect.

We can only be our best selves when we believe in our capabilities, and are surrounded by colleagues who appreciate us, want to see us succeed and cheer us on through the wins and losses.

The relationships I have witnessed and experienced between the Board of Directors, the staff and volunteers are at the forefront of everything we do. While you can see it in the daily work and tasks of the organization, you can't avoid feeling and experiencing the genuine efforts of building tribe, community and connections. As you experience this culture of oneness, you begin to effortlessly align with the mindfulness of those we serve and those sitting around the table with you.

As the next President, it was personally important for me to ensure that business was not separate from the person I am. As we continue to evolve as an organization from a transactional association to one that is transformative, I'm aware of the importance of being my true, authentic self and feeling supported, welcomed and included in our work forward. Understanding and experiencing the culture of belonging and inclusion that ARIDO is developing at the leadership level has been a direct reflection of who I am as a person and the culture I strive to create.

Our equity, diversity and inclusion work has continued steadily and progressively at a pace that is realistic and led with the best intentions for all in the ARIDO community and those that have yet to arrive. The learning we, as a leadership, have

undergone around Truth and Reconciliation along with indigenous culture and heritage, is leadership development I may not have had access to if not for my involvement. This work has opened doors for me personally and fostered a new interest in exploring my own heritage and lineage in relation to Canadian history. I have family lineage going back hundreds of years, and some which takes place near Quebec City in areas such as Sainte-Marguerite, and St-Léon-de-Standon. These areas are in the indigenous territory named the Wendake-Nionwentsio". I was always told growing up that had I Metis family, and I've always been intrigued to find out more.. This new knowledge has instilled new interest in exploring my own heritage, as it parallels Canada's history with Indigenous and First Nations people. Researching my own heritage, and participating in Truth and Reconciliation over the last few years has been quite humbling. I've spent a lot of my life being blind to the atrocities that so many groups of people endured for the sake of "progress", and the last few years have taught me to look beyond myself and consider many other perspectives.

As my Presidency becomes official, ARIDO's dedication to its community and the people within it will continue with strength and vision. The Credentials

Matter campaign will be ramping up with a goal of empowering our profession in Ontario as we educate the world of who we are and our value. It's our time, as Registered Interior Designers in Ontario, to tell our true story and dispel all other stories that dilute our identity as a profession and collective. With more inclusive pathways for all who desire to become Registered, ARIDO will also begin executing an outreach campaign for non-members to join us. ARIDO has spent the last 10 years redesigning and reimagining a fairer and more inclusive pathway for all. It is time they join the ranks and our community, where they do qualify, and commit to the standards of the profession in order to bolster the value of interior design further.

ARIDO will also continue its partnership with the Ontario Association of Architects (OAA) to take final steps in getting us closer to the implementation of the Direct Regulation Model in Ontario. The partnership provides an opportunity for interior designers to serve as leaders and demonstrate further, to the design and construction community, the value, rigor and expertise, qualified interior designers play in the built interior environment. Our leadership in relation to human experience for the interior of buildings is our wheelhouse. We are the original stewards of the interior environment, envisioning engaging, functional and inspiring spaces to humanity.

As I step in to my President role for the next two years, I am incredibly excited and proud to represent our association on a national level. I will continue to be an advocate for all of our members, and will always remain available for members who have questions or need a friend to lean on.



**2024/25 Vice President
Jeremy Cheff**



Financial Report



The 2024 audited statements reflect a year of organizational evolution as we worked to finalize a major initiative in preparation for a future with Direct Regulation. As always, the daily operations of the organization are supported by the hard work of Board and staff as we continue to work closely together towards the goals outlined in our strategic plan.

2024 Audited Financial Statements

Here are important highlights related to ARIDO's revenue for 2024:

- ARIDO achieved **98%** of its projected total revenue.
- For the year ending December 31, 2024, ARIDO gained **\$179,690** in investment income.
- **\$206,981** was raised in total sponsorship for the 2024 year.
- Projected ticket sales revenue for the gala was \$141,000 but only **\$132,550** was raised causing a deficit of \$8,450.
- ARIDO originally budgeted \$10,000 in Awards submission fees but we received **\$12,200** resulting in a surplus of \$2,200.

Here are important highlights related to ARIDO's expenses for 2024:

- ARIDO spent **\$195,450** in development costs related to the Examination Alternative Project (EAP).
- The original budget for the EAP for 2024 was \$170,000, an increase of \$25,450 represents translation costs related to developing a bilingual version of the EAP.

At the 2024 AGM, a budget forecasting a deficit of \$5,011 was presented. The 2024 audited financial statements currently reflect a \$282,377 deficit. You must remember that the amortization amount listed is a book entry on ARIDO's financial statements, and not a cash entry.

The Competency Development costs represent the Examination Alternative Project (EAP). While these development costs are reflected within our expenses, the EAP was a 2-year special and does not represent regular operating costs. This rule also applies to the recruitment costs related to hiring the new Registrar, Obi Uzoka. Therefore, the development costs for the EAP and the recruitment fees are not supplemented by normal revenue streams, but are covered by ARIDO's regulatory fund which is a dedicated set of investments to be used for costs related to the Direct Regulation Model.

Therefore, when you deduct the Amortization of \$113,321, EAP Development Costs at \$195,450 and the Registrar Recruitment Costs of \$24,000 from the deficit of \$282,377, we are left with a surplus of **\$50,394**.



2025 Proposed Budget

Here are important highlights related to the 2025 Budget:

- Final EAP development costs for 2025 will total \$70,000 representing final development costs and translation costs related to the bilingual version.
- The Registrar has presented an enforcement plan for the protected title of Bill Pr6 in the courts totaling \$75,000 in potential legal fees.

These regulatory costs are not supplemented by revenue but by ARIDO's Regulatory Investment Fund.

The audited statements will reflect a deficit for 2025 in the amount of \$226, 523. Again, the amortization amount of \$117,638, the EAP development costs of \$70,000 and the Title enforcement costs of \$75, 000 must be deducted from the deficit of \$226, 523 which leaves us with a surplus of \$36, 115.

As I close my report, I want to provide the membership with an update on ARIDO's new financial sustainability strategy that the ARIDO Finance Committee has undertaken. This strategy focuses on additional revenue streams to grow the organization and sustain it outside of membership dues. This will carry increasing regulatory costs while safeguarding our investments for future years to come.

In late 2024, the ARIDO Board and Executive Director began exploring ARIDO's property rental income to increase its rental revenue stream to support for our regulatory future. The Finance Committee and the ARIDO Board see the ARIDO owned property at 43 Hanna Ave, as an untapped real estate opportunity that can generate additional revenue while remaining the home of interior design in Ontario. We are currently in negotiations with potential tenants to discuss a shared community hub scenario and will keep the membership apprised of our progress as it develops.

It has been a rewarding experience contributing to ARIDO, spearheading new revenue strategies and to work collectively with my talented and dedicated peers on the Board and with the ARIDO staff. A big thank you to the staff and Board for their contributions in keeping the organization moving forward.

Regards,

**Joanne Chan, ARIDO
Treasurer**



Message from the Executive Director



At the time of this report, we, as an organization, are once again closing off another operational cycle while we continue the building of our journey ahead. 2024 from a management perspective, brought the hiring of a new Registrar, Obi Uzoka. This addition to management signifies the preparation and maturity of an organization and profession that is ready for self-regulation.

With the separation of the Executive Director and Registrar roles, comes clarity and enhanced leadership where interests such as public protection and member interest are properly mitigated, each individually, and in preparation for the Direct Regulation Model.

The importance of balancing both protection of the public and the interest of members is to ensure that the path to qualifying individuals is fair, unbiased and robust, while ensuring equitable opportunity for those practicing the scope of the profession have the ability to thrive and participate. It's a thin line that if not managed properly, can lessen the confidence that stakeholders such as Provincial government, the OAA and the public have in ARIDO and Registered Interior Designers.

With this separation of operations internally, the regulatory arm of ARIDO will ensure the qualifications path into Registered membership remains consistent, robust and viable for all candidates who wish to become licensed in the new model. It will prioritize qualification standards, ethics and expectations of the practice of interior design focused on the protection of the public, along with compliant and safe interior environments.

The non-regulatory arm of ARIDO will ensure the public becomes increasingly aware of the true identity of the profession along with its unwavering value to the built environment. It will prioritize community, internally within ARIDO, and the furthering of equitable and inclusive-driven programs while creating more diverse community experiences of belonging and opportunities for leadership.

As we all feel the heaviness of local and global events occurring, there has been no better moment for ARIDO and the profession of interior design in Ontario to demonstrate its openness to progression and heightened leadership. We, as Ontarians, represent just over 60% of the interior design population in Canada. As a result, we are inherently leaders. We always have been. Ontario, generally as a Province, is Canada's largest contributor to Canada's GDP, making it the largest contributor to the country's economy.

While we observe injustices and the upending of progress in other countries, this is an open opportunity for Canadian leadership to demonstrate the difference we are. The movement to prioritize access and inclusion for all people, has never been more important. And as a self-regulatory body, our time to demonstrate modernized practices in regulation while protecting public interest has never been timelier.

In prioritizing the separation of interests within the organization, I have found myself reflecting to joining ARIDO in 2011. Over the past 14 years, I've thoroughly enjoyed the collective openness of the profession and leadership in Ontario. At various

times, members have shared their vulnerability, wins and sometime losses or challenges. These moments provided opportunities to listen, support and identify solutions for members in navigating matters personally and professionally.

Even as members experience challenges, they act with integrity, professionalism and respect. Their curiosity to discover solutions and consider alternatives highlights their cultural and inherent design leadership.

To experience trust by the profession and our members in these moments and the ability to serve as a line of care has been an absolute privilege. The amount of professional growth I have experienced through interactions and discussions with our members, in both the residential and commercial sectors, are life moments I will carry with me always. They ignite that fire in me to ensure ARIDO is always advocating for the best interests of its members and the future of the profession in Ontario.

As ARIDO evolved and reenvisioned new pathways to qualifying over the past ten years, ARIDO members have been at the table, guiding and cautioning in important principles, all co-creators in a newly defined future for the profession. A future where the pathway into the profession embodies human-centered principles, a not-so-different principle and fundamental when the profession leads the design of interior spaces.

I have observed my own personal development, knowledge and respect for the profession in Ontario grow exponentially with every interaction with each Board of Director, staff and volunteer. It is not often that professionals in my line of work feel interconnected with the members, their passion and professional drive or their identity as innovators. It is a privilege to continue the support and further the goals of the organization as we continue to design a brighter future.

I would like to take this opportunity to express my gratitude to the Board of Directors whose openness to change and systematic disruption continue to flourish an organizational culture of transparency, transformation and openness. I look forward to continuing to support our collective vision for a more inclusive and vibrant ARIDO for all.



**Executive Director
Sharon Portelli**



Message from the Registrar



I am thrilled to present my first annual report as the Registrar of ARIDO. Since joining the organization in October 2024, I have been dedicated to upholding ARIDO's mandate of public protection and ensuring the highest standards of professional conduct among our members. To better focus on public interest and protection, the role of the Registrar has been separated from that of the Executive Director. In my initial months, I have focused on understanding our profession's intricacies, ARIDO's operations, engaging with stakeholders, and identifying opportunities for enhancement. I am committed to building on the strong foundation laid by my predecessor while introducing fresh perspectives and innovative approaches. The transition has been smooth, thanks to the dedicated staff and comprehensive handover process.

Upon assuming my role, I was immediately tasked with preparing for a disciplinary hearing, which took place on Tuesday, November 2024. Representing ARIDO as Registrar, I am proud to have successfully prosecuted the case. Details of the decision order released by the discipline committee on January 6, 2025, are included further in this report. I also took responsibility for the regulatory aspects of the Examinations Alternative Project pilot phase, issuing seven decision reports that paved the way for successful candidates to become Registered members.

My focus has been and continues to be executing my role in a way that brings value to the membership, ensuring all members feel seen, heard, and included. This includes supporting our members and Board, showcasing the association, and personalizing the transition to life membership for Registered members with a congratulatory letter signed by the Registrar.

As we progress through this year, I am committed to increasing member engagement through outreach and recognition programs that demonstrate

ARIDO's appreciation of its members. We aim to increase the conversion rate of non-members to registered members and retain existing members by leveraging both member and non-member events. In alignment with our strategic plan, we will ensure that membership-related policies are published and made publicly available via the membership gateway. This commitment to transparency will allow members to reference policies that impact their interactions with ARIDO.

We will also implement a graduated enforcement plan to protect the reserved title "Interior Designer" for Registered members, including non-member education, issuing cease and desist letters, and involving external counsel for extreme infractions. Finally, I am committed to reviewing existing policies to ensure they align with best practices and evolving regulatory needs.

I am honored to serve as Registrar and am dedicated to leading the regulatory team at ARIDO with integrity and dedication. I look forward to working collaboratively with our members, Board, staff, and stakeholders to achieve our shared goals and ensure the success of our strategic plan.



**Registrar
Obiageli Uzoka**

The Bold Statement

Our work throughout 2024 was guided by the 2023/25 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 the Bold Statement and our Strategic Plan for 2023/25 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.



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.

2024 Truth and Reconciliation Day

For the 2024 Truth and Reconciliation Day, the ARIDO Board and Staff participated in a workshop led by Two Row Architect. The ARIDO Board of Directors and Staff invited Two Row ARchitect, an indigenous-led and owned architectural firm, to facilitate a full day workshop for the leadership team.

The workshop focused on:

- Understanding indigenous design values and how they are integrated with interior spaces
- Learning Two Row ARchitect's indigenous leadership approach to design, with projects showcased as examples.
- Facilitation by Two Row ARchitect to assist the leadership uncover:
 - What role participants, as leaders in the design community, can be to further Truth and Reconciliation in Ontario and Canada

- How does this role support and further leadership roles and responsibilities within their own organizations and circles

Future work and commitments will include ARIDO and Two Row Architect developing a white paper that documents the workshop as a case study to be published within the design community.

This workshop helped the leadership team at ARIDO to be more mindful and aware of how ARIDO can level up its commitment and role in Truth and Reconciliation in Canada.

ARIDO thanks Shaw Contract for their continued support of our annual Truth and Reconciliation Leadership Program.

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Aligning Scholarships with EDI Commitments

We also worked on revising our commitments to the existing ARIDO scholarships in response to the 2023 DEWA Audit result which required an examination of our current scholarships to determine where they can better align with our EDI commitment. That work is done and our scholarships will return later this year with new criteria and a renewed commitment.



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

The Awareness committee has taken a step back during the 2024/25 committee cycle to review and reevaluate the committee goals. For example, to look at the Awareness calendar and the Awareness days and make sure they are aligned with ARIDO's strategic plan for 2023-25 and they relate to ARIDO's work and the interior design profession.

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

Mentorship Program

In 2024 ARIDO launched a new mentorship program which was also led by Matrix 360.

The Star Leadership Mentorship Program focused on:

- Our overall goal to build on our previous progress and expand the reach of diversity, equity, and accessibility impact for the ARIDO community and future talent pipelines.
- Focus was on cross training mid-career, high potential talent on key leadership competencies through one-on-one guidance from senior level professionals.
- Provide an opportunity for experienced leaders to participate in coaching and guidance initiatives to develop the next wave of leadership.
- Connecting generations and creating a platform where wisdom meets innovation.
- Create an opportunity for aspiring design professionals to learn from the established leaders, stoking a symbiotic flow of creativity, collaboration and leadership.

This program is an example of ARIDO's commitment to nurturing the future of interior design.

We would like to recognize **Chandran Fernando** of Matrix 360, our EDI Partner. Chandran



continues to champion and inspire the Board, Staff and our EDI Committee of volunteers to keep ARIDO growing on its journey in a meaningful way for change.

We would also like to recognize and thank, **JennAir**, our exclusive Mentorship Partner for supporting the mentorship program.

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.

Foundation Subcommittee

Development continued in 2024 to identify a framework and strategy for the development of a diverse supplier system.

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 did not graduate from a CIDA accredited Interior Design Program but who have the competencies equivalent to the learning outcomes like those of a CIDA-accredited degree program.

- 178 requested information to join ICRS.
- 27 applicants enrolled.
- 25 applicants successfully completed the ICRS.
- 31 applicants are currently working to complete the ICRS.

ICRS session at IDS 2024

Three ARIDO members that successfully completed the ICRS in their path to ARIDO membership spoke about their journey through the ICRS to become ARIDO members. Answer questions from the participants. The members that participated in the discussion were.

- **Zinnia Bookwala**, ARIDO
- **Hannah Fleming**, Intern ARIDO
- **Alessandro Caselli**, Intern ARIDO

ICRS in other provinces

The Interior Designers of New Brunswick (IDNB) and the Professional Interior Designers Institute of Manitoba (PIDIM) applicants without a CIDA accredited degree have the option to enroll in the ICRS. ARIDO as an impartial third-party assessment will provide all the information and assistance required for the applicant. Once completed we will notify the applicant and the association.

Newcomers Associations

Reaching out to organizations that help newcomer's professionals to Ontario/Canada. Provide information to Internationally trained applicants in interior design and related professions, interested in becoming an interior designer in Ontario. ICRS as a path to become an ARIDO member.

- JVS Toronto
- TRIEC/PINS

ICRS session
at IDS 2024



ii. high school student populations.

ARIDO's Membership staff attended events for outreach to prospective members including career fairs held at St. Francis Xavier Catholic Secondary School.

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

The Buildings Show

At The Buildings Show ARIDO took the stage with two insightful panels, spotlighting the impact of Registered Interior Designers.

The first panel of the day was a Feature Panel on **Enhancing Condominiums: The Value of Registered Interior Designers** which highlighted how Registered Interior Designers are key to addressing the unique challenges faced by Ontario's condominiums benefiting residents, boards, and property managers alike.

Thank you to **Vitorhya Shields**, ARIDO, **Anita Wiklem**, ARIDO and moderator Catherine Gow, Regional Director at FirstService Residential for shedding light on these important contributions!





Two sessions at
The Buildings Show 2024



The Interior Design Roundtable: Strategies for Enhancing the Profession's Value followed, with an engaging discussion that focused on how interior designers can navigate a competitive, design-savvy market by embracing collaboration, innovation, and advanced technology to demonstrate their expertise.

A big thank you to our panelists **Neal Prabhu**, ARIDO, **Jaime Muszynski**, ARIDO, **Frances Hahn**, and moderator **Mahesh Babooram**, Honorary ARIDO for sharing their strategies and insights to elevate the profession!

These conversations reinforced the immense value of Registered Interior Designers in shaping thriving spaces and communities.

Ottawa Fall Home Show

Homeowners and clients planning renovation or construction projects found this session with **Ellen Lee**, ARIDO, **Justine Baltessen**,

Ottawa Fall
Home
Show 2024



ARIDO, **Lisa Poirier**, ARIDO, and **Jeremy Cheff**, ARIDO invaluable for understanding how to define their scope of work, collaborate effectively with registered interior designers, and enhance their overall design experience.

Serina Fraser, ARIDO, along with her team at Clear Interior Designs, skillfully designed the event's main stage. The space was a thoughtful blend of structure and playfulness, showcasing a hybrid of residential and commercial design aesthetics. Special recognition goes to the Algonquin College Bachelor of Interior Design students who contributed to bringing this vision to life on the event floor.

Living Luxe Design Show

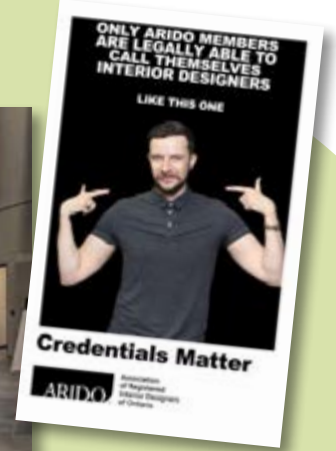
ARIDO collaborated with the Living Luxe Design Show, a leading event in Toronto for interior design, home décor, and lifestyle enrichment, hosted by Jennair and orchestrated by Living Luxe Magazine.

The goal of this partnership was to highlight the value of employing registered and qualified interior designers, gain insights into understanding the scope of interior design projects and determining project requirements, complete with real-world scenarios.

We extend our gratitude to our panelists **Sharon Portelli**, ARIDO Executive Director & Registrar, **Cori Halpern**, ARIDO, and **Michelle Mawby**, ARIDO for their contributions and efforts in educating the community on the ethical and proficient practice of the profession.



ARIDO + IDC
Stage at IDS



Interior Design Show Toronto 2025

ARIDO and IDC were thrilled to partner once again for the Interior Design Show Toronto (IDS), featuring the ARIDO + IDC Stage from January 23rd – 26th, 2025!

The ARIDO + IDC stage, designed by **Bryan Stone**, ARIDO and his team along with **Joanne Chan**, ARIDO, hosted talks, presentations, and activations throughout the four day show. During trade days on Thursday and Friday we had special activations, like the ARIDO + IDC VIP Lounge for members and an exclusive photo booth for Registered Interior Designers!

Aside from networking and catching up in the VIP Lounge for members, ARIDO welcomed Registered Interior Designers to the CREDENTIALS MATTER digital photo booth and enjoyed wonderful presentations by BID students from several ARIDO recognized schools.

The panel session of the day was on ICRS with **Zinnia Bookwala**, ARIDO, **Alessandro Caselli**, Intern ARIDO and **Jose Tanabe**, ARIDO'S Regulatory Coordinator.

On day 2, The first session of the day was on the Examination Alternative Project (EAP) presented by **Sharon Portelli**, ARIDO Executive Director and **Daniel Zanth**, followed by a session on Residential Facade Systems presented by Alejandro Daras.

On day 3 **Jeremy Cheff**, ARIDO walked us through the different stages of one of his projects and the importance of working with a Registered Interior Designer during today's Reimagining Spaces session. Later on, the audience got a chance to hear

from a qualified Registered Interior Designer **Michelle Mawby**, ARIDO and **Sharon Portelli**, ARIDO Executive Director during a session called Demystifying Permits.

We wrapped up our program on the ARIDO+IDC Stage at IDS Toronto 2025 with amazing, well attended, engaging sessions, and lots of networking with the public!

The first session was presented by **Sharon Portelli**, ARIDO Executive Director, which went into detail on all the crucial information about Interior Design contracts, and was followed by a Q&A session.

Later **Michelle Mawby**, ARIDO shared her detailed design process of one of her renovation projects, from the planning phase to the stunning finished interior.

During both Public days on Saturday and Sunday, the public had an opportunity to get free design consultations with Registered Interior Designers. A big thank you to **Ali Merchant**, ARIDO, **Eyad Boukli**, ARIDO, and **Joanne Chan**, ARIDO for offering their expertise as part of the 'Meet the Interior Designer' activation.

Chairs for Charity auction for BID student scholarship

Eames Chairs for Charity was organized by Contemporary Office Interiors in partnership with MillerKnoll and Eames Office to raise

funds for the ARIDO BID Student Scholarship. This scholarship supports students passionate about interior design and dedicated to tackling inequalities through innovative design.

Ten design firms reimagined the iconic Eames Chair, which were auctioned online to raise \$3,250! A huge thank you to the participating firms and generous bidders for your commitment to supporting our students.

Special thank you to the judges—Eames Demetrios, **Sabrina Carinci**, **Reem Habib**, and **Orla Keane**—for lending their expertise to choose the top 3 designs.

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

Ontario and Quebec – Mutual Recognition Agreement

ARIDO and L'Association professionnelle des designers d'intérieur du Québec (APDIQ), met frequently in 2024 to discuss a Mutual Recognition Agreement (MRA) in relation to reciprocity and recognition of qualified members in Ontario and Quebec. A draft agreement was formed and will be signed at the ARIDO 2025 AGM. The MRA makes official, the ongoing relationship and partnership between Ontario and Quebec that has been strong for several years.

Within the MRA is an agreement for the offering of the new Registered Interior Designer Assessment (RIDA, that will be now be recognized as a second option to meeting the Examination requirement in Ontario and Quebec. A fully bilingual version of RIDA will be available to Quebec members and will be recognized by the APDIQ as meeting the final requirement to become qualified in Quebec.



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,

NCIDQ Study groups and Virtual sessions “NCIDQ EXAM Study Series”

Registered member volunteers hosted an exam study series over the summer of 2024 to prepare Intern members for the fall exams. The sessions were recorded and are available through the member portal ARIDO Access. The sessions were presented by Registered members Leticia Amaral, Sam Charlinski, Melissa Munroe, Erica Pelletier, Mark Sanchez and Nina Kwei.



NCIDQ Study sessions hosted by Registered Member volunteers

b. Develop value-added tools such as:

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

Webinar: 2024 Ontario Building Code Updates

The two part webinar called “Navigating the 2024 Ontario Building Code Updates” took place in October 2024!



The 2024 Ontario Building Code was released by the Ontario Ministry of Municipal Affairs and Housing and has become applicable to projects starting in 2025.

Vanessa Tantalo, ARIDO, a Building Code and Accessibility Consultant, took the attendees through a summary of the updates applicable to Interior Designers in Division B Parts 3, 9 and 11.



Vanessa also presented a webinar called **Accessibility Requirements in Ontario and Going Beyond.**

This session outlined the current accessibility requirements in Ontario and dispel any misinformation around this. It also explored details around the Accessibility Canada Act, accessibility requirements of CMHC, detail of RHFAC and how interior designers can help their clients “go beyond”. This session was applicable to both residential and non-residential designers.

If you missed the webinar and would like to purchase the recording, go to the events tab when you log in to Membership Gateway [here](#).



ARIDO Job Board

The ARIDO Job Board continued to be a popular benefit of membership throughout 2024, with over a 100 submitted posts, which originated from municipalities, design and architecture firms, as well as large and small companies. This demonstrates that ARIDO continues to be a go-to resource to find qualified Interior Designers.

Looking for work? Visit the Job Board in ARIDOaccess.

Professional Development (PD)

The current Professional Development cycle is from July 1, 2023, to June 30, 2025. The cycle will be ending on June 30th, 2025. Registered, Intern and Educator members are required to complete a total of 12 credits, out of the 12 credits, 4 Health & Safety and 8 General Education.

In August 2024 an email was sent to our members to remind them that the Professional Development cycle was approximately half-way through. The email included the following information:

- Professional Development requirements.
- How ARIDO will enforce compliance.
- The importance of completing professional development credits.
- How to report the credits.
- Credits that are available on the ARIDO website.

The ARIDO website has PD-CEU sessions available:

- Recordings from the Ontario Summit and ARIDO AGM – 2024.
- How can Interior Designers Manage the Risk of Professional Practice.
- Women in Design and Construction.
- Ontario Black History.
- True Accessible Design: A Deep Dive
- Increasing Diversity within Post-Secondary Design Schools.
- Unconscious and Implicit Biases in design.
- Tokenism vs Diversity vs Representation in the workplace.
- Accessibility in Design: Understanding the Legal Risks

A compliance audit will be conducted on June 30, 2025. ARIDO will randomly select 10% of our members that are required to report Professional Development credits. Members found to be not in compliance, may be subject to termination of their membership and/or a PD fine due to non-compliance.

iii. Building Code Reference Guide

The Ontario Building Code Subcommittee, of the Practice Advisory Committee, continued its development work on an illustrative online user guide that support members in interpretation and application of the Ontario Building Code to Interior Design projects in key areas. The guide is scheduled to launch in Spring 2025.

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

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.”. The title enforcement tracking and Investigations continued in 2024. Fifty title enforcement investigations were completed in 2024.

ARIDO bill PR6 task force was created to develop a strategy for enforcement of the act. [ARIDO PR6 task force.](#)



Public Education and Awareness

While in 2024, ARIDO continued to be present at public facing events like IDS Toronto and several Home Shows in Ontario, in 2024, ARIDO focused on taking next steps to expand it's public awareness efforts. It set out to find a partner who would assist in elevating and bolstering the value of interior designers in Ontario. And most importantly, **the Registered Interior Designer Credential.**

We have heard from many members, over the years, that advocacy was grossly missing and that ARIDO should take carriage of educating the public on the importance of your expertise and how you stand out against non-qualified members.

Following a Request for Proposal (RFP) process, ARIDO hired **Lemonade Ltd.**

We spent most of 2024 mapping out a strategy which included a new brand awareness approach to educate the public around the importance of a qualified interior designer.

This work included designing and soft launching the Credentials Matter campaign with key messaging and visuals.

We also began an overhaul of the ARIDO website to ensure that at the launch of the campaign and our asset, the website, aligned with the campaign itself.

At IDS 2025, we soft-launched this campaign by setting up a photo booth where Registered members joined us in the campaign by being the face of Credentials Matter brand.

There will be further opportunities across Ontario for additional Registered members to participate in this campaign during the remainder of 2025. Those members that participate receive a copy of their Credentials Matter marketing asset and can use it in their marketing matters and promotion.

In 2025, ARIDO will continue working with Lemonade Ltd. on next steps which include pushing the Credentials Matter Campaign out into the public realm to educate the public on the

importance of the Registered Interior Designer credential from ARIDO.

It is the only credential that grants individuals in Ontario the right to call themselves an Interior Designer in Ontario.

It is the only credential that will get you access to a licence in the future to practice when the Direct Regulation Model moves forward.

ARIDO has been that organization in Ontario since 1934.

a. Education of the benefits of businesses working with interior designers.

BLOG//ARIDO is a cornerstone of our promotion strategy along with the member directory of Registered Members. We worked with Registered members to create content for the posted projects and articles on BLOG//.

We also promoted the ARIDO Award winners as well as the finalist projects.

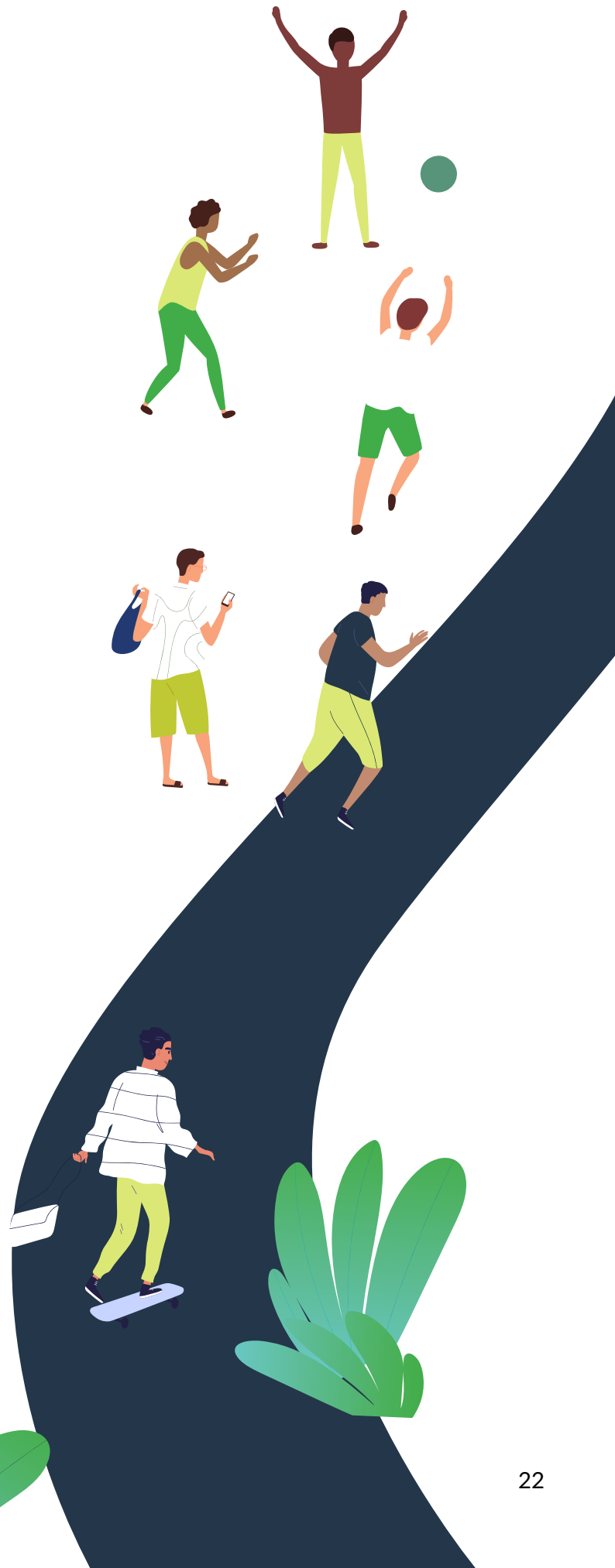
Some of the top posts on the blog include:

Inclusive design in action: Ottawa City Hall's gender-neutral washrooms

A modern minimalist haven overlooking downtown Toronto

This forever home is anything but ordinary

For Registered members, completing your BLOG//ARIDO profile and keeping it up to date is more important than ever as the Public Awareness campaign ARIDO is working on ramps up! You can update your profile [here](#)!





Awards
Magazine
2024 Cover

b. Showcasing what the profession does.

AWARDS Gala 2024

The 2024 theme, A Night Under the Ocean: Celebrating Design Excellence in the Depths, alluded to the visual and thematic elements of the ocean but also to the 'greater depths' of thought, research, and planning that go into exceptional interior design.

For the first time, finalists were spotlighted before the winners were revealed, adding an extra layer of excitement to the celebration. This year, 34 exceptional finalist projects competed across eight categories, showcasing the ingenuity, adaptability, and artistry of Ontario's interior design community. 17 awe-inspiring projects by Registered Interior Designers earned top honors in categories; CRAFT, GATHER+PLAY, LIVE, LIVE TOGETHER, PRESERVE+RESTORE, and SHOP.

The 2024 ARIDO Awards Gala wasn't just a night to celebrate interior design excellence—it was a testament to the creativity, resilience, and boundless talent that shape the spaces we live, work, and play in.

A huge thank you to the ARIDO Awards 2024 judges: Vanessa Tantalo, ARIDO, Joe Persia, ARIDO, Erin Neufeglise, ARIDO, and Jeremy Mendonca, ARIDO.

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

The marketing guide is in progress.

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

Accessibility Requirements in Ontario and Going Beyond Webinar

This session, presented by **Vanessa Tantalo**, ARIDO, outlined the current accessibility requirements in Ontario and dispel any misinformation around this. It also explored detail around the Accessibility Canada Act, accessibility requirements of CMHC, detail of RHFAC and how interior designers can help their clients "go beyond". This session can be applicable to both residential and non-residential designers.



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;**

Communications Committee created social media polls which help us keep a pulse on demographics, perspectives, and engagement for members, suppliers, and vendors. The polls are posted bi-weekly on Instagram stories.

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

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

A private LinkedIn group for members, created by the Communications Committee, connects with other members and provides an inclusive space for the community to engage and be inspired.

- The group currently has 469 members. Interested in joining? Go [here](#) and become part of this wonderful online community!

- 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, 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.

Membership team attended a career fair at Yorkville University as well a non-member awareness event at 'The Collective'.

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

BLOG//ARIDO featured work by graduating students from ARIDO-recognized schools in Ontario, June through November .

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 2024 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](#).

Fanshawe Interior Design + ARIDO Industry Night

Fanshawe Honours Bachelor of Interior Design program teamed up with ARIDO for an industry event that brought together over 100 students and industry members. The highlight was an inspiring panel discussion featuring six amazing interior design leaders **Tasha Devries**, ARIDO, **Tara Kenney**, **John Tanfield**, ARIDO, **Natalie Sandelli**, **Melissa Kolic**, and **Nico Koeppe** who tackled the topic of challenging the status quo and changing the narrative in interior design.

Aspiring designers walked away with valuable insights on embracing change, and exploring the limitless career opportunities in the dynamic field of interior design.

This event was moderated by **Natalie Rowe**, Educator ARIDO, and organized with **Meghan Mastronardi**, Educator ARIDO, both Professors in the Interior Design degree program at Fanshawe College.

ii. 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.

c. connecting different generations with one another.

The ARIDO Star Leader Mentorship Program connects members with intermediate experience with Registered members in order to be mentored on leadership growth and expansion.

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

At the 2024 ARIDO AGM, the members approved the dissolution of the Chapter By-laws enabling us to launch the new Communities Model.

With nearly 2 years of development work completed on the model with our Chapter Advisory Working Group, it was time to close off the chapters and start building the new future of our community framework.

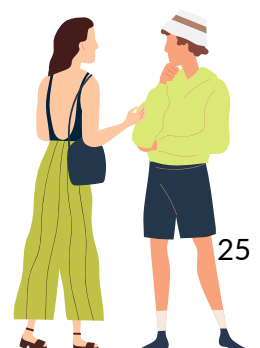
In April 2024, the chapters held their final events under the current Chapter Model and in May 2024, the ARIDO Board of Directors passed a motion to dissolve the existing ARIDO Chapters.

In May, work began with the existing chapters to close out the financial and any other accounts

In June 2024, the Nominations Process was launched for the first round of volunteers recruitment began.

And in July 2024, the Provincial Community Leadership Council also known as the PCLC was officially formed.

The PCLC held its first meeting in summer of 2024 and appointed the first round of Community Leads, Co-Leads and volunteers.



The Communities then began their strategic planning and budgeting for the first round of Community Activities.

As a result of the transition and timeline there was a temporary pause on regional events from May to December 2024.

However, the real work of the Communities model is already underway. Event and initiative planning in all regions began in late 2024 and are scheduled to launch in March 2025.



Direct Regulation Update

Exam Alternative Project

In 2019, ARIDO and OAA agreed that an alternative to the current examination requirement would be developed in congruence to the multi-path framework for how one qualifies as an architect in Ontario today.

In Summer 2022 and in preparation for the model moving forward, the Examination Alternative Project was launched. ARIDO took the lead on the project and development work continued throughout 2024. March 2025 marks completion of the project including a successful Pilot Project which took place between September to December 2024.

As Spring 2025 anyone wishing to become a Registered Interior Designer in Ontario will have 2 options to complete the examination requirement:

- 1 - the NCIDQ exams
- 2 - Examination Alternative

ARIDO and the OAA have agreed they will continue to recognize the NCIDQ exams for Registered membership for those who choose it. This recognition extends to the Direct Regulation Model.

Identifying Barriers to Qualifying:

ARIDO conducted a survey in spring 2023 prior to the start of the project to hear from the members on the barriers they have faced to becoming Registered:

Here is some information on the survey results:

- A total of 505 participants engaged in the survey, with 467 respondents based in Ontario and 38 from other provinces.



Here is what we heard in the survey results:

- widespread agreement on the importance of an examination requirement and respondents recognize the requirement as crucial for ensuring competency, upholding professional standards, and maintaining industry credibility.
- respondents called for greater flexibility and accessibility in the qualifications process - specifically that a thoughtful review be conducted ultimately balancing high standards with accessibility, inclusivity, and local relevance.

There was a demand to ensure the requirement's relevance, content, practicality and accessibility.

- areas of focus included format and difficulty of the requirement
- costs of completing the process as being potential barriers to entry
- alternative pathways to Registered Membership,
- Transparent and consistent preparation resources, and
- changes in the qualifications needed to take the examination requirement.

What Does Competency Mean In Relation to this Work?

Competency refers to a combination of knowledge, skills, abilities, behaviors and other characteristics that an individual needs in order to perform work duties and tasks properly.

Competency-based assessment, according to the Ontario Fairness Commissioner (OFC), is a tool to measure applicants' ability to apply their skills, knowledge and judgment in the context of their profession or trade.

PROPOSED SOLUTION

The proposed solution is comprehensive approach to preparing future Designers for the demands of the profession and confirm their readiness to practice unsupervised by completing the examination requirement which is made up of two components:

Part 1 - the Practice Readiness Program

This is a flexible online learning program covering key competency areas essential for successful practice.

This self-paced program offers core and additional content, aligning with ARIDO's 8 Competency Areas and addressing relevant practice aspects.

Tasks and features are designed to evaluate and enhance knowledge and skills, guiding applicants to identify areas for improvement.



Part 2 - the Entrance Interview

This complements the program by assessing applicants' self-reflection and future practice plans, ensuring readiness for a fulfilling career in Interior Design.

The purpose of the Proposed Practice Readiness Program and Entrance Interview is to ensure that all individuals applying to become a Registered Interior Designer in Ontario are provided a fair and equitable opportunity to demonstrate the competencies required to practice interior design while protecting the public interest.

Introducing RIDA - the Registered Interior Designer Assessment, an Equity-centered Qualifications Assessment.

The Exam Alternative Project, also known as EAP, was the name of the development project itself but not the assessment.

ARIDO is pleased to share the official name of the new assessment as the Registered Interior Designer Assessment, or RIDA, an Equity-centered Qualifications Assessment.

The assessment name is unique to ARIDO and reflects its purpose; an assessment that meets the final requirement to become a Registered Interior Designer in Ontario.

The tag line: an Equity-centered qualifications assessment highlights the direction as to how competencies are assessed for the final step in qualifying.

Visit the ARIDO [EAP webpage](#) for full details on the project including preliminary reports.

Legislative Amendments

ARIDO and OAA have discussed the opportunity to utilize the OAA's Act Modernization vehicle to introduce the amendments to the Architect's Act that will enable licensing for interior designers in Ontario. Work to identify legislative amendments and discussions with the Attorney General have begun. Work in this area will progress in 2025.



Complaints and Discipline

Background: Following allegations of misconduct against Registered member R.K, referred by the Complaints Committee on September 23, 2024, the Discipline Committee conducted a hearing at 10:00 AM on Tuesday, November. The hearing included opening statements, oral and written submissions, and closing statements from both the Registrar and the Member.

Allegations: The Member was accused of breaching practice standards in a scope of work that primarily involved general contracting rather than interior design services.

Findings: The Discipline Committee, in its decision order dated January 6, 2024, found that the member had breached practice standards. Although the scope of work was not related to interior design, the member's business practices did not align with ARIDO's mandated professionalism and practice standards. Sound business practices, coupled with competence and ethical behavior, are foundational for public trust, regardless of whether the services offered include interior design or general contracting.

Publication of Member's Name: ARIDO By-law No. 6, Section 10.08, allows the Discipline Committee to publish the name of a member involved in disciplinary proceedings. However, the committee decided not to disclose the member's identity at this time.

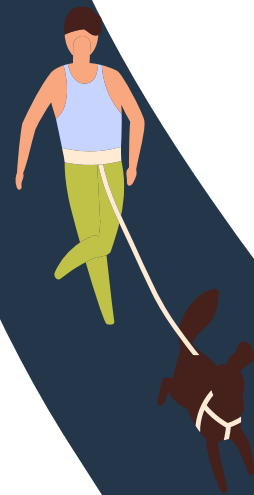
Disciplinary Actions Recommended: The Discipline Committee recommended the following actions to the Registrar:

- Include a summary of this order in the 2024 Annual Report without publishing the member's name.
- Impose specified terms, conditions, and limitations on the Member's Certificate of Membership, effective until December 31, 2025, or until the Registrar deems the terms of this order met. These include:
 - Removal of the right to use the title "Interior Designer" or "ARIDO" in public promotion or marketing of services.
- Successful completion of several practice gap areas through Examination Alternative Project modules and the development of a practice plan for peer review. Gap areas include:
 - Competency 2.1: Knowledge of fair business practices
 - Competency 2.2: Knowledge of interior design business standard forms and documents
 - Competency 2.4: Knowledge of procurement procedures and methods
 - Competency 7.2: Skill in selecting products and materials to meet specific criteria.
 - Competency 7.6: Knowledge of the design and application of general material treatments
- Development and demonstration of two separate standard contracts for:
 - Interior design services
 - General contracting/construction services
- Issuance of a letter of reprimand to be kept on file in the member's record
- Effective Date: The discipline order came into effect on January 29, 2025, 15 days after the decision was issued, in accordance with ARIDO By-law 10.08.



Life Members

Michael Apigian
Elaine Bergen
Jack Celli
Terry Jenkins-Bricel
Marylyn Joel
Lesley Mitchell
Tracy O'Brien
Dolores Pian
Valerie Rice
Caroline Robbie
George Spence
Lynde Tilston
Jennifer Tinson
Emilia Tsimerman



New Registered Members

Rosalynn Carito
Xinyu Cheng
Zaynab Chhiboo
Emma Christensen
Meghan Davidson
Sarah Deans
Ekaterina Gaysinsky
Tracy Gould
Anna Gurina
Natalie Hummel
Fizza Idrees
Taimi Johnson
Vladilena Kipriyanova
Nina Kwei
Leah Lasani
Nickeisha Lewis
Angela Luczak
Brittany McQuarrie
Rachel Morris

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Brieann Palamides
Saicha Peniston
Priyanka Shukla
John Sicat
Bijan Soltani Naveh
Ashlen Thomson
Simon Tibbo
Lisa Tomada
Cassandra Tropiano
Emmalee Ulakovic
Kelly Walcroft
Natalia Wilner
Kristen Wimperis
Jesse Wyman
Ze Yang
Viola Yeung
Sojung Yoo



ARIDO Communities and Co-Leads

Eastern ARIDO Community:

Lead - Samantha Derosier

Co-Lead - Helga Bastiaan

Central ARIDO Community:

Lead - Isabelle Talbot

Co-Leads

Joanna Lucente

Dayna Bradley

Western ARIDO Community:

Lead - Penny Fobler-Cressy

Co-Lead - Amanda Ens

Northern ARIDO Community:

Lead: Terry Ledger



ARIDO Committees and Members

ARIDO OAA Joint Task Force

Sharon Portelli
Sabrina Carinci
Jeremy Cheff
David Gibbons
Sheri Crawford

ARIDO Awards Judges

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Danielle Campbell
Allie O'Neill
Erin Neufeglise
Vanessa Tantalo
Clenton Afonso*

ARIDO Awards Task Force

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Tatiana Soldatova
Bryan Chartier
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Clenton Afonso*

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Beverly Horii – Co-chair

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Eyad Boukli

Practice Advisory - Ethics Committee

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Danielle Campbell
Heather Sarna
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Practice Advisory Committee – Accessibility

Oluwatofe Olatunde
Amy Pothier

Provincial Advocacy Committee

Robin Fraser - Chair
Brenda Bjarnason
Tulin Artan
Jenn Taggart
Lana Pihut



* Indicates ARIDO staff

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Lisa Fulford-Roy, ARIDO
Director



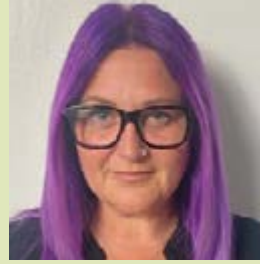
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Director



Beverly Horii, ARIDO
Director



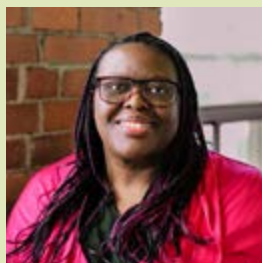
Serina Fraser, ARIDO
Director



Erin Genner, ARIDO
Educator Director



Svetlana Pihut
Intern Director



Obiageli Uzoka,
Registrar

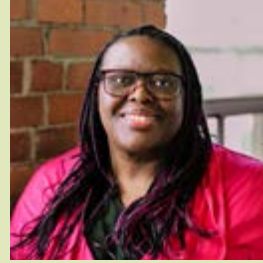


Sharon Portelli,
Executive Director

ARIDO Staff



SHARON PORTELLI, CAE
Executive Director



OBIAGELI UZOKA
Registrar



HARRISON ZHANG
Manager, Accounting



JOSE TANABE
Regulatory Coordinator



MAIA STAMATOV
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Manager, Membership



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