

OAA WG Final Recommendations to Council	Progress/ Status	Basis (Recommendation from NSB Consulting Report)
<p># 12 The WG recommends that the OAA continue its current efforts to raise awareness around matters of equity, diversity and inclusion through its existing social media channels, through continuing education for members, and showcase the work of equity seeking members through these same avenues. Through Council direction over the last year, the OAA has in fact used its platforms to support equity-seeking initiatives and raise awareness.</p>	Done	
<p># 13 To further recommendation #2 listed above, the WG reinforces its recommendation that, in order to continue a sustained and conscious effort to showcase the work and perspectives of equity-seeking members, there must be a dynamic webpage(s) on the OAA website that includes updates on articles, news, events, and links.</p>	Done	<p>OAA should make a sustained and conscious effort to showcase the work and perspectives of equity-seeking members by creating forums, hosting webinars, and establishing awards and recognition. The OAA should further lend its platform in support of equity-seeking initiatives.</p>
<p># 14 The WG recommends that the matter of establishing additional awards and related recommendations be held, pending the outcome of the recommendations to Council at the September 23 Council meeting by the Communications Committee. It should be noted, however, the WG does not support the creation of awards and recognition that is focussed specifically on individual groups of our society which in fact contributes to further segregation and inappropriate hierarchy.</p>	Done	
<p># 15 The WG recommended that the OOTR requested to review and update its existing “Mentor Confirmation Form” to reflect inclusive language and also requested it consider ways in which mentors could self-identify when volunteering to be included on the internal OAA Mentor List/directory.</p>	Already Ongoing	
<p># 16 The WG recommends that the new Equity, Diversity and Inclusion webpage provide information on how to access architecture related programming that is offered by other third party organizations including, internships and/or mentorship opportunities for youth within equity-seeking communities. Additionally, the WG recommends that the OAA webpages provide direct links to other organizations that are architecture-focussed and which specifically address EDI and/or Indigenous Architecture such as BEAT and BAIDA, as well as re-showcasing the OAA’s BIOAaG “Amazing Mentorship Stories” produced in 2018-19 on the new Equity, Diversity, and Inclusion webpage.</p>	Done	<p>The OAA should work actively to form connections with underserved and underrepresented communities by establishing scholarships, internships, and mentorship opportunities for youth within equity-seeking communities. The OAA should also encourage research and projects that promote community engagement and incorporate equity into the built environment.</p>
<p># 17 WG recommends the President re-issue the open letter to OAA members/practices to reinforce current employment standards as well as human rights laws and which includes a call to action for the profession to comply with Employment Standards Act (ESA) legislation.</p>	Done	
<p># 18 The WG recommends that the new Equity, Diversity, and Inclusion webpage include resources that are available to architectural practices/employers relative to HR best practices, the <i>Employment Standards Act</i>, and Human Rights legislation.</p>	Done	<p>The OAA should play a role in establishing and supporting industry standards around human resources and human rights policies and procedures. These standards should be especially attentive to accommodation processes, equitable access to workplace benefits, and maternal/parental leave.</p>
<p># 19 The WG recommends that the OAA continue to work through CALA (now ROAC) and the CACB as well as the Office of the Fairness Commissioner to ensure that the BEFA program adheres to laws pertaining to human rights, and is also consistent with best practices pertaining equity and inclusivity.</p>	Already Ongoing	
<p># 20 The WG recommends that the Equity, Diversity and Inclusion webpage include easily accessed information about BEFA and licensure-processes for internationally-trained architects, as well as connecting CACB/CALA and other relevant settlement groups links to the resources section of the new webpage.</p>	Done	
<p># 21 The WG recommends sending a reminder letter from the President to the membership noting that though practices are not required to abide by the Employment Standards Act, they should provide equitable and fair employment standards internally (see recommendation 17 - above)</p>	Done	<p>The OAA should work to ameliorate the financial barriers that both prevent entry into and continuation and advancement within, the profession. This recommendation could include creating or encouraging student bursaries, establishing pay and benefits standards, and promoting wage transparency.</p>

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<p># 22 The WG recommends that best practices around Salary/Wage Transparency be included in the resource area of the new OAA Web pages that speaks to hiring and employment best practices.</p>	<p>Already Ongoing</p>	<p>The OAA should work to ameliorate the financial barriers that both prevent entry into and continuation and advancement within, the profession. This recommendation could include creating or encouraging student bursaries, establishing pay and benefits standards, and promoting wage transparency.</p>
<p># 23 The WG recommends that the matter of establishing additional scholarships continue to be explored in the context of the OAA's existing scholarship program structure. Research performed by staff needs to be organized further and then options explored by either the Education Committee and/or OAA Trustees. (see recommendation 7 - above)</p>	<p>Done</p>	
<p># 24 The WG recommends that further consideration regarding the continuation of a mandatory EDI ConEd requirement be put on hold until there has been a review and evaluation of the outcome of the current mandatory required placed on members around EDI learning, as well as consideration of whether there are other topics that should be considered which are also of great importance.</p>	<p>Done</p>	<p>Promote an understanding of equity, inclusion and diversity throughout the profession. The OAA should: establish stronger partnerships between educational institutions and architectural firms while encouraging greater diversity in the curriculum and within professional practices; embed equity and anti-racism training into the continuing education requirements; and explore the use of continuing education requirements to encourage equity- based research and community work.</p>
<p># 25 The WG recommends that the new webpage should continue to showcase and promote Equity, Diversity and Inclusion courses and learning opportunities at other organizations and institutions, whilst also highlighting current OAA ConEd Equity, Diversity and Inclusion programming as well as archived courses listings.</p>	<p>Done</p>	
<p># 26 The WG recommends that the matter of establishing additional awards and related recommendations be held pending the outcome of the recommendations to Council at the September 23 Council meeting by the Communications Committee, however, it should be noted that the WG does not support the creation of awards and recognition that is focussed specifically on individual groups of our society which in fact contributes to further segregation and inappropriate hierarchy.</p>	<p>Done</p>	
<p># 27 The WG recommends that the Equity, Diversity and Inclusion webpage link to third-party resources where membership may learn more about how practices/firms can reach Equity, Diversity and Inclusion goals and take specific action.</p>	<p>Done</p>	<p>Support the recruitment, retention and advancement of diverse talent within the profession, the OAA should create incentives and accountability requirements for firms. These could include equity-based awards, inclusion index reports, and equity related workplace standards.</p>
<p># 28 Acknowledging the beneficial resource that the initial Equity, Diversity and Inclusion roundtable had with respect to informing specific actions and next steps for OAA, the WG recommends that Council consider developing another roundtable discussion next year encouraging firms to participate in a roundtable discussion on Equity, Diversity and Inclusion at firms/practices.</p>	<p>Already Ongoing</p>	
<p># 29 The WG recommends that this matter [<i>"In consultation with members of equity-seeking groups and professional affinity networks, the OAA should explore the use of representational targets on the Council and amongst leadership within the profession. It is essential that representational diversity goals be tied to institutional equity measures that support the success of those from equity-seeking groups and avoid tokenism."</i>] be considered further in the context of the OAA's Operational Review and implementation of specific initiatives relative to governance and OAA Council.</p>	<p>Already Ongoing</p>	<p>In consultation with members of equity-seeking groups and professional affinity networks, the OAA should explore the use of representational targets on the Council and amongst leadership within the profession. It is essential that representational diversity goals be tied to institutional equity measures that support the success of those from equity-seeking groups and avoid tokenism.</p>
<p># 30 The WG recommends that the Interns Committee be made aware of this recommendation and that it be considered in the context of the research, report and recommendations anticipated from the Interns Committee later this fall which pertains to challenges and barriers being faced by Interns.</p>	<p>Done</p>	
<p># 31 As suggested in other recommendations, the WG recommends that the OAA re-communicate the Safeworkplace document and share it on the Equity, Diversity and Inclusion webpage for easy of access to the resource which outlines specific avenues available to report inappropriate treatment of individuals, and that the webpages include further information about hiring best practices along with unacceptable practices.</p>	<p>Done</p>	<p>The OAA should conduct a consultative review of the internship program, with input from current and past interns and focused attention to equity concerns. The review should establish short-term and long-term strategies to support the success of equity- seeking groups through the internship process, and identify a mechanism through which interns can report inequitable treatment by supervisors to the OAA.</p>

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<p># 32 The WG recommends that this matter be referred to the Communications Committee which has been asked to consider the needs of the membership in terms of additional tools and vehicles for communication with the OAA given the Committee's review of OAAChat last year.</p>	<p>Already Ongoing</p>	<p>The OAA should identify more avenues for members of equity-seeking groups to be heard, recognized and compensated such as: establishing safe and accessible channels to voice concerns to the OAA; recognizing, profiling and supporting the equity work already underway within the profession; and creating compensated opportunities to do equity-based work for the OAA, such as committee work.</p>
<p># 33 The WG recommends that OAA Communications continue to recognize and support equity work already underway within the profession through its existing social media and communication channels; and, that the new Equity, Diversity and Inclusion webpage aims to also provide resources for where and how equity work is underway within the profession.</p>	<p>Done</p>	
<p># 34 The WG connected with the OOTR to discuss matters of Equity, Diversity and Inclusion (<i>refer to Recommendation 15</i>) and the WG recommends that the OOTR, CEC, Interns Committee, and Communications be made aware of this recommendation to develop further strategies on how to develop a more robust mentorship program.</p>	<p>Already Ongoing</p>	<p>The OAA should develop a more robust mentorship program that connects those established within the profession with newer members, interns, students, and internationally-trained architects who do not have pre-existing professional networks. As part of the mentorship program, the OAA should provide mentors, schools and firms with a mentorship toolkit.</p>
<p># 35 While there are established mentorship tools on the OAA website, the WG recommends that the new Equity, Diversity and Inclusion webpages aim to be a portal for new members, interns, students and internationally-trained architects to locate mentorship information on the website.</p>	<p>Done</p>	
<p># 36 The OAA currently encourages public engagement in architecture and advocates for equitable and inclusive practices by showcasing topics and initiatives on the website and through social media channels. The WG recommends that the Equity, Diversity and Inclusion webpage further encourage this showcasing of topics and initiatives through this accessible webpage.</p>	<p>Already Ongoing</p>	<p>The OAA should encourage critical public engagement in architecture and be an advocate for equitable and inclusive practices, such as by showcasing topics and initiatives that explore social responsibility, urban planning for historically-marginalized communities, and environmental racism.</p>
<p># 37 The WG recommends Council continuing its commitment to the voluntary membership demographic data collection through a third party consultant, which ensures best practices in data collection informed by human rights and anti-racism best practices, and that the data collected be shared with Council and members in an aggregate format on an ongoing basis in order to benchmark the demographics of the profession, as well as the effectiveness of the OAA's actions.</p>	<p>Already Ongoing</p>	<p>The OAA should ensure that its approach to data collection is informed by human rights and anti-racism best practices, and respects the dignity and privacy of the membership. Further, the long-term data collection framework should: take an intersectional approach to understand and analyzing demographic data; incorporate wage transparency and professional advancement; require firm-level reporting based on inclusion indexes; and include public de-identified reporting.</p>
<p># 38 The WG recommends that Council continue to support the collection of specific data pertaining to the architectural profession and its members and practices through an appropriate survey mechanism, and that staff be asked to consider a structure to approach to achieve this on a go forward basis which includes timing, costs and details of the survey instrument.</p>	<p>Already Ongoing</p>	
<p># 39 The WG recommends that this matter [<i>“OAA should formalize its equity mandate and build the internal capacity to promote equity-initiatives, track progress in relation to diversity and inclusion, and ensure accountability for inequitable practices within the profession. This could be achieved through the appointment of a Chief Diversity Officer and/or the establishment of a resourced equity team”</i>] be considered in the context of the OAA's Operational Review and final recommendations.</p>	<p>Already Ongoing</p>	<p>OAA should formalize its equity mandate and build the internal capacity to promote equity-initiatives, track progress in relation to diversity and inclusion, and ensure accountability for inequitable practices within the profession. This could be achieved through the appointment of a Chief Diversity Officer and/or the establishment of a resourced equity team.</p>
<p># 40 The Working Group recommendations such that, “Effective immediately, the Annual Report shall include an update on the Equity, Diversity and Inclusion initiatives at the OAA.” (Note: as approved of on November 4, 2021 Council Meeting)</p>	<p>Already Ongoing</p>	