



Ontario Association of Architects

FOR COUNCIL MEETING
June 25, 2020
(open)
ITEM: 4.3

Memorandum

To: Council

Kathleen Kurtin
Donald Ardiel
Donald Chen
Gordon Erskine
Paul Hastings
Jeffrey Laberge
Elaine Mintz
Sarah Murray
Susan Speigel
Settimo Vilardi

Amir Azadeh
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Natasha Krickhan
Agata Mancini
Milda Miskinyte
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Andrew Thomson

From: John Stephenson, Past President, current co-chair of the Reconciliation Round Table and OAA De-Colonization working group
Natasha Krickhan, Councillor

Date: June 18, 2020

Subject: Interim Report to Council

Objective:

1. To update Council on the work being done within the OAA De-Colonization working group.
2. To make an Interim recommendation to Council regarding a few short-term goals regarding the OAA De-Colonization for Architecture project.
3. To ask for funding from Council to achieve these short-term goals.

Background:

On December 17, 2018 the OAA hosted a roundtable discussion on Reconciliation for Architecture which focused on two general themes: the significance of the Truth and Reconciliation Report and Calls to Action for the profession and practice of architecture; and, the importance and potential of traditional knowledge and values as a driver for the process of design and construction of buildings and infrastructure in Ontario.

1. A memo to Council was submitted on September 10, 2019 with a Report on the OAA Reconciliation Roundtable. The Roundtable Summary Notes, Agenda and Discussion guides were attached to that memo.
2. A motion to Council was brought forth and adopted by Council on September 19, 2019. The motion that was carried is as follows:

It was moved by Stephenson and seconded by Sin that Council endorse the creation of a working group as outlined in the Summary Report from the OAA's Reconciliation Roundtable with the following terms:

- **The working group will consist of representatives from the Comprehensive Education Committee, the Practice Committee, the Policy Advocacy Coordination Team, and the Vice President Regulatory together with two volunteer indigenous architect members**
 - **The mandate of the Committee is to explore and recommend a means to establishing an OAA De-Colonialization for Architecture Project that will examine the current professional regulatory landscape and consider actions that the OAA might take to encourage the evolution of the profession and practice of Architecture in Ontario towards the recommendations of the Truth and Reconciliation Commission.**
 - **The working group will have a four-month mandate to develop and cost a short and medium term action plan for consideration by the 2020 OAA Council.**
3. The OAA De-Colonialization for Architecture working group was formed in 2020 and has met thrice virtually, since March (March 13, June 5, and June 17, 2020). Meetings for the group were on a pause from mid-March to early June due to the change of focus for some working group members in order to deal with COVID-19 and the impact on their practices etc.
 4. A memo to Council dated May 20, 2020 was circulated as part of the open Council package for the May 27, 2020 Council meeting. It identified that a survey was circulated to members of the working group.
 5. Interim survey results were reviewed and circulated within the working group prior to our meeting on June 5, 2020. During the June 5 meeting, 3 action items emerged as priorities for the working group. They are as follows from the attached June 5, 2020 meeting minutes:
 - a. “3.7.1 HIRE A CONSULTANT (PREFERENCE FOR AN INDIGENOUS CONSULTANT) TO HELP US TO DEVELOP A STRATEGY (AWARENESS AND EDUCATION)”
 - b. “3.7.2 HIRE A CONSULTANT (PREFERENCE FOR AN INDIGENOUS CONSULTANT) TO HELP US TO CREATE AN OUTLINE FOR A TERMS OF REFERENCE (THE PRECURSOR TO A STRATEGY)”
 - c. “3.7.3 ASSEMBLE AND SYNTHESIZE DOCUMENTS AND RESOURCES CREATED BY OTHER ORGANIZATIONS AS PART OF AN ENVIRONMENTAL SCAN”
 6. During the June 5, 2020 working group meeting, and as a result of the interim survey responses, some action items were deemed easier to implement than others. Item 6c listed (item 3.7.3 from the June 5 meeting minutes) was one of these. It was decided to ask Council for funding to implement the strategy, to “assemble and synthesize documents and resources created by other organizations as part of an environmental scan”. Another very important and somewhat less difficult strategy to implement was identified as Cultural training for OAA staff, Executive, Councillors and committee members. It was also decided to ask Council for funding to implement training. The committee members to be trained in phase one would be those of the OAA De-Colonialization for Architecture working group only. We anticipate that additional training

for other Chairs, committee members and possibly Architectural Society Chairs will occur during a second phase of training.

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8. Kimberley Murray, Deputy Attorney General, head of Indigenous Justice, and executive director of the Truth and Reconciliation report, developed Indigenous cultural training called “Bimickaway” which is provided to some organizations by the Indigenous Justice Division of the Ministry of the Attorney General. This cultural training is an important first step in learning about the truth of what happened to Indigenous peoples in Canada (cultural genocide, residential schools) and which is continuing to occur.
9. For reference, a member of our working group, Calvin Brook, identified in an email (dated June 06, 2020) to the group that since our last meeting, the Ontario Professional Planners Institute (which has been going through a similar process of De-Colonizing its organization) recently adopted amendments to its Continuing Professional Learning Program (ConEd) — adding this to its CPL Guide for members:

In June 2019 OPPI Council received the Indigenous Perspectives in Planning Task Force Report, and approved its recommendations in full. OPPI Council recommends that members make a priority of obtaining Indigenous competency training. Members should build knowledge and understanding of Indigenous perspectives, worldviews, histories, cultures, belief systems and the system of constitutionally protected Treaties that govern our relationships within Canada. Knowledge of the truth of our collective history and the injustices experienced by Indigenous Peoples is an essential step in the reconciliation process. Members should enhance their learning in this area and how it impacts planning processes and practice.

10. Note that during the June 17, 2020 working group meeting, there was discussion regarding the Black Lives Matter (BLM) movement and similarities regarding the racism, marginalization and injustices which occur to Indigenous peoples of Canada. The working group acknowledged that there were synergies and overlap of issues that affect these two groups of people, and other equity seeking groups, with respect to diversity within the Profession of Architecture and the services that we provide (and lack thereof) that impact these groups.

Action:

1. Create a summer employment programme for a student to carry out an environmental scan with a budget of \$10,000 (perhaps 300-400 hours at \$20-\$25/hr). The environmental scan would include research of policies that other organizations have implemented in terms of De-Colonization and a summary report for the OAA.
2. Organize an Indigenous cultural competency training day for Council, Executive, Committee members of the OAA De-Colonization for Architecture working group, and OAA staff with a budget of approximately \$2,700 + \$6,000.00 (incl. HST). This training would address Indigenous cultural training as well as education on Residential Schools and Truth and Reconciliation. The Bimickaway training is free except for the Indigenous Elder honorarium (\$500) plus expenses if travel is required. Staff time, while at no cost, will also have to be taken into account. We are investigating the degree to which this training can be conducted virtually however early indications are that it is strongly preferred for it to be in person.
3. Encourage the OAA to create a separate working group that takes on racism and addresses the Diversity of Voices in Architecture (and lack thereof) with a mandate of encouraging racial equality, gender equality, and inclusion and diversity that perhaps is not tied to a specific cultural identity. This group might also explore the services that we provide from the viewpoint of the protection of the public in that as Architects and Licensed Technologists OAA, the OAA is to protect ALL members of the public, including Indigenous and disadvantaged groups like BLM, and other equity seeking groups.

Attachments:

OAA Reconciliation for Architecture Roundtable Discussion Notes (dated 2018-12-17)

Strategy Evaluation Matrix 1.1 Sorted by Importance (dated 2020-06-05)

Strategy Evaluation Matrix 1.1 Sorted by Importance (dated 2020-06-05)

Strategic Priorities Survey (dated 2020-06-04)

Additional Comments regarding Strategic Priorities Survey (dated 2020-06-04)

Meeting Notes (dated 2020-06-05)

2018.12.17

OAA RECONCILIATION FOR ARCHITECTURE ROUNDTABLE

Discussion Notes

Co-facilitators

Brian Porter
John Stephenson

Matt Hickey
Bohdana Innes
Victor Kolynchuk
Larissa Roque
Eladia Smoke
Susan Speigel
Monique St. Pierre

Participants

Shannon Bassett
James Bird
Cal Brook
Jake Chakasim
Roberto Chiotti
David Fortin

Staff Attendance

Adam Tracey
Arno van Dijk

Overview

On December 17th, 2018 the OAA hosted a roundtable discussion on Reconciliation for Architecture focused on two general themes: The significance of the Truth and Reconciliation Report and Calls to Action for the profession and practice of architecture; and the importance and potential of traditional knowledge and values as a driver for the process of design and construction of buildings and infrastructure in Ontario.

The discussion was organized as a series of three traditional sharing circles utilizing a talking staff which allowed each participant in turn to address the two themes and some closing thoughts. These sharing circles were separated by general discussion and bookended by a beginning and ending ceremony conducted by indigenous participants.

The attendance consisted of an equal number of indigenous and non-indigenous architects from across Ontario and was co-facilitated by an indigenous and a non-indigenous architect in a spirit of sharing and listening. A copy of the invitation and agenda is attached for reference.

The discussion that ensued was vigorous, from the heart and respectful. The following notes compiled by several participants are not meant to be exhaustive or even all-inclusive but rather, touch on the main highlights under each of the two themes and conclude by listing several ideas for possible OAA action.

Roundtable One: The TRC Call to Action for Business

The facilitators highlighted that the hope for the round table discussion was that it would produce several actionable conclusions for the Association and the Profession that focus on non-bureaucratic initiatives that don't add a layer of regulation or requirements to an already burdensome professional framework. Priorities should be focused on the education of youth to achieve a greater awareness of the architectural profession and the opportunities it offers and of practitioners about the critical need

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for mentorship. Outreach for the profession will also need to be focused on opportunities to create enhanced awareness of the importance of traditional knowledge for the design of the built environment.

A participant commented that an important goal will be to arrive at a common understanding of indigenous values, which are more collective in nature than the traditional western focus on individual rights. Priorities should include an evaluation of how such an understanding can inform:

- Procurement practices
- The education and internship of architects, including mentorship
- Continuing education for architects
- Best practices in business (eg., practice) management, community engagement etc
- Public advocacy and awareness
- Regulatory reform
- Organizational evolution (eg., de-colonization)

Collaboration with related design associations will be critical to build a bigger critical mass and therefore create more leverage. For example, planners, landscape architects, interior designers, etc.

The work for the Association should begin with a scan of the current landscape to establish what is happening for reconciliation in other jurisdictions such as New Zealand and Southern Australia and Melbourne.

It was suggested that RFP review should include consideration of language that includes a requirement for considering traditional knowledge where appropriate for public projects.

Consider resourcing an elders data base from others or establishing an OAA Elder in Residence programme as an institutional way of incorporating traditional knowledge in OAA programmes.

Ask OAA Practice Committee and PAS staff to develop a best practices guideline for culturally sensitive community engagement.

Consult with UofT Centre for Indigenous Studies and their Council for Indigenous Initiatives. The conversation turns to what the OAA currently has available to Indigenous students who are interested in pursuing architecture in their studies or as a career. The OAA needs to examine the possibility of a bursary or scholarship for Indigenous students or at the very least create a database of bursaries and scholarships available to Indigenous students so that it can be distributed. Should the OAA have Indigenous students on the Intern Committee?

OAA should consider identifying targeted bursary or scholarship support for indigenous students of architecture or at a minimum create a database of such support provided by others so that OAA can help students make connections.

As part of its research OAA should undertake outreach to existing education entities that support education about traditional knowledge with an eye to potential collaboration. Outreach should also be undertaken to practicing architects who are active in First Nations for the same purpose.

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OAA can also use its voice at the CALA and CACB tables to advocate for greater efforts in supporting the inclusion of indigenous culture and traditional knowledge in the curriculum for schools of architecture.

The OAA needs to examine how to expose Indigenous youth, and youth in general, to the practice of architecture. Is there a way for the OAA to partner with existing entities that are providing outreach in Indigenous communities? Can the OAA publicize more opportunities for outsiders to attend architecture events or spend time with architects? Is there a way to connect youth with architects who are spending time in Indigenous communities? The OAA needs a resource person/staff member who can be the point person for Indigenous issues/outreach. Participants note that their reasons for becoming an architect are very personal and because of earlier exposure to architecture. Therefore, the more exposure youth have to the practice, the more likely they are going to consider it as a profession.

The OAA needs to consider its weight at national level and use its voice at the Canadian Architectural Licensing Authorities (CALA) and at the Canadian Architectural Certification Board (CACB) to discuss issues of importance to Indigenous architects and Indigenous Canadians. It is important to remember that there are only 16 self-declared Indigenous architects in Canada and they are already doing so much to support reconciliation and to create change. Organizations like the OAA need to make efforts too.

Participants noted that the OAA should undertake a Progressive Aboriginal Relations (PAR) certification through the Canadian Council for Aboriginal Business (CCAB) in order to confirm corporate performance in Aboriginal relations and that the OAA could encourage practices to do the same. The Federal Task Force on Indigenous Procurement should also be consulted.

The OAA should use its voice to advocate provincially and federally (especially with Indigenous Services Canada for more enlightened approaches to delivering building and infrastructure projects in indigenous communities.

OAA Staff and Volunteers could benefit from some form of cultural and reconciliation awareness training.

Participants discuss the importance of continuing education. OAA should facilitate continuing education for architects on indigenous cultural and culturally appropriate community engagement best practices and to lend force to it add it as a mandatory category for the annual continuing education cycle. The annual conference can be a particularly powerful vehicle for providing ongoing opportunities for education on cultural fluency and reconciliation awareness. There is also benefits for OAA staff and volunteers sitting in on similar courses.

Participants wondered if this should be a mandatory category for the continuing education cycle. Is Indigenous cultural fluency something to include in the Canadian Handbook of Practice (CHOP) issued by the Royal Architectural Institute of Canada (RAIC)? Participants also discuss general areas of bother for Indigenous architects, for example the addition of HST to the annual fee for members who live on reserve.

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OAA should consider the creation of a volunteer advisory council of indigenous architects, elders and other actors in the organizational sector to consult with from time to time and to have available as a sounding board for new initiatives.

Should OAA programs like SHIFT center on Indigenous architecture during a particular cycle to continue ongoing recognition and learning opportunities? Participants mention using the Policy Advocacy Coordination Team (PACT) as the vehicle for Indigenous issues, but others wonder if there should be a separate sub-committee, or even an annual roundtable. Participants do agree however, that the effort and burden needs to be on the OAA. The OAA needs to reach out to existing organisations like the Northern Nishnawbe Education Council (NNEC) to begin making changes and to ask for direction.

OAA's research in this area should include investigations with tribal councils, existing educational and health care organizations for other examples of best practices.

The importance of Traditional Knowledge

Participants discuss how much of Indigenous knowledge comes from the relationship with the land and how that is being impacted by climate change. Participants also raise the importance of increased awareness of traditional Indigenous knowledge amongst architects, but some worry that this can easily become a form of cultural appropriation. A framework is needed to demonstrate how the OAA and architects can treat and incorporate traditional knowledge because architecture can be such a powerful form of reconciliation. Participants also note how the use of traditional Indigenous knowledge can also go a long way toward achieving goals to help combat climate change.

Increased awareness of traditional knowledge by non-indigenous architects can easily slide over into cultural appropriation. How do we avoid this? We need a framework for how we treat and incorporate traditional knowledge.

We need to celebrate projects that are opportunities for research and innovation in this area for indigenous and non-indigenous architects alike.

We need to understand, acknowledge and celebrate the connection of indigenous spirituality through the connection with and reverence of the land and sustainability. These concepts are not new, they are in fact thousands of years old. We need to acknowledge and celebrate the ancient traditions that inspire and underpin modern technical practices. We need to recognize the potential and value of this approach for promoting inclusivity for every project and not just projects in First Nations.

When we consider the motivations that many of us have that drew us to a career in architecture, we can understand why many people see architecture and building as a gateway to spirituality.

When engaging with first nations communities for projects on their land make sure we ask questions of the people who have the authority to speak for territory where you are working. We also need to recognize that traditional knowledge in a theoretical sense needs to be backstopped by lived experience in order to be authentic.

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Douglas Cardinal teaches that indigenous values are quite basic: “love and take care of the land and love and take care of each other”.

The “process” of design is more important than the “product”. We need to share the process and be more open to all the possibilities for the result. This is important if we want to avoid the ‘colonial’ approach of arriving to a problem with solutions already in hand assuming that ‘we’ know best.

We heard an acknowledgment that First Nations communities have not necessarily made it easy for non-indigenous architects who are trying to do the right thing in the right way. Participants note that increasing diversity is always a helpful way of increasing understanding.

Language is important. Eg., the term indigenous vs non-indigenous is an artificial construct that reinforces a divide that should be avoided. First Nations people do not themselves self-identify as indigenous, rather they identify as being of their community or tribe each of which are unique and diverse. Even the term ‘reconciliation’ is questioned by some on the basis that it implies a mutuality that isn’t realistic. One participant suggested that ‘Conciliation’ might be a better term in that it more clearly puts the burden on the dominant culture.

It was also suggested that rather than reconciliation, we should be speaking about de-colonization as an effort to return to a culture that is more connected to the land and that recognizes the need to protect it rather than simply taking from it for economic gain., ie ‘extraction’.

It was suggested that cultural literacy should begin by embracing the notion that ‘our’ culture is ‘your’ culture in the sense that we have more in common in the spiritual sense than we have differences. This requires an understanding that what we are learning to embrace as important ‘new’ approaches to sustainability is not new at all, but rather reflects a value system that is thousands of years old.

We need to recognize that the act of building and the architectural profession that serves it is itself a colonial construct and that de-colonization of architecture is essential. We need to seek a broad understanding of what this means for the future of the profession.

We also need to recognize that architects are not in this alone, that we share responsibility with other design disciplines for the creation of the built environment and that we need to partner with the other design professions in ‘loving and taking care of the land’ and in the de-colonization of the professions.

For example, in considering a potential Architecture Policy for Canada we must adopt the position that it is not just about making a better environment for people, but rather is should be about loving and taking care of all the creatures that inhabit the land and about the land itself.

The discussion concluded with a focus on the importance of education and mentorship. It is critical to foster young architects, both Indigenous and non-Indigenous, through constructive mentorships who value and practice the fundamental beliefs of decolonization and a respect of traditional culture.

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Some Suggested OAA Actions

- 1.0 OAA Reconciliation in Context: conduct an environmental scan and prepare a report of what other entities are doing to address the issues and involve Indigenous voices in their operations.
- 2.0 RFPs: encourage clients who are working on projects that impact Indigenous persons to involve Indigenous representatives meaningfully on their team.
- 3.0 Elders Database: Connect with existing Elders' organizations to establish relationships with Elders who are involved or somewhat familiar with the building industry who would be willing and available to partner with OAA members on a project by project basis. Establish an acceptable honorarium for this involvement.
- 4.0 Establish an Elder-in-residence position to advise OAA.
- 5.0 Engagement Strategy for Public and Indigenous Projects: develop and issue a guidebook or practice note for best practices in engagement when working with Indigenous communities and public projects. Steps should include establishing the community you're working with, asking regional entities who has authority to speak for the region, then talking to those persons. This should not be a pat 'ABC' set of steps, rather the guidelines are much more region and project specific.
- 6.0 Scholarships and Student Support: establish scholarships and student resources tailored to Indigenous students. Gather a database of available scholarships that Indigenous students could access to undertake their education. Provide mentorship support.
- 7.0 Potential Students Outreach: support practicing architects to contact Indigenous youth population centres; establish relationships with Indigenous education entities to publicize the opportunities to Indigenous youth to enter the profession. Supporting students to talk with students. Encourage job shadowing.
- 8.0 CALA / CACB: Advocate for an Indigenous / traditional knowledge content requirement for education for architects in Canada.
- 9.0 Continuing Education Sessions: develop and promote knowledge of Indigenous values and cultural fluency. This should be something required every reporting period.
- 10.0 Procurement: Call on the federal government to enforce the policy related to "nothing about us without us." Canadian Council for Aboriginal Business. Contact tribal councils, First Nations Technical Services and begin this relationship with an eye to expanding architects' roles on First Nation lands.
- 11.0 Outreach & Sounding Board: Reach out to existing Indigenous entities such as the Indigenous Task Force (RAIC) to advise on potential initiatives.
- 12.0 Succession Planning: the table advised OAA to establish a formal entity as part of OAA to carry forward these issues. Exact format is unclear. Potential measures that were discussed include: a standing committee; a position on each existing committee; integrating this issue into the mandate of

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an existing standing committee, such as PAC; an advisory board that meets regularly to review potential initiatives. Of these, the latter seems most viable.

13.0 Partner with other professions with a federated voice regarding issues of procurement, land ownership / stewardship, breaking down artificial barriers between the very related fields of planning, interiors, landscape, energy, etc.

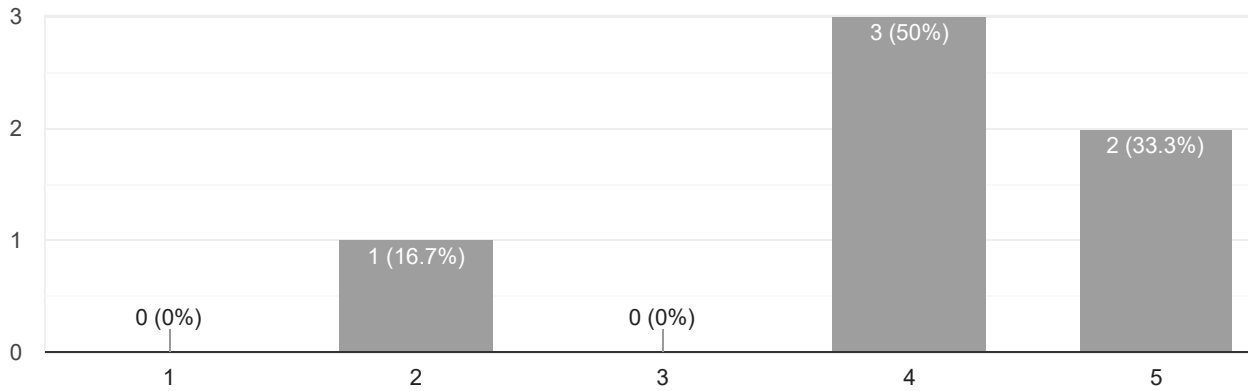
14.0 Encourage partnership / co-design with Indigenous practitioners for projects in First Nations and where indigenous cultural content is desired.

Item	Specific Strategy	Importance	Ease of Implementation	Internal Interconnectedness	External Partnerships
		rank 1-5 most to least	rank 1-5 easiest to hardest	add comment	add comment
9	Develop a Continuing Education Thread for Indigenous Knowledge and Cultural Literacy	4.83	2.33		
11	Improve Collaboration with Other Professional Organisations Doing Similar Work	4.67	1.83		
15	Educate OAA Staff, Councillors and Committee Members	4.67	2.00		
7	Stimulate Awareness of Architecture among Elementary and Secondary Students	4.67	3.00		
12	Establish an Ongoing OAA Responsibility for Reconciliation for Ontario Architects	4.67	3.00		
10	Advocate Federally for the Importance of Architecture in FN Communities	4.67	3.50		
14	Encourage Co-Design with FN Communities	4.50	2.67		
4	Establish an OAA Elder in Residence	4.34	2.34		
3	Create an Elder's Database	4.33	2.84		
8	Advocate for Reconciliation Within the Profession at the National Level	4.33	3.17		
13	Partner with Allied Professions eg Planning, Landscape Architecture and Interior Design	4.17	1.33		
5	Best Practices Advice for Community Engagement FN	4.12	3.00		
1	Conduct an Environmental Scan	4.00	1.33		
16	Develop and Comprehensive Internal Policy to Govern OAA Programmes and Projects	3.83	3.33		
6	Support Indigenous Architecture Students	3.83	3.33		
2	Provide Procurement Advice to Owners	3.50	4.17		

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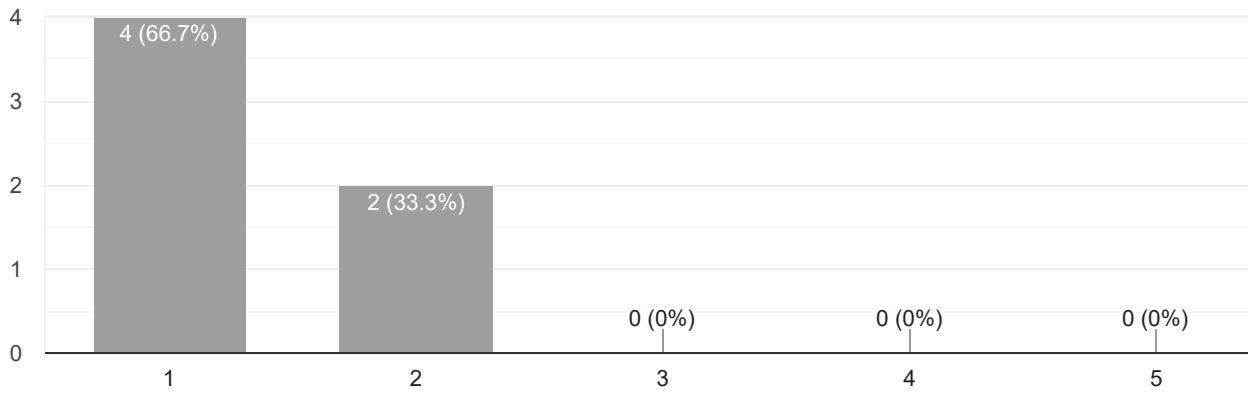
1a. Importance of Conducting an Environmental Scan

6 responses



1b. Ease of Conducting an Environmental Scan

6 responses



1c. Comments on Conducting an Environmental Scan: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Awareness, no duplication and easy to promote - those are my 3 lenses for this area of the work

everything that we are considering will be informed by this

its important to learn from other organizations who have been working on this for some time - but also it will save us time in developing OAA policy

13. Partnerships with other professions Build-on the work done by others rather than duplicating it. Avoid pitfalls and learn from the lessons of others.

ALL

- This seems like a pillar for what the OAA Reconciliation Group wishes to accomplish. It is fundamental to assess what has been/is being done, how it has been/is being done and what has yet to be done. This document would in effect help guide all other endeavours taken on by the Group.

As one of the first steps, it would be very helpful to connect with other professionals in Ontario, and in Canada to determine what de-colonization efforts are underway in other professional organizations. It would also be helpful to reach out to representatives of Countries that also have

1d. Comments on Conducting an Environmental Scan: What external partnerships do you feel would most benefit this strategy?

4 responses

n/a

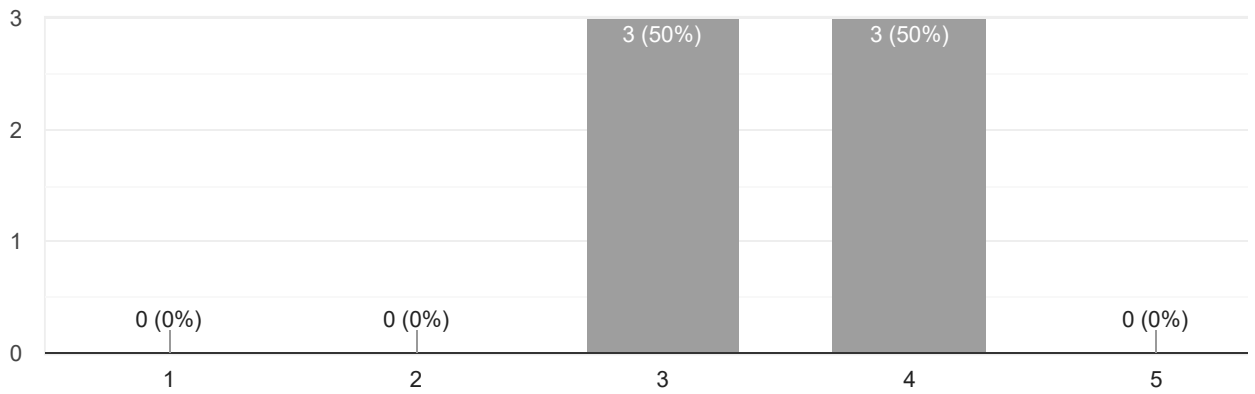
OPPI, OALA, CSLA, CIP, ideally the Engineering Associations, First Nations Land Management Resource Centre

Planning professionals, landscape architects, forestry, civil engineering, infrastructure.

Working with other professionals from other self regulated associations (such as the Law Society of Ontario, and the Ontario College of Physician's and Surgeons); to gain connections and introductions to specific indigenous groups or communities who have identified a need for better housing, healthcare,

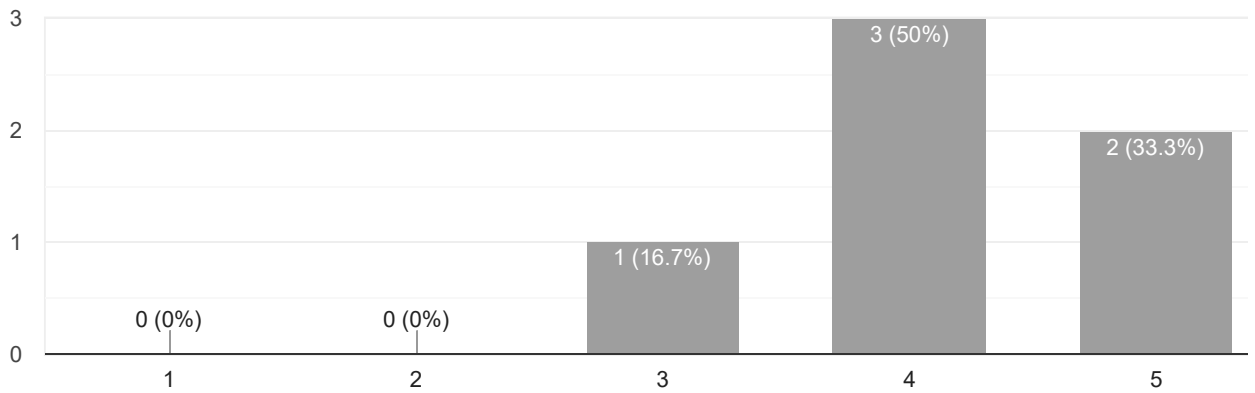
2a. Importance of Providing Procurement Advice to Owners

6 responses



2b. Ease of Providing Procurement Advice to Owners

6 responses



2c. Comments on Providing Procurement Advice to Owners: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

always a struggle to get clients to budge on Procurement, important, but a struggle I will leave to later

5,4,9,10,13,14,16

The resources are somewhat limited - but CCAB can assist in this aspect

9.0 Continuing Education - Because the subject is not offered widely - and it should be.

- 1) Environmental Scan
- 3) Elders Database
- 4) Elder-in-residence
- 5) Engagement Strategies for Public and Indigenous Projects

Unfortunately, much like sustainability and accessibility, clients are rarely willing to take on additional costs/representatives during the development of a project. Precedents on how this could be done would be essential, and possibly change in legislation to require the active involvement of indigenous representatives. Determination of what is considered "impactful" to indigenous persons would certainly be a challenge (pipelines, as a recent example), and would require the expertise of indigenous voices (ref. to strategies 3-4).

2d. Comments on Providing Procurement Advice to Owners: What external partnerships do you feel would most benefit this strategy?

4 responses

The allied design professions, eg OPPI, OALA, ARIDO, PEO

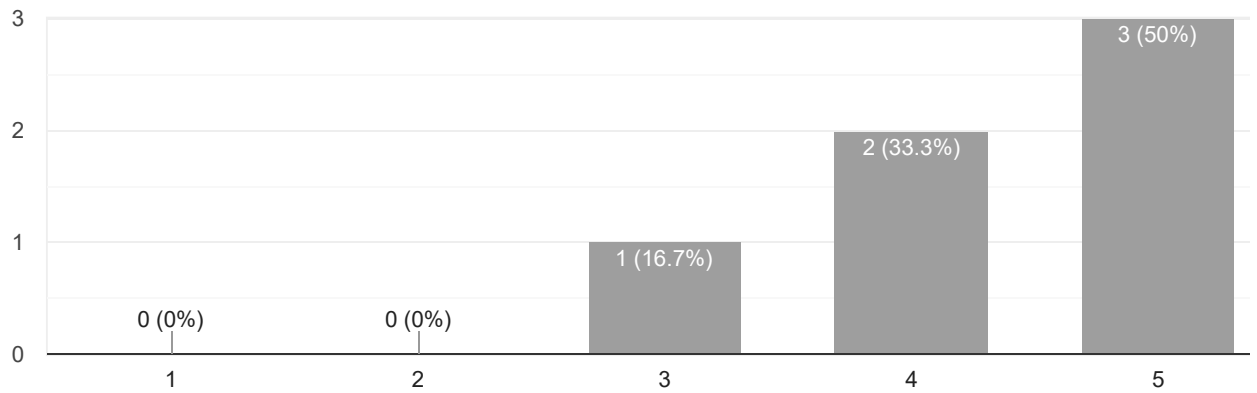
CCAB

8.0 CALA / CACB - Knowledge of indigenous / traditional teachings should be part of required architectural history classes in architecture school.

Indigenous peoples themselves would benefit. The Government of Canada might benefit. Canadian Federal employers like the CMHC (Canada Mortgage and Housing Corporation) that are actively trying to come up with strategies to provide or encourage affordable housing for Canadians as well as Indigenous peoples.

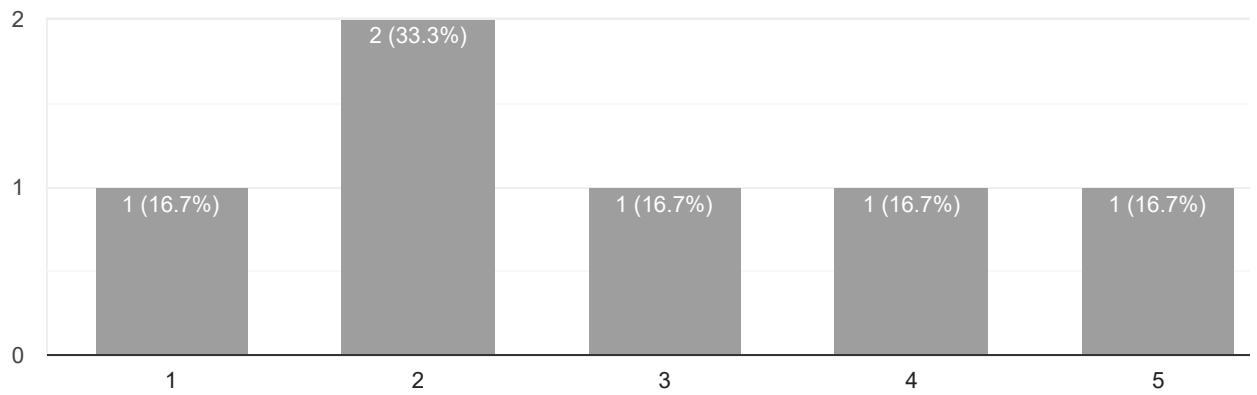
3a. Importance of Creating an Elder's Database

6 responses



3b. Ease of Creating an Elder's Database

6 responses



3c. Comments on Creating an Elder's Database: : Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Indigenous entry into SPACE MAKING and taking control is urgent and it must be done with Elder's wisdom of the ORIGIN OF THE TRUE tenants of sustainability

2,4,5,8,9,14,16

I think this warrants some discussion - what is the role of the Elder ?- how will participation be meaningful and not tokenistic? - I think this kind of initiative should happen only after extensive cultural training within a non-Indigenous practice - I would be hesitant to make this a priority right now as some firms may jump on this as a way to demonstrate an 'Indigenized' practice without having undertaken appropriate internal training and practice reform.

4.0 Elder in residence position at OAA

4) Elder-in-residence

6) Scholarships & Student Support

7) Potential Students Outreach

This could prove essential in creating a solid and far-reaching network. Strategies 6-7 would certainly be dependent on the knowledge of Elder's throughout communities.

3d. Comments on Creating an Elder's Database: What external partnerships do you feel would most benefit this strategy?

3 responses

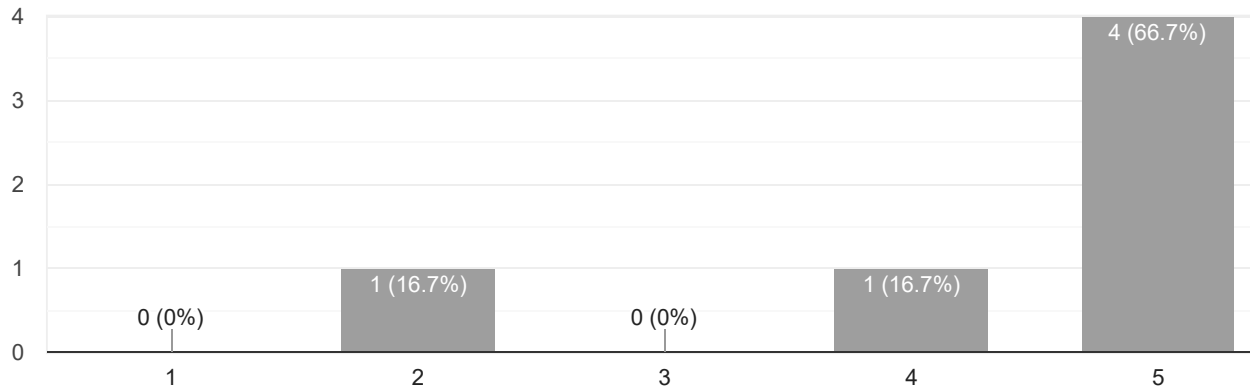
indigenous business and political organisations

local Indigenous communities

9.0 Continuing Education & 12.0 Succession Planning

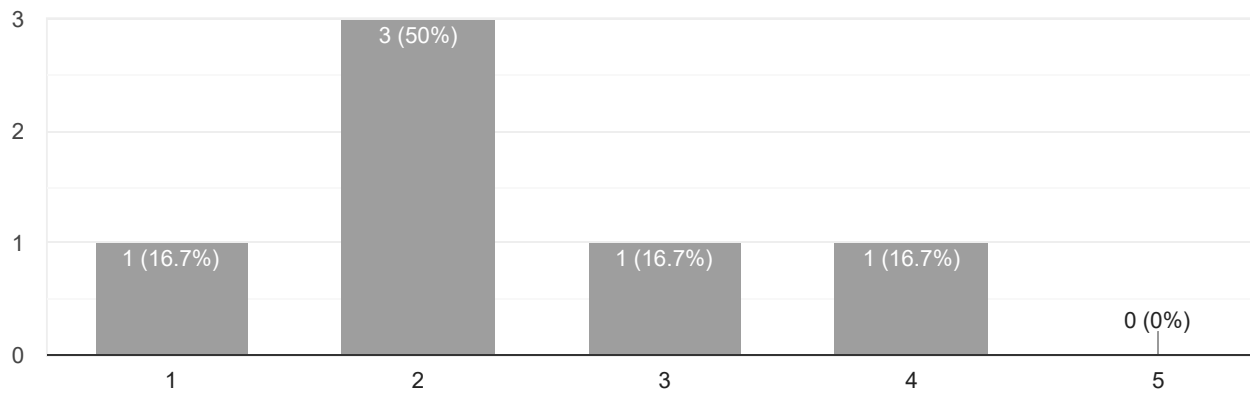
4a. Importance of Establishing an OAA Elder in Residence

6 responses



4b. Ease of Establishing an OAA Elder in Residence

6 responses



4c. Comments on Establishing an OAA Elder in Residence: : Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Same as above

2,3,5,9,10,12,14,15,16

i think an Indigenous Advisory Circle would be more effective - a balance of Elders and Indigenous practitioners who understand the profession

9.0 Continuing Education - elders would be able to review and have input on the development of new curriculum for the OAA.

3) Elders Database

6) Scholarships & Student Support

7) Potential Students Outreach

8) CALA / CACB

If we are to navigate reconciliation, the OAA would greatly benefit from having an active Elder's voice to guide the OAA.

This would be connected to and dependent on item 3 - the elder database. Similar to having an LGIC,

4d. Comments on Establishing an OAA Elder in Residence: What external partnerships do you feel would most benefit this strategy?

3 responses

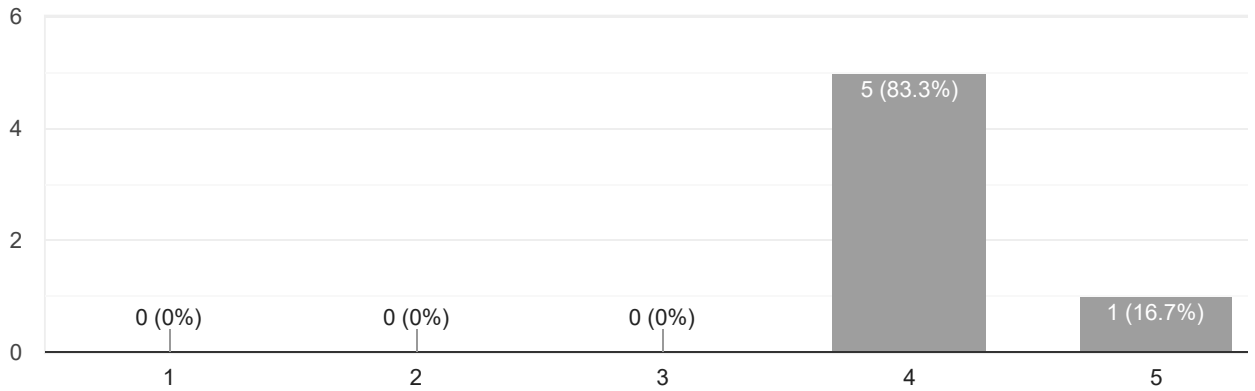
indigenous business, cultural and political organisations

see comment 4c

11.0 Outreach & Sounding Board - Elders could sit on external committees and liaise with the national / foreign partners for the OAA.

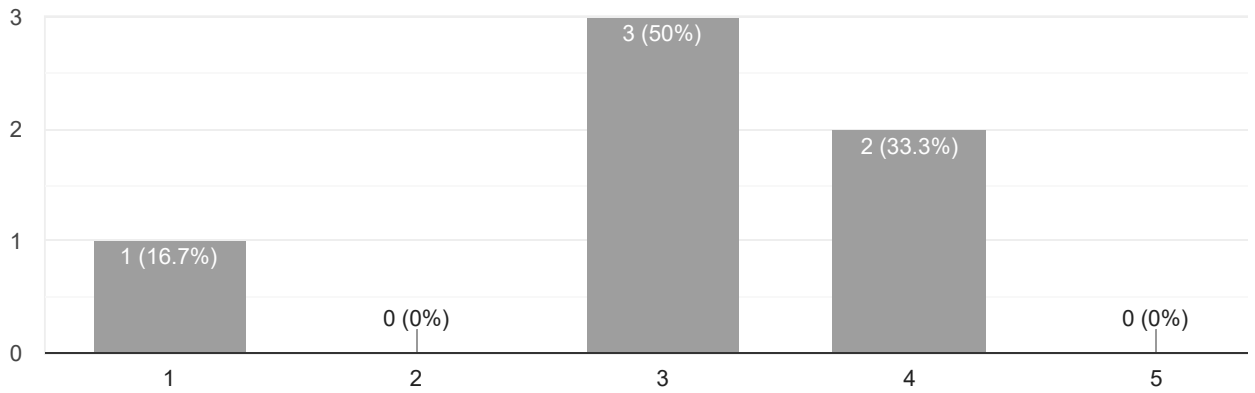
5a. Importance of Best Practices Advice for FN Community Engagement

6 responses



5b. Ease of Best Practices Advice for FN Community Engagement

6 responses



5c. Comments on Best Practices Advice for FN Community Engagement: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

There are fabulous people capable of running Workshops and Teachings to help indigenize our perceptions

2,8,9,10,13,14,16

(BTW its not just FN - its Metis and Innu so suggest we use the term Indigenous)

This initiative is a good one aimed at supporting members working with Indigenous clients and communities, this is an easy one to add to CON ED.

2.0 RFPs, & 10.0 Procurement - Call on the Federal Gov't to eforece the policty related to "nothing about us without us".

2) Providing Procurement Advice to Owners

9) Continuing Education Sessions

13) Partnering with Allied Professions

This is connected with developing the Elder's database

5d. Comments on Best Practices Advice for FN Community Engagement: What external partnerships do you feel would most benefit this strategy?

4 responses

federal government indigenous services and relations agencies

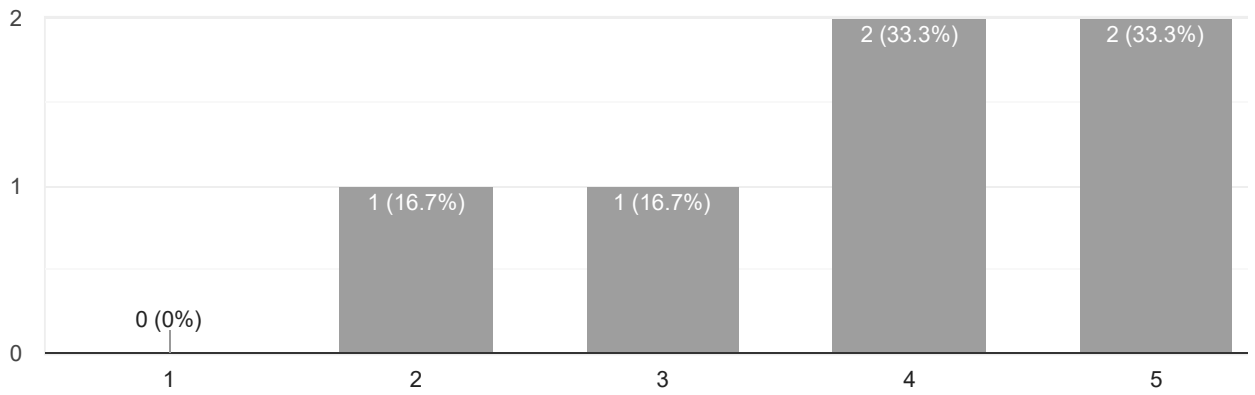
I believe that there are alot of materials already out there - see the SCAN posted to the Working Group site.

14. Enriched partnerships between OAA members with co-design opportunities.

Canada Mortgage and Housing Corporation, Healthcare providers for Indigenous Peoples, Education providers for Indigenous Peoples (Do Indigenous Peoples in Ontario Govern themselves? provide their own education and healthcare and services like water etc? Or is this provided by the Federal, Provincial and Municipal Governments? Where are oppotunities for improvement?)

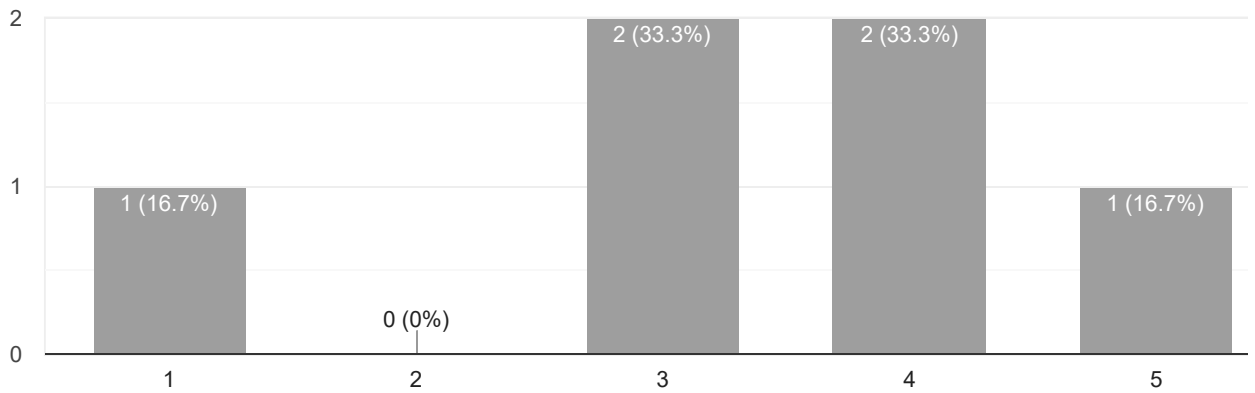
6a. Importance of Support for Indigenous Architecture Students

6 responses



6b. Ease of Providing Support Indigenous Architecture Students

6 responses



6c. Comments on Providing Support Indigenous Architecture Students: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

I am not sure we know how to best support any of our Architecture Students -to be discussed in the CEC and Intern Committee

1,4,7,9,11,16

We need to discuss what type of support is needed to encourage students to go to architecture school and enter the field - bursaries and scholarships are not the answer alone - and many Indigenous students already have access to post-secondary funding from their Councils - therefore lack of financial means is probably not the biggest issue.

the road blocks are multiple:

- an unsupportive culture in the schools;
- absence of curriculum that acknowledges Indigenous histories and cultures
- the need to be with other Indigenous students;
- resistance to moving to urban centres that are seen as unsafe and racist;
- inappropriate student housing;

Despite the truth that a scholarship could help FN students - there is substantial monies available already to those entering university...perhaps efforts could be directed towards younger students.

6d. Comments on Providing Support Indigenous Architecture Students: What external partnerships do you feel would most benefit this strategy?

4 responses

CCUSA, Private Foundations and Provincial Government programmes

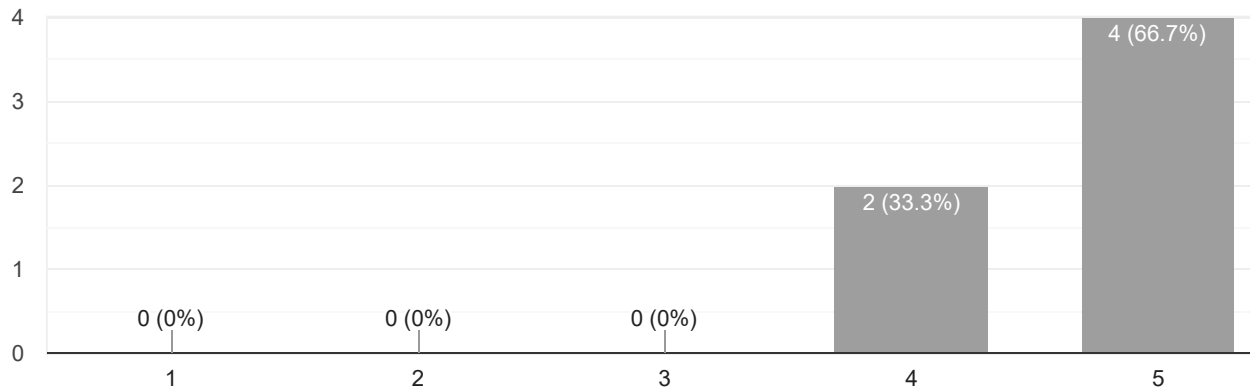
OAA needs to work with the Universities to insist on cultural training within the Architecture faculties.

7.0 Potential Student Outreach

Architecture Schools and the public would benefit. Indigenous peoples will benefit if there are more indigenous architects who have first hand experience of some of the issues facing Indigenous peoples.

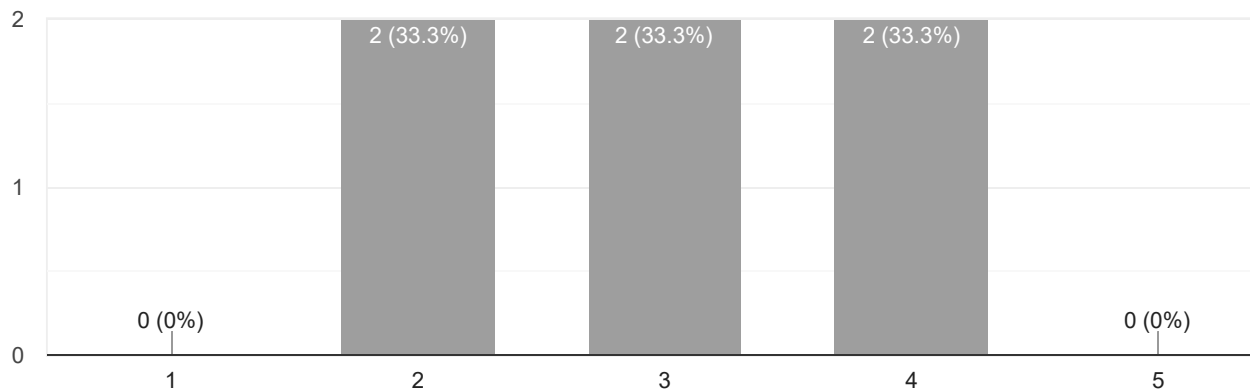
7a. Importance of Stimulating Awareness of Architecture among Elementary and Secondary Students

6 responses



7b. Ease of Stimulating Awareness of Architecture among Elementary and Secondary Students

6 responses



7c. Comments on Stimulating Awareness of Architecture among Elementary and Secondary Students: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

This is a longer term ambition as it requires Curriculum Development and Delivery during a time when the Ontario government is not interested in this teaching

1,4,6,11,13,16

This is a great idea but will require access to remote communities to be most impactful. Perhaps OAA can ask for member volunteers who are already working in these communities to donate time to do a school workshop? Suggest a Toolkit could be prepared as a learning module to give to teachers and prep them for this discussion on architecture/built environment.

Elder in residence

- 1) Environmental Scan
- 4) Elder-in-residence
- 6) Scholarships & Student Support
- 8) CALA / CACB
- 13) Partnering with Allied Professions

7d. Comments on Stimulating Awareness of Architecture among Elementary and Secondary Students: What external partnerships do you feel would most benefit this strategy?

4 responses

boards of education, Ministry of Education

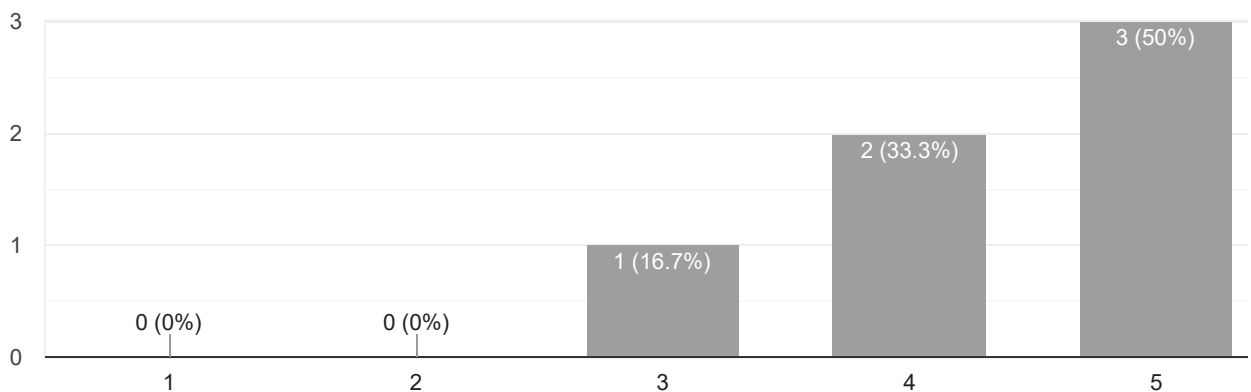
Highly recommend a partnership with the the Downie-Wenjack Fund who are connected to School Boards and Teachers across Ontario and are big advocates for Indigenous Place-Making - they are putting tool kits into schools across Canada and could probably tailor one to focus on architecture as a career path? Happy to link OAA to DWF if that's of interest.

13.0 Professional partners could be part of a larger workshop or presentation to elementary / secondary students.

My comments here are for both strategies 6-7. I understand the mandate of the OAA in regard to the education / reaching out to indigenous youth, and recognize the importance of publicizing the opportunities of the profession (grants, scholarships, resources) are a very important strategies in opening the door and rendering architectural education accessible to indigenous youths. As I mentioned to the Current OAA President, and when joining this group, I did have my concerns that this approach could lead to a type of unintentional "recruitment/conversion" of indigenous people. This being said, strategies 1, 3, 4, and 14 seem crucial in informing the OAA's approach. A better and deeper understanding of the issues at play, both with regard to the architectural profession and it's current education format and the indigenous population's view of architecture. would be required to

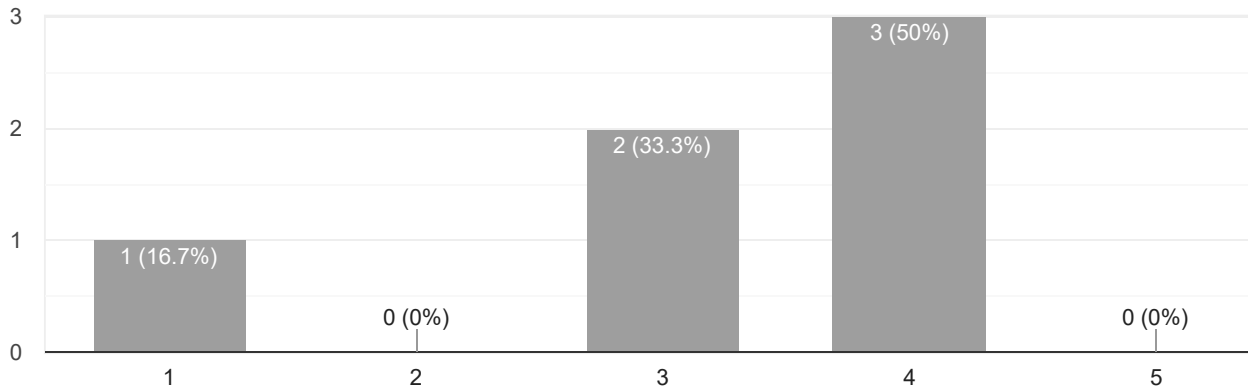
8a. Importance of Advocating for Reconciliation Within the Profession at the National Level

6 responses



8b. Ease of Advocating for Reconciliation Within the Profession at the National Level

6 responses



8c. Comments on Advocating for Reconciliation Within the Profession at the National Level: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

"Reconciliation" requires serious understanding. It is not a term to be easily bantered around. I did have an experience with a Masterplan claiming to be "reconciliation" inspired and it was anything but - that's where these comments are coming from - dangerousness of a "little" knowledge

1,5,6,8,10,11,13,16

This is a very important initiative and we need to have a discussion with the RAIC. The RAIC's Indigenous Task Force focus has not been on building awareness amongst RAIC members in general - rather the Task Force's priority work has an objective to support Indigenous practitioners. This makes total sense - its not the obligation of Indigenous architects to train or build awareness amongst non-Indigenous architects. Therefore RAIC needs to move ahead with providing training and resources for non-Indigenous practitioners. However, I think OAA can lead by example - we have the largest Indigenous population in Canada and the types of training and resources including Con Ed the OAA provides should have an Ontario focus

5.0 Engagement Strategy for Public and Indigenous Projects

1) Environmental Scan

1) Elder-in-residence

8d. Comments on Advocating for Reconciliation Within the Profession at the National Level: What external partnerships do you feel would most benefit this strategy?

5 responses

see 8c answers

- Canadian Architecture Licensing Authorities
- Canadian Council of University Schools of Architecture
- RAIC - Architecture Canada
- CCAB

Lots to learn from New Zealand so perhaps thats a good partnership:
<https://www.nzia.co.nz/explore/te-kawenata-o-rata>

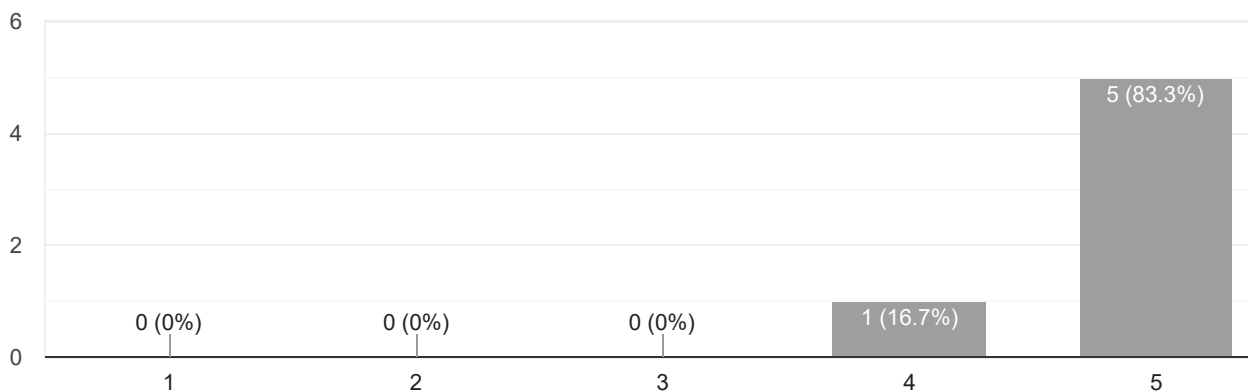
10.0 Procurement at the National level.

Universities and student organizations.

Strengthening the RAIC so that it is more than a TOKEN organization and provides real leadership and reconciliation at the National level. The RAIC needs funds and great leadership in order for this to occur. In my opinion, it would require a full time and independent position at the OAA at the same level as the Executive Director and Registrar that would be responsible for ADVOCACY issues.

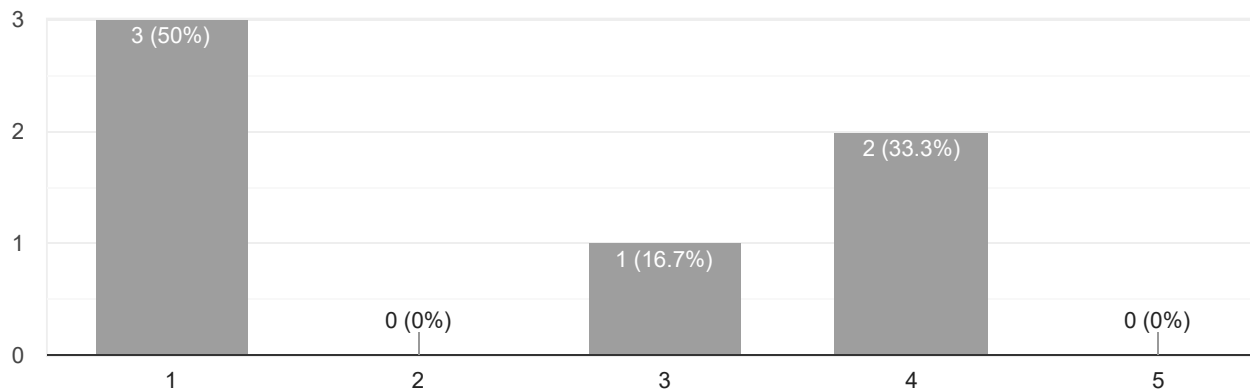
9a. Importance of Developing a Continuing Education Thread for Indigenous Knowledge and Cultural Literacy

6 responses



9b. Ease of Developing a Continuing Education Thread for Indigenous Knowledge and Cultural Literacy

6 responses



9c. Comments on Developing a Continuing Education Thread for Indigenous Knowledge and Cultural Literacy: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

In the CEC we are trying NOT to develop Curriculum, but to piggyback or dovetail existing. I am not sure what exists. That is why the Environmental scan is so important.

1,4,5,8,11,13,14,15,16

This is critical and should happen right away. The cultural training materials are already available - ConEd resources should be easy to develop. here's a precedent https://www.planning.org.nz/Event?Action=View&Event_id=1494

8.0 CALA / CACB to build on the foundations learned in school , 4.0 Elder in Residence / Database to have input and guidance on the development of the materials,

- 4) Elder-in-residence
- 5) Engagement Strategies for Public and Indigenous Projects
- 8) CALA / CACB
- 11) Outreach & Sounding Board

Understanding Indigenous peoples. Developing an Elder's Database. (item 3). Making reconciliation a

9d. Comments on Developing a Continuing Education Thread for Indigenous Knowledge and Cultural Literacy: What external partnerships do you feel would most benefit this strategy?

4 responses

indigenous cultural organisations, post secondary educational institutions

Partner with OPPI/OAA and others who also are in the process of or want to develop CON ED materials

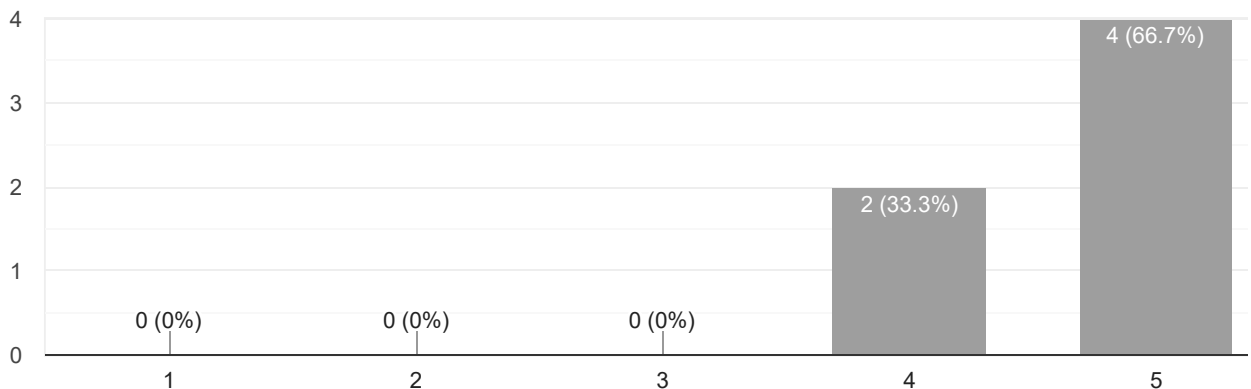
Perhaps a consultant could be hired (jointly by the 3 professional associations?) to develop this CON ED stream - drawing on lots of work already out there including multiple ontario and national organizations who develop training materials -

11, outreach on the national level organizations (RAIC taskforce), professional planners, etc.

Perhaps we could work with the RAIC and Indigenous communities to develop Continuing education opportunities for Reconciliation and education and understanding

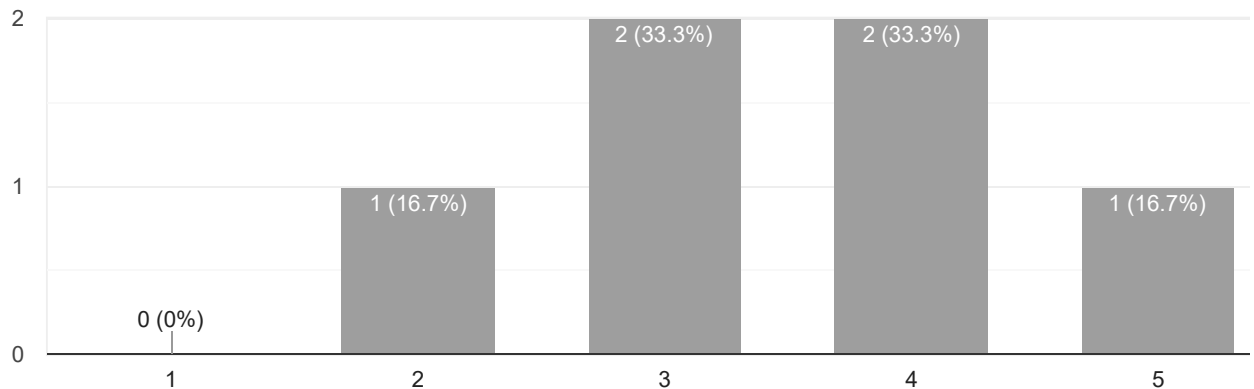
10a. Importance of Advocating Federally for the Importance of Architecture in FN Communities

6 responses



10b. Ease of Advocating Federally for the Importance of Architecture in FN Communities

6 responses



10c. Comments on Advocating Federally for the Importance of Architecture in FN Communities: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Not sure how to position this between Regulatory and Advocacy - a big discussion needed here.

1,2,5,10,11,13,14

I'm not sure how its connected to the others - but its critical and may be better as a joint advocacy initiative with other National level professional organizations including engineers, architects, planners, landscape architects etc. The INAC procurement process is a nightmare and should be over hauled to make building and funding projects much more stream-lined.

14.0 Encouraging partnerships / co-design with FN people and elders/architects.

- 1) Environmental Scan
- 4) Elder-in-residence
- 14) Partnership / Co-Design with Indigenous Practitioners

Although this is VERY important, it might be harder to implement. How can we leverage the RAIC to help with this?

10d. Comments on Advocating Federally for the Importance of Architecture in FN Communities:
What external partnerships do you feel would most benefit this strategy?

3 responses

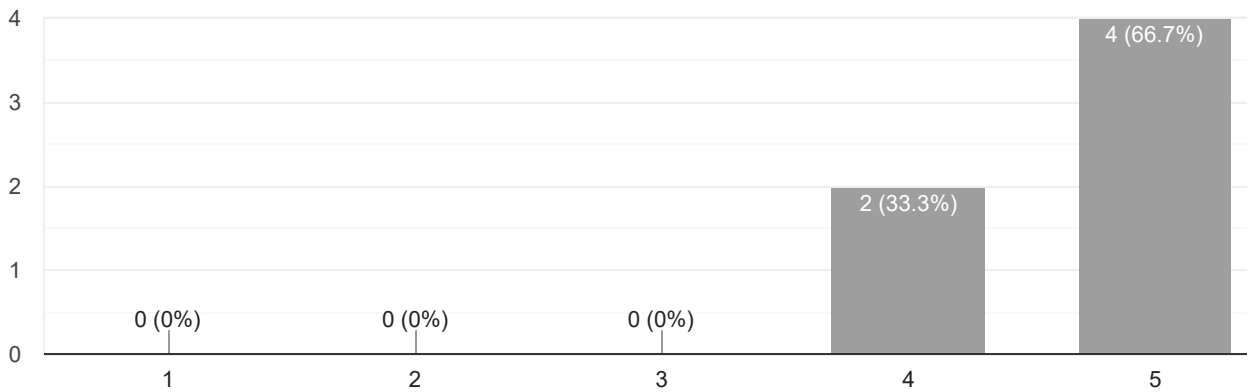
need to partner with RAIC and other national advocacy organisations due to our provincial mandate

National level professional organizations including engineers, architects, planners, landscape architects etc.

Professional partners: Planners, Landscape architects, Civil and Infrastructure engineers.

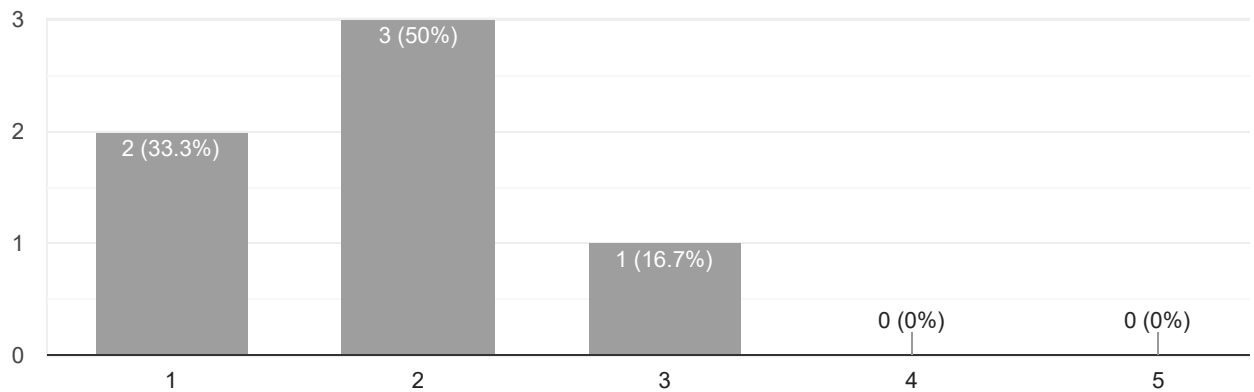
11a. Importance of Improving Collaboration with Other Professional Organisations Doing Similar Work

6 responses



11b. Ease of Improving Collaboration with Other Professional Organisations Doing Similar Work

6 responses



11c. Comments on Improving Collaboration with Other Professional Organisations Doing Similar Work: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Let's collaborate and learn from each others successes and failures to build a wider cultural knowledge base

all

To be effective at a political level OAA should consider partnerships with other professional organizations to gain critical mass - otherwise we're too easy to ignore.

1.0 Environmental Scan to build on the work done by others (OPPI locally, and others nationally, and farther afield).

ALL

It is important to collaborate with other professionals as many of the issues facing indigenous peoples overlap. Perhaps we could create a Provincial task force with the College of Physicians and Surgeons and the Law Society of Ontario and Indigenous Leaders with chapters in smaller communities that report back to the task force.

11d. Comments on Improving Collaboration with Other Professional Organisations Doing Similar Work: What external partnerships do you feel would most benefit this strategy?

3 responses

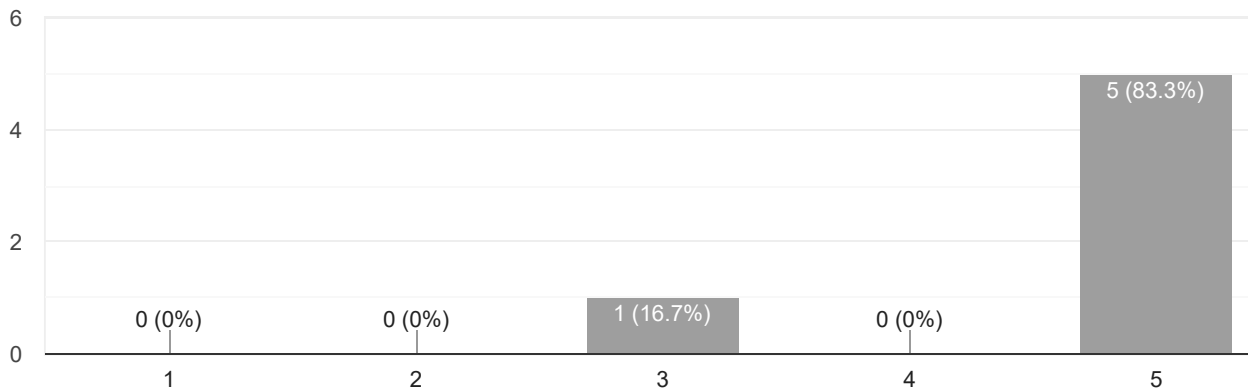
n/a

OPPI, OAA, Ontario Society of Professional Engineers, Ontario Consulting Engineers, Ontario Wood Council, Urban Land Institute

10. Procurement at the nation level - when multiple groups across the country work together it would create a stronger voice.

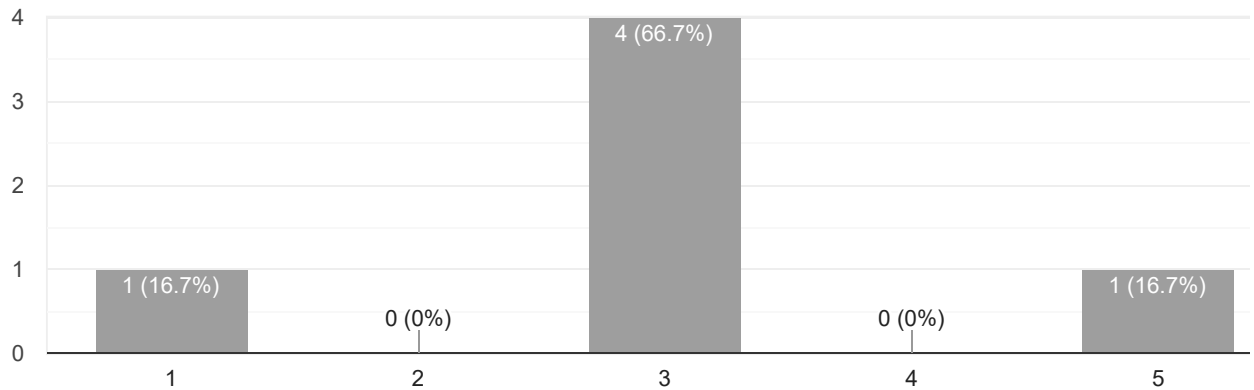
12a. Importance of Establishing an Ongoing OAA Responsibility for Reconciliation for Ontario Architects

6 responses



12b. Ease of Establishing an Ongoing OAA Responsibility for Reconciliation for Ontario Architects

6 responses



12c. Comments on Establishing an Ongoing OAA Responsibility for Reconciliation for Ontario Architects: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

In our 1st Roundtable the Indigenous Architects rightly said that they were tired of coming up with all the answers and were looking for us to come up with some ourselves. We need cultural understandings and we have to learn about them at the same time.

all

recommend OAA develops a Policy Document that is adopted by Council - but need to be careful to understand what reconciliation actually means (this is why De-Colonization may be a better, more specific, term). Reconciliation is becoming a bit of an empty catch-all phrase people are latching onto without a deep dive. Reconciliation is extremely difficult given our current legal and constitutional frameworks. It's also important to focus on understanding and accepting the Truth of our collective past - as a pre-condition to reconciliation.

9.0 Continuing Education - Hopefully this is something that will be established and maintained so the knowledge is not lost in the next generation.

4) Elder-in-residence

10) Importance of Architecture in FN Communities

12d. Comments on Establishing an Ongoing OAA Responsibility for Reconciliation for Ontario Architects: What external partnerships do you feel would most benefit this strategy?

3 responses

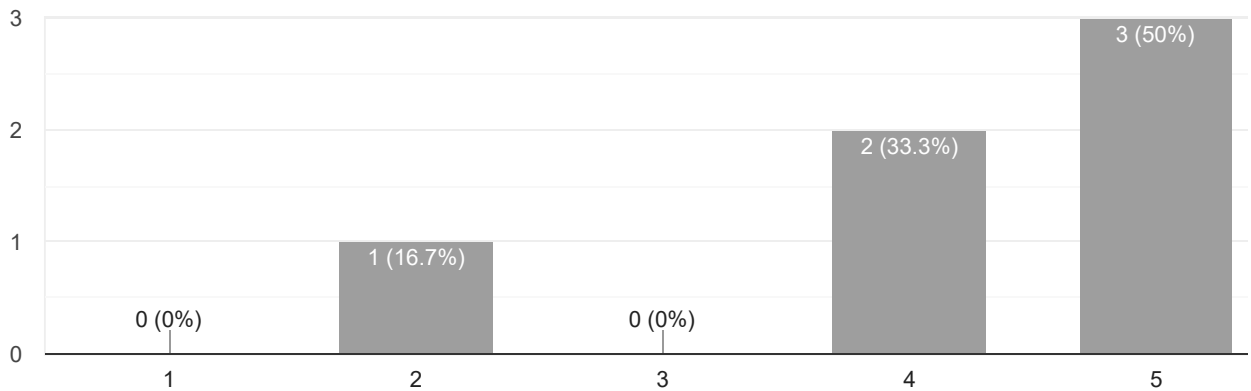
n/a

OAA should consider hiring an Indigenous consultant to assist in developing a Policy Document. The Working Group would be advisory to this.

4.0 Elder in Residence - to provide guidance and a presence in the OAA with contact to the FN across Ontario.

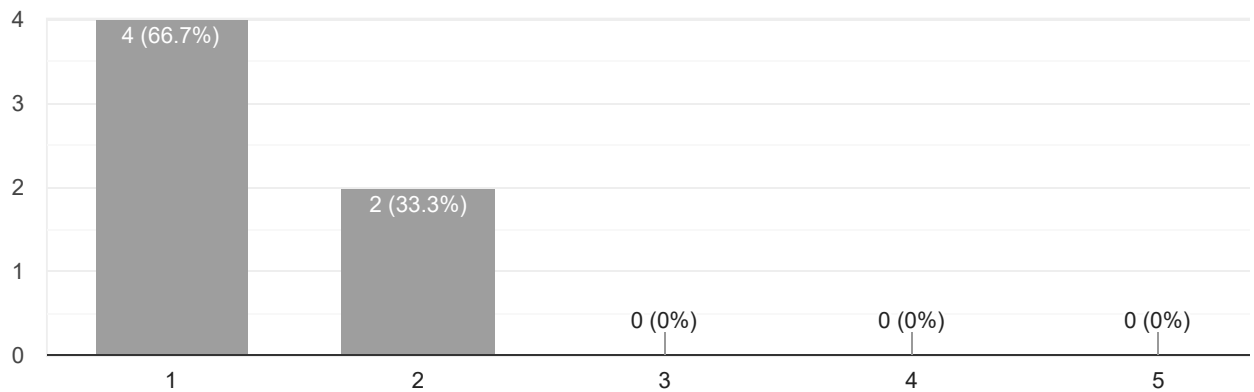
13a. Importance of Partnering with Allied Professions eg Planning, Landscape Architecture and Interior Design

6 responses



13b. Ease of Partnering with Allied Professions eg Planning, Landscape Architecture and Interior Design

6 responses



13c. Comments on Partnering with Allied Professions eg Planning, Landscape Architecture and Interior Design: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Most professionals working in this space are good people and willing to share and collaborate

all

The above answers to previous questions address this - this is easy and should commence right away...

1. Environmental Scan - to make use of the work done by others, and build upon it rather than duplicate it.

1) Environmental Scan

8) CALA / CACB

11) Outreach & Sounding Board

This is related to Item no. 11

13d. Comments on Partnering with Allied Professions eg Planning, Landscape Architecture and Interior Design: What external partnerships do you feel would most benefit this strategy?

3 responses

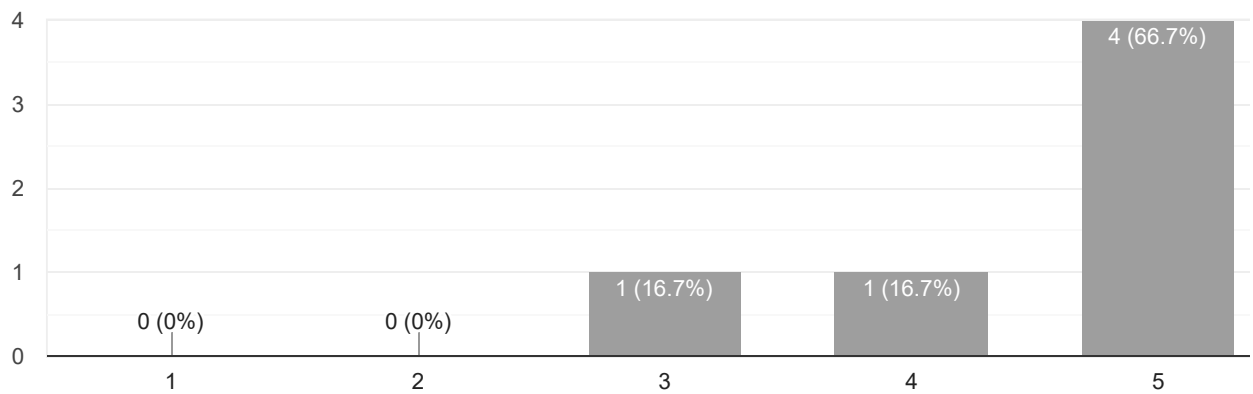
n/a

OPPI, OAA, Ontario Society of Professional Engineers, Ontario Consulting Engineers, Ontario Wood Council, Urban Land Institute

11.0 Outreach and Sounding board - RAIC and other provincial bodies could do the same.

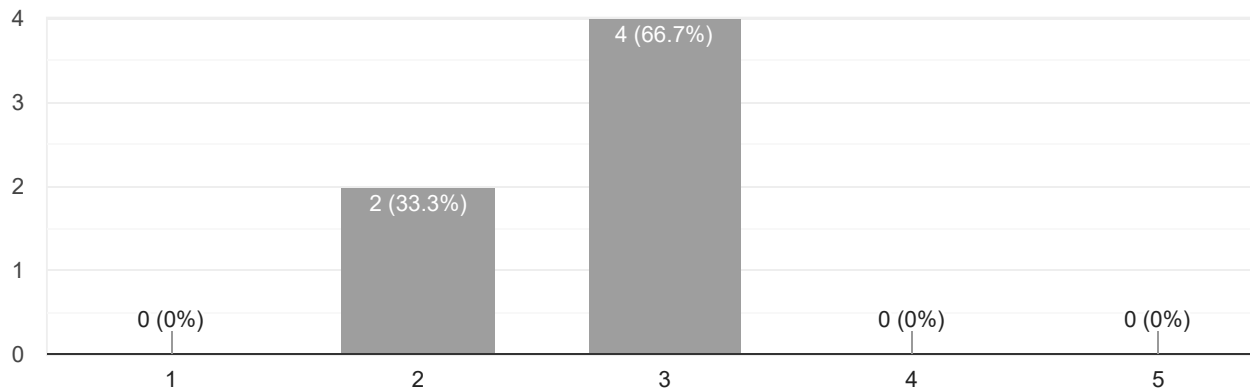
14a. Importance of Encouraging Co-Design with FN Communities

6 responses



14b. Ease of Encouraging Co-Design with FN Communities

6 responses



14c. Comments on Encouraging Co-Design with FN Communities: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Everyone learns, everyone wins, everyone throws in their skill sets - it is a great experience for all.

1,2,3,4,5,9,10,11,13,14,16

This relates most to Con ED

5.0 Engagement Strategies & 9.0 Continuing Education efforts will be paramount into breaking the taboo of FN people working with non-FN peoples - and more importantly making this kind of partnership the new normal.

- 4) Elder-in-residence
- 5) Engagement Strategies for Public and Indigenous Projects
- 8) CALA / CACB
- 11) Outreach & Sounding Board

Item no. 3. and creating a role for an OAA Indigenous Elder in Council (item no. 4). I think this depends on the willingness of the FN communities to work with those that they perceive as outsiders or colonizers. If we start by asking leaders of FN communities questions, and inviting leaders to join

14d. Comments on Encouraging Co-Design with FN Communities: What external partnerships do you feel would most benefit this strategy?

3 responses

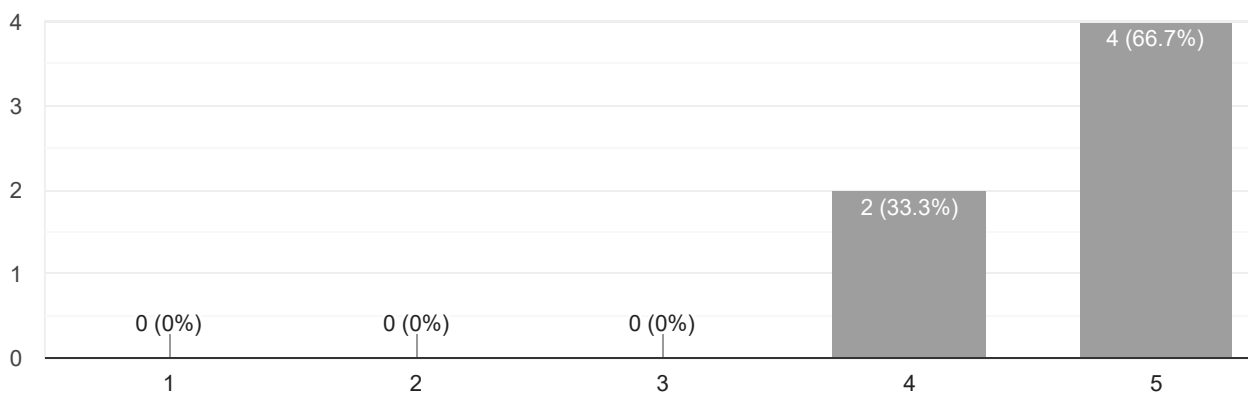
n/a

see above

Allied Professionals would like to similarly improve their work & relationships with FN communities.

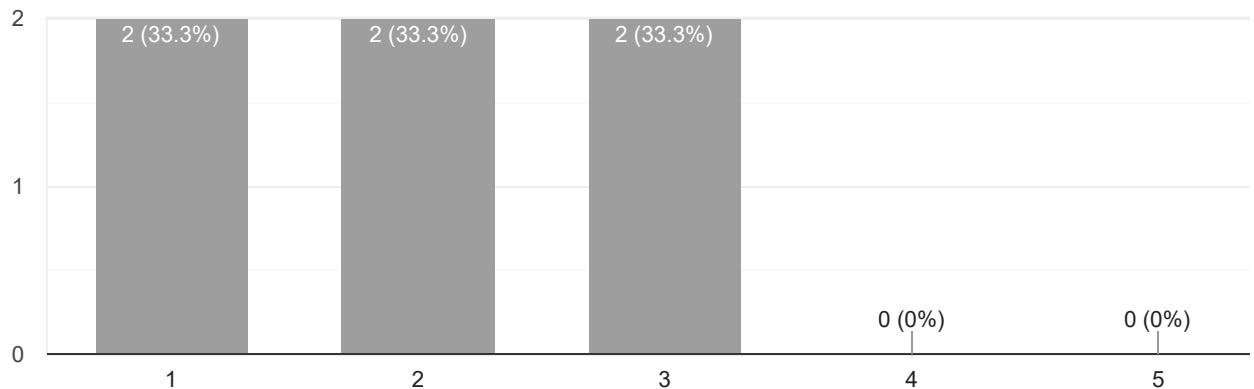
15a. Importance of Educating OAA Staff, Councillors and Committee Members: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses



15b. Ease of Educating OAA Staff, Councillors and Committee Members

6 responses



15c. Comments on Educating OAA Staff, Councillors and Committee Members: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Same as the growing awareness of unconscious biases needed to be sheperded
- so does this

all

Training for Staff and Council is the VERY FIRST & MOST CRITICAL STEP in the Working Group's process - and I see no reason to wait - we should recommend this now. It would be inappropriate to bring De-Colonizing recommendations to Council and Staff if they've had no cultural training first. It would be unfair to them and unfair to the Indigenous members of the Working Group.

5.0 Engagement Strategy and 9.0 Continuing Education - I think it is important for members and council/staff, etc to be open and honest about what the know and don't know. There is only shame in ignorance if a conscious decision is made to avoid learning. This should be the base point for OAA staff/council to lead by example.

4) Elder-in-residence

8) CALA / CACB

9) Continuing Education Sessions

10) Importance of Architecture in FN Communities

15d. Comments on Educating OAA Staff, Councillors and Committee Members: What external partnerships do you feel would most benefit this strategy?

3 responses

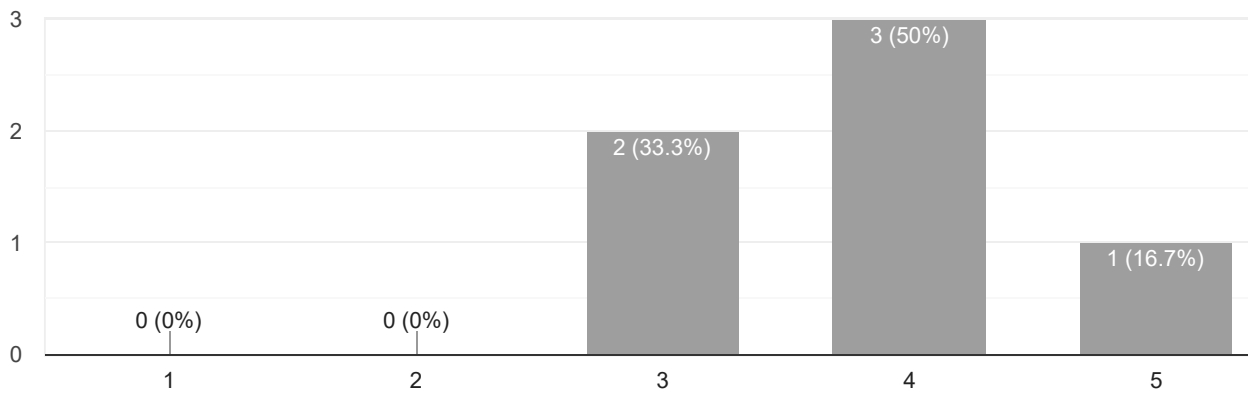
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Indigenous Justice Division of the Attorney-General - BIMICKAWAY Training

11.0 Outreach Sounding Boards, RAIC and other provincial bodies.

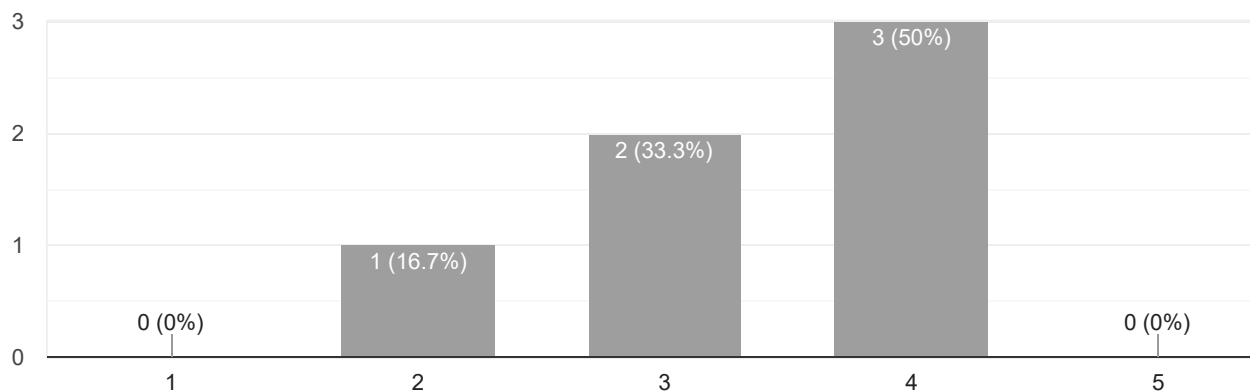
16a. Importance of Developing a Comprehensive Internal Policy to Govern OAA Programmes and Projects

6 responses



16b. Ease of Developing a Comprehensive Internal Policy to Govern OAA Programmes and Projects

6 responses



16c. Comments on Developing a Comprehensive Internal Policy to Govern OAA Programmes and Projects: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

6 responses

Not sure - I will leave this to a further group discussion

all

Its linked to all of them - OAA should lead by example - otherwise members will be less inclined to buy in to the need for reform.

5.0 Engagement Strategy

- 1) Environmental Scan
- 4) Elder-in-residence
- 14) Partnership / Co-Design with Indigenous Practitioners

This is related to item no. 10 and item no. 8. I believe the OAA needs to create a separate and executive role which deals with ADVOCACY. See the notes related to item 8d. Perhaps we could also create a not-for-profit organization - Architecture without Borders - that is responsible to the OAA and which advocates for communities in Ontario that are currently disadvantaged like many FN communities in Ontario are.

16d. Comments on Developing a Comprehensive Internal Policy to Govern OAA Programmes and Projects: What external partnerships do you feel would most benefit this strategy?

3 responses

n/a

OAA should consider joining CCAB's PAR (Progressive Aboriginal Relations) Program - this will make it much easier to develop internal processes and policies that support Indigenous initiatives and members.
<https://www.ccab.com/programs/progressive-aboriginal-relations-par/>

RAIC & Other provincial professional associations.

2020-06-04_ **Additional notes (cut off from the Google forms pdf) from the Strategic Priorities Responses:**

1c. Comments on Conducting an Environmental Scan: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

ALL - This seems like a pillar for what the OAA Reconciliation Group wishes to accomplish. It is fundamental to assess what has been/is being done, how it has been/is being done and what has yet to be done. This document would in effect help guide all other endeavours taken on by the Group.

everything that we are considering will be informed by this

2c. Comments on Providing Procurement Advice to Owners: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

- 1) Environmental Scan
- 3) Elders Database
- 4) Elder-in-residence
- 5) Engagement Strategies for Public and Indigenous Projects

Unfortunately, much like sustainability and accessibility, clients are rarely willing to take on additional costs/representatives during the development of a project. Precedents on how this could be done would be essential, and possibly change in legislation to require the active involvement of indigenous representatives. Determination of what is considered "impactful" to indigenous persons would certainly be a challenge (pipelines, as a recent example), and would require the expertise of indigenous voices (ref. to strategies 3-4).

5,4,9,10,13,14,16

3c. Comments on Creating an Elder's Database: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

4.0 Elder in residence position at OAA

- 4) Elder-in-residence
- 6) Scholarships & Student Support
- 7) Potential Students Outreach

This could prove essential in creating a solid and far-reaching network. Strategies 6-7 would certainly be dependent on the knowledge of Elder's throughout communities.

In terms of De-colonization and the way that I, as a practicing Architect, currently think about the landscape of Ontario, land ownership, municipalities and jurisdictions, it would be helpful to have an Elder's Database. It would also be helpful to have a current map outlining the Indigenous regions in Ontario and who the leaders of those regions are. I'm not sure if the OAA has a list of

municipalities and Building officials and mayors but I imagine the creation of a complementary list of reserves and band leaders and Elder's that are part of those regions that we could communicate with on provincial and federal issues that affect them. In terms of implementation, this might be a project that we could hire a couple of students or Intern Architects to help develop.

4c. Comments on Establishing an OAA Elder in Residence: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

- 3) Elders Database
- 6) Scholarships & Student Support
- 7) Potential Students Outreach
- 8) CALA / CACB If we are to navigate reconciliation, the OAA would greatly benefit from having an active Elder's voice to guide the OAA.

This would be connected to and dependent on item 3 - the elder database. Similar to having an LGIC, it would be great to have an Elder in Residence. It would support the notion that Indigenous people are part of the public that we are to protect. It also would recognize Indigenous peoples as partners who co-exist within the colonized system we currently live in and which recognizes the Lieutenant Governor's representatives in Council.

2,3,5,9,10,12,14,15,16

6c. Comments on Providing Support Indigenous Architecture Students: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

Despite the truth that a scholarship could help FN students - there is substantial monies available already to those entering university...perhaps efforts could be directed towards younger students.

- 1) Environmental Scan
- 4) Elder-in-residence
- 7) Potential Students Outreach
- 8) CALA / CACB
- 13) Partnering with Allied Professions

1,4,7,9,11,16

7c. Comments on Stimulating Awareness of Architecture among Elementary and Secondary Students: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

My comments here are for both strategies 6-7. I understand the mandate of the OAA in regard to the education / reaching out to indigenous youth, and recognize the importance of publicizing the opportunities of the profession (grants, scholarships, resources) are a very important strategies in opening the door and rendering architectural education accessible to indigenous youths. As I mentioned to the Current OAA President, and when joining this group, I did have my concerns that this approach could lead to a type of unintentional "recruitment/conversion" of indigenous people. This being said, strategies 1, 3, 4, and 14 seem crucial in informing the OAA's approach. A better and deeper understanding of the issues at play, both with regard to the architectural profession and it's current education format and the indigenous population's view of architecture, would be required to reach out to youth. Accessibility to the profession by providing financial support and information is one bridge. Creating space and room for indigenous students to grow in architecture is a different matter. When making the architecture accessible to women, the profession had challenge sexism and misogyny in the work place. It is much the same for minorities groups: language, education, financial barriers can be removed, but racism prevented the current diversity the OAA has for many years. Sports that wish to reach out to LGBTQ youth must challenge homophobia within sports, not merely encourage youth to try it out and tough it out. Architecture in Canada remains inaccessible to indigenous youth for many of these reasons. Strategy 8 plays a big part in this, and we could benefit greatly from 13 in looking at how other professions have not just opened their doors, but made space for indigenous people.

boards of education, Ministry of Education

8c. Comments on Advocating for Reconciliation Within the Profession at the National Level: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

1) Environmental Scan 4) Elder-in-residence 10) Importance of Architecture in FN Communities 13) Partnering with Allied Professions Architects' education must change in Ontario, and in Canada in order to work towards reconciliation. The OAA has the responsibility to advocate to the CALA/CACB to implement changes.

1,5,6,8,10,11,13,16

9c. Comments on Developing a Continuing Education Thread for Indigenous Knowledge and Cultural Literacy: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

1,4,5,8,11,13,14,15,16

12c. Comments on Establishing an Ongoing OAA Responsibility for Reconciliation for Ontario Architects: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

All

14c. Comments on Encouraging Co-Design with FN Communities: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

1,2,3,4,5,9,10,11,13,14,16

15c. Comments on Educating OAA Staff, Councillors and Committee Members: Which of the other strategies do you feel this is most strongly connected to or dependent on and why?

- 4) Elder-in-residence
- 8) CALA / CACB
- 9) Continuing Education Sessions
- 10) Importance of Architecture in FN Communities
- 13) Partnering with Allied Professions

all

OAA De-Colonization Working Group (Reconciliation Roundtable) Meeting Notes

Committee/Initiative: De-Colonization Working Group Meeting no. 2
Date: Friday June 5th, 2020
Time: 9:30am – 11:00pm
Location: Zoom Video conference call

Attendees: Brian Porter, Susan Speigel, Edward Winter, Andy Thomson, Settimo Vilardi, Cal Brook, Louis-Pierre Belec, Paul Hastings, Natasha Krickhan

Regrets: Eladia Smoke; Agata Mancini

Chair: John Stephenson

1. INTRODUCTION AND INDIGENOUS LAND RECOGNITION

- 1.1. Former OAA President and meeting host, John Stephenson (**JS**) started the meeting by noting that in lieu of an indigenous land recognition statement, current OAA VP of Strategy, Andy Thomson (**AT**), would play a short documentary by an Indigenous filmmaker.
- 1.2. **AT** introduced the documentary called “HEADDRESS” by J.J. Neepin, a female Indigenous Filmmaker and photographer Nadya Kwandibens. In his introduction, **AT** read a statement by JENNIFER PODEMSKI (an Indigenous actress and producer) who curated the BRAVE film festival that included this documentary in its festival lineup. The documentary can also be found on CBC Gem.
- 1.3. The documentary was shown.
- 1.4. **JS** asked the roundtable participants for their comments and feedback.
- 1.5. The documentary was well received as a moving contemporary document from an Indigenous perspective. Roundtable member, Edward Winter (**EW**) noted that Acknowledgement should lead to ACTION and that watching this documentary could encourage that. Listening to a spoken land recognition statement may become rote. Although important, it could lose its potency over time. OAA VP of Regulatory, Paul Hastings (**PH**) shared a message from his Indigenous wife (of the Mic Mac Nation) that ‘nothing should occur for us or about us without us.’ Roundtable member, Cal Brook (**CB**) requested a copy of the introductory statement by Jennifer Podemski. (See attached).

2. SURVEY RESULTS AND DISCUSSION

- 2.1. **JS** shared the (interim) survey results in terms of ranking. **JS** created 2 charts for review and discussion. (See attached) Strategy Evaluation Matrix 1.1 **sorted by ease of implementation** and Strategy Evaluation Matrix 1.1 **sorted by importance**. **JS** noted that there are some important voices whose perspectives haven’t yet been captured by the Survey. The hope is that they are able to fill in the survey and provide their comments within a week or two.
- 2.2. The following strategies were deemed to be **most important** by the group at this stage:

- 2.2.1. **Strategy #9** - Develop a Continuing Education Thread for Indigenous Knowledge and Cultural Literacy. This **ranked as most important** with a score of 4.83
 - 2.2.2. **Strategy # 11, #15, #7, #12, and #10 all tied for second place** in terms of importance with a score of 4.67. The Strategies are as follows:
 - 2.2.3. **Strategy #11** - Improve Collaboration with Other Professional Organizations Doing Similar Work
 - 2.2.4. **Strategy #15** Educate OAA Staff, Councillors and Committee Members
 - 2.2.5. **Strategy #7** Stimulate Awareness of Architecture among Elementary and Secondary Students
 - 2.2.6. **Strategy #12** Establish an Ongoing OAA Responsibility for Reconciliation for Ontario Architects
 - 2.2.7. **Strategy #10** Advocate Federally for the Importance of Architecture in Indigenous Communities
- 2.3. The following strategies were deemed to be the **easiest to implement**:
- 2.3.1. Tied for first place are **Strategy #13** Partner with Allied Professions eg. Planning, Landscape Architecture and Interior Design and **Strategy #1** Conduct an Environmental Scan.
 - 2.3.2. Second, third and fourth place in terms of ease of implementation are as follows: **Strategy #11** Improve Collaboration with Other Professional Organisations Doing Similar Work; **Strategy #15** Educate OAA Staff, Councillors and Committee Members; **Strategy #9** Develop a Continuing Education Thread for Indigenous Knowledge and Cultural Literacy
- 2.4. **JS** asked the group for their comments.
- 2.4.1. OAA VP of Finance, Susan Speigel (**SS**), noted that regarding **Strategy #10**, there appears to be lots of Capital Funding for Indigenous Communities, however, no soft costs seem to be available to hire architects and consultants to help with the planning and implementation of projects. Can Strategy #10 be broadened to advocate for Federal funding to be made available to cover soft costs so that architects can assist more directly, practically and meaningfully? **JS** noted that there is a Federal responsibility for First Nations, however, Urban Indigenous Populations fall under a shared responsibility of the Province and Municipalities and aren't captured in Strategy #10.
 - 2.4.2. **AT** shared that the OAA might consider setting up an award for Indigenous communities to learn about the profession of architecture. The award could be based on acknowledging a community INTEREST in architecture and not an award for the BEST submission. This could be an OAA catalyst for outreach. **SS** appreciated the idea of awarding an INTEREST as this seemed more equitable. OAA Councillor Natasha Krickhan (**NK**) commented that teaching an Indigenous community about architecture through a colonized lens (perhaps disconnected from the land) might miss the poetic, story-telling, and communal/healing aspects of Indigenous place making. (Post-meeting note that the author is not opposed to an award but that we have to be mindful of what we are teaching, who our audience is and that we have a lot to learn from our Indigenous Nations). **JS** noted work done by the OAA's old **CAUSE** program and Educational programs like "My sustainable Cities Initiative" taught by the not-for-profit company No. 9. **PH** reminded the group of his earlier comment "nothing about us without us".
 - 2.4.3. **NK** noted surprise that Strategy #4, Establishing an Elder in Residence, Strategy #3, Creating an Elder's Database were seen as less important and that Strategy #2, Providing Procurement Advice to Owners ranked so low on the list of priorities.

2.4.4. **NK** suggested working with the **RAIC** to move Strategy #10 forward. Roundtable Member Brian Porter (**BP**) shared some of his experiences as an RAIC committee member that works on Indigenous issues. There might be an opportunity for our OAA De-Colonization group to work together. **CB** is also a member of the **RAIC** committee and noted that the group is focused on empowering Indigenous Architects of that committee. **BP** noted that the **RAIC** committee does a lot of good work and is involved with commenting on Federal budget releases and there is a widespread interest for University architectural curriculums to incorporate mandatory Indigenous teachings. However, the RAIC committee is not good at establishing or identifying targets and goals or establishing its mandate. **BP** noted that the survey and rankings are a good start. It appears that all of the Strategies were important and that we needed to focus on how to sequence the strategies internally. It would be great to see a WORK PLAN with an ASSOCIATED BUDGET. We need a strategy before we bring an Elder on board.

3. RECOMMENDATIONS AND ACTION PLAN

- 3.1.** **JS** indicated that the OAA De-Colonization Working Group's mandate is to identify a series of recommendations. Our round table discussions will be turned into an action plan as part of a piece of Pre-Budget work for Council's review and approval. The OAA 2021 Budget is approved in the fall.
- 3.2.** **CB** asked if we would consider hiring an indigenous consultant to help write the strategy. **CB** mentioned a very senior consultant with decades of experience and who understands how Member Organizations work could help us draft an overview. This is important so that what we are recommending is real and not naïve. **JS** noted that a consultant could help us draft an OUTLINE FOR A TERMS OF REFERENCE. **CB** mentioned Tony Belacourt who is very familiar with the PAR (Progressive Aboriginal Relations) Certification Process (Offered by the Canadian Council for Aboriginal Relations – CCAB).
- 3.3.** **PH** mentioned a resource called "Ready, Willing & Able" which is a national employment program for persons with an intellectual disability or Autism Spectrum Disorder (ASD), might be able to help us with some of our projects.
- 3.4.** **NK** and **SS** suggested hiring a few Intern Architects or Students to help with an Environmental Scan (**Strategy #1**) over the summer months. This was identified as the easiest strategy to implement. Any requests for funding have to be approved by Council. The next Council meeting is June 25th, 2020. Funding student efforts would be part of an Interim recommendation. **SS** **noted that a Draft of the request for funding should first go to PACT next week.** **CB** noted that there is so much material available. Internationally, we should look to what New Zealand is doing. If someone could synthesize the information it would be helpful.
- 3.5** **BP** noted that the technology is there for us to start to accrue information. **BP** would like the survey and responses to be digitized so that he and any number of folks could edit the document online, anytime. **JS** will post it as a google doc.
- 3.6** **NK** committed to finding out about travel and accommodation costs associated with **Strategy #15** Educate OAA Staff, Councillors and Committee Members. **CB** noted that this is fairly inexpensive to do but needs to occur in person. **NK** to contact **CB** to get more info after the meeting.
- 3.7** **JS** identified the following 3 steps that have become apparent as a result of today's roundtable discussion:
 - 3.7.1 HIRE A CONSULTANT TO HELP US TO DEVELOP A STRATEGY (AWARENESS AND EDUCATION)**
 - 3.7.2 HIRE A CONSULTANT TO HELP US TO CREATE AN OUTLINE FOR A TERMS OF REFERENCE (THE PRECURSOR TO A STRATEGY)**

3.7.3 ASSEMBLE AND SYNTHESIZE DOCUMENTS AND RESOURCES CREATED BY OTHER ORGANIZATIONS AS PART OF AN ENVIRONMENTAL SCAN

4. FINAL THOUGHTS

4.1. **JS** asked the group for their final comments. They are as follows (in no particular order):

- 4.1.1. **SS** mentioned that she was happy to be part of this group that is committed to picking up the pace. OAA processes can be lengthy.
- 4.1.2. **EW** found great value in the discussion. The written responses to the survey are great. However, it is when we engaged in discussing the responses as a group that perspectives may have changed. **EW** noted that the Client could be the Indigenous organization regarding Strategy #2, Providing Procurement Advice to Owners. This strategy then might be seen as more of a priority.
- 4.1.3. **BP** noted that there is so much work to do. For example, the CCDC 2-2008 Construction Contract – 80% of the document doesn't apply for First Nations, it doesn't extend to reserve locations. The changes that are being proposed could be contentious, expensive, and address living documents. We don't have to get it all right.
- 4.1.4. **PH** noted that the OAA has an opportunity and a responsibility to educate its membership. Note however that "nothing about us without us" is a motto we have to take to heart with everything we do including educating our membership.
- 4.1.5. **CB** noted that regarding a student position and models of practice that we should have a conversation with an Ontario based Architectural practice that works in this space. This would highlight issues that need to be addressed. Learn about how Indigenous Architects collaborate with Non-Indigenous Architects so that the Non-Indigenous Architects, Interns and/or Students don't go jumping into the space without the appropriate protocols.
- 4.1.6. **AT** spoke about an awareness training he took at a local Barrie Friendship Centre. There are appropriate protocols when reaching out to community and leaders. There is an appropriate pacing and gratitude that must be adhered to and expressed. There is a Nation to Nation relationship that is to be respected.
- 4.1.7. OAA VP Practice, Settimo Vilardi (**SV**) expressed gratitude for being included in the group. **SV** visited the OAA Chat Forum that **AT** set up. **SV** is in the process of reading through the documents posted on the OAA chat forum for this group and notes that the OPPI document posted there is quite good.
- 4.1.8. Louis-Pierre Belec (**LPB**) mentioned a friend who is doing her Masters in Indigeneity in the architecture profession. She could be a valuable asset in educating members of the OAA. She has been synthesizing information about what's been done. How can we get her involved?

5. NEXT MEETING

5.1. **Wednesday June 17th, 2020 at 3:30pm to 5:00pm via zoom conference call**

5.2. <https://us02web.zoom.us/j/82183089603?pwd=NmFNUFhuRTlUUmZRXK0VzYW5kbINCdz09>

5.3. Meeting ID: 821 8308 9603

5.4. Password: 377915