



Ontario Association of Architects

Sent via email
GenderWageGap@ontario.ca

January 15, 2016

Dear members of the Gender Wage Gap Strategy Steering Committee,

I would like to thank you for having embarked on this important path. While there is limited information currently available, the OAA would be happy to share what it currently has, and to provide reflections on the current state and future of the profession.

As the self-regulating body, the Ontario Association of Architects (OAA) is dedicated to promoting and increasing the knowledge, skill and proficiency of its members, and to administering the *Architects Act* in order that the public interest may be served and protected.

Despite the OAA having been established in 1889, the first female architect was not registered in the Province of Ontario until 1931 (the first registered female architect in Canada was in 1925). According to authors Annmarie Adams and Peta Tancred, by 1960 there were only 15 women registered with the OAA, and only 43 female architects registered across Canada.

Today, the situation has markedly improved, and current projections suggest we are gradually moving towards a more balanced profession [please see the two infographics accompanying this letter].

I'd briefly note that the gender imbalance within our profession seems to largely reflect that of the larger construction industry, with the discussion paper noting that males make up 88.4% of the construction industry.

Beyond this demographical information, the OAA does not have data available to comment on the matter of a wage gap within the profession. Coordinated by the Society of Design Administration Canada (SDA), the OAA was one of 10 architectural associations that engaged in a salary survey. However, the survey was not structured in a way so as to investigate a gender wage gap.

Similarly, the Canadian Architectural Practice Benchmark Study did not break down wages based on gender. This appears to be standard within the larger design consultant industry, as even the benchmarking study performed for the female-dominated interior designer industry only recorded the percentage of males versus females.

Given the gender disparity in licensure (23.7% female, 76.3% male) and the lack of available data, the OAA would welcome the Steering Committee to focus specific efforts towards the profession of architecture, as well as towards the larger construction industry.

I'd point briefly to Statistics Canada and the NAICS classification. Architects appear under Professional, Scientific and Technical Services (category 54) along with "advertising agencies"—this is clearly not a good fit. While a sub-sub category exists for Architectural services (541310), there is a lack of meaningful information available on our profession.

On that note, I would briefly caution the Steering Committee to be mindful of how data, analysis and recommendations are rolled up and combined with other industries or sectors. Our ability to engage with analysis and recommendations from the Steering Committee and Consultation will ultimately depend on its applicability to our profession.

In the meantime, while we are not unilaterally responsible for any one salary or benchmarking survey, we will consider advocating for a wage gap focus to be integrated in the future where we have the opportunity to do so.

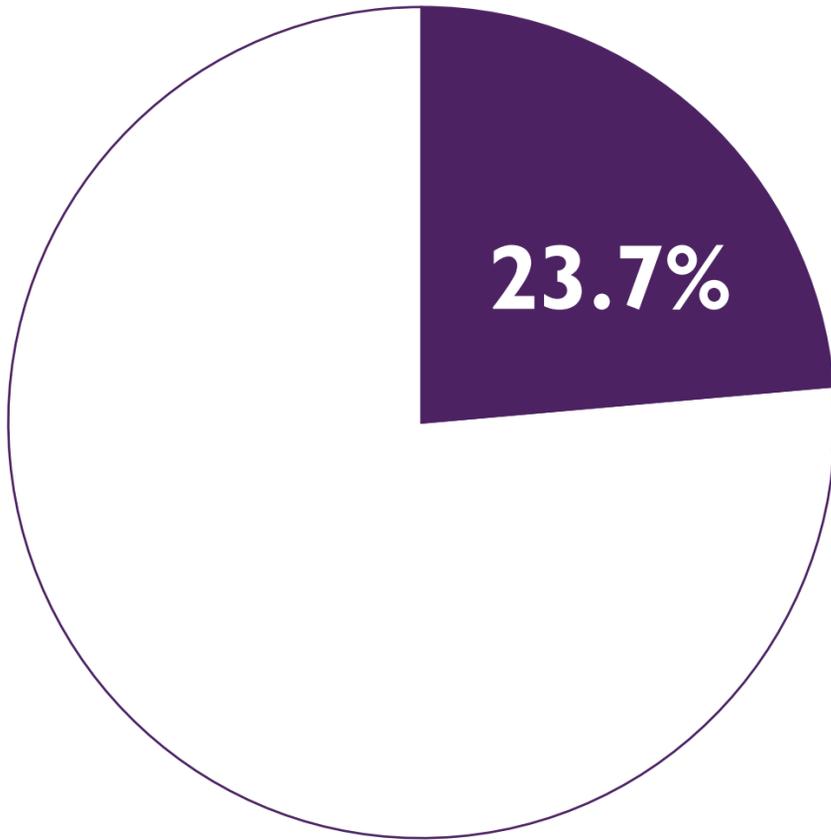
Sincerely,

A handwritten signature in black ink, appearing to read 'Toon Dreessen', written over a large, faint circular watermark.

Toon Dreessen, Architect
OAA, MRAIC, AIA, LEED AP
President

Percentage of Female Architects in Ontario

(As of Fall 2015)



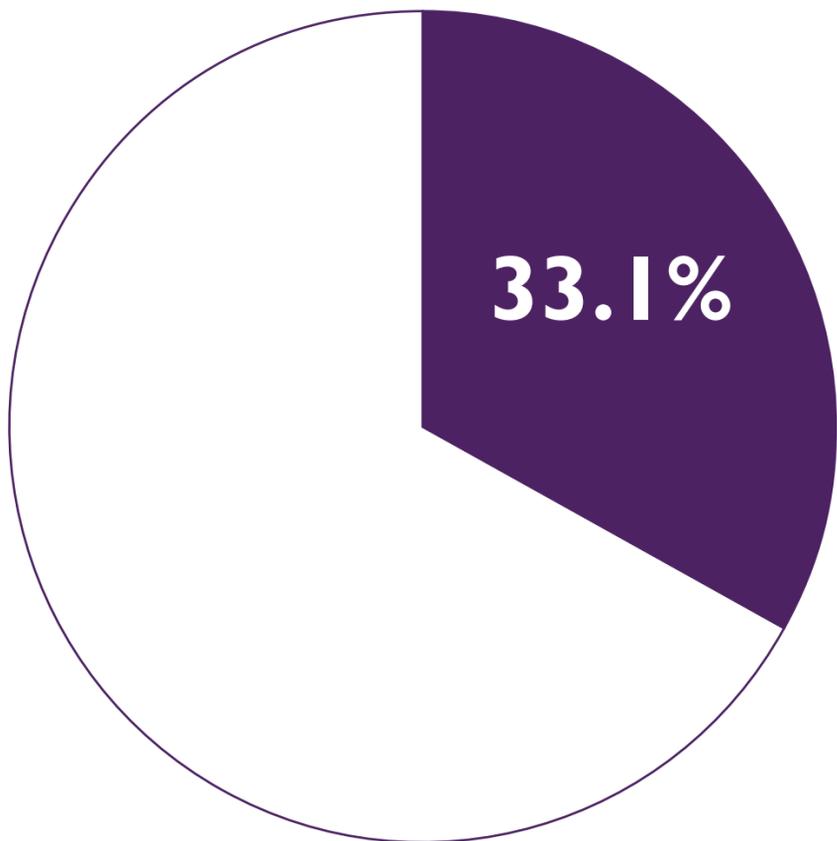
Women in Architecture - Ontario

Data and infographic prepared by the Ontario Association of Architects (OAA) for Women's History Month, October 2015.

Includes Architects, Architects Non Practising, Architects On Leave, Architects Long Standing and Architects Non Practising On Leave.

Percentage of Newly Licensed Ontario Architects that are Women

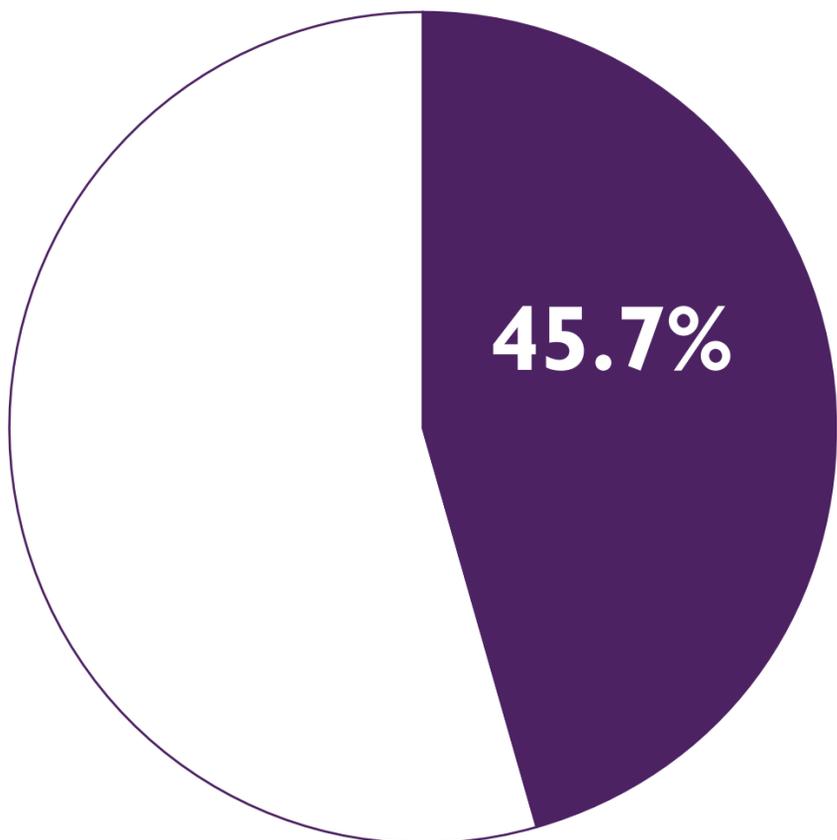
(2005-2015)



Includes Architects and Architects Non Practising.

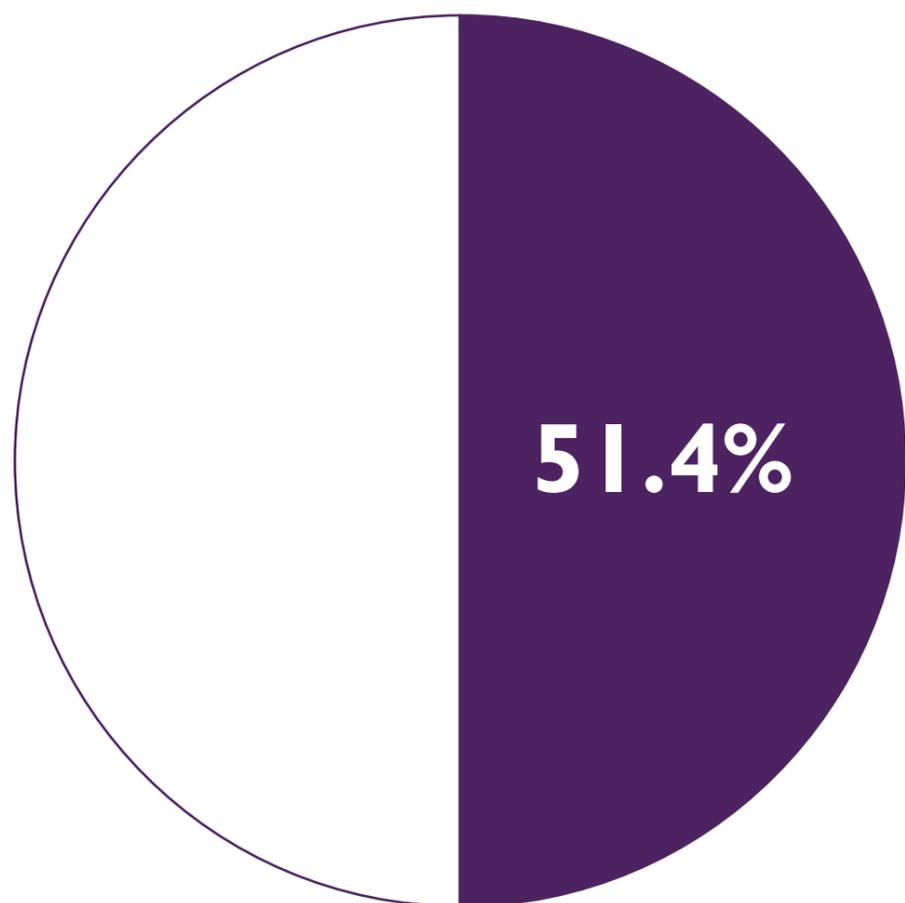
Percentage of Female Intern Architects in Ontario

(As of Fall 2015)



Includes Intern Architects and Intern Architects On Leave.

Female Enrolment in Ontario's Schools of Architecture



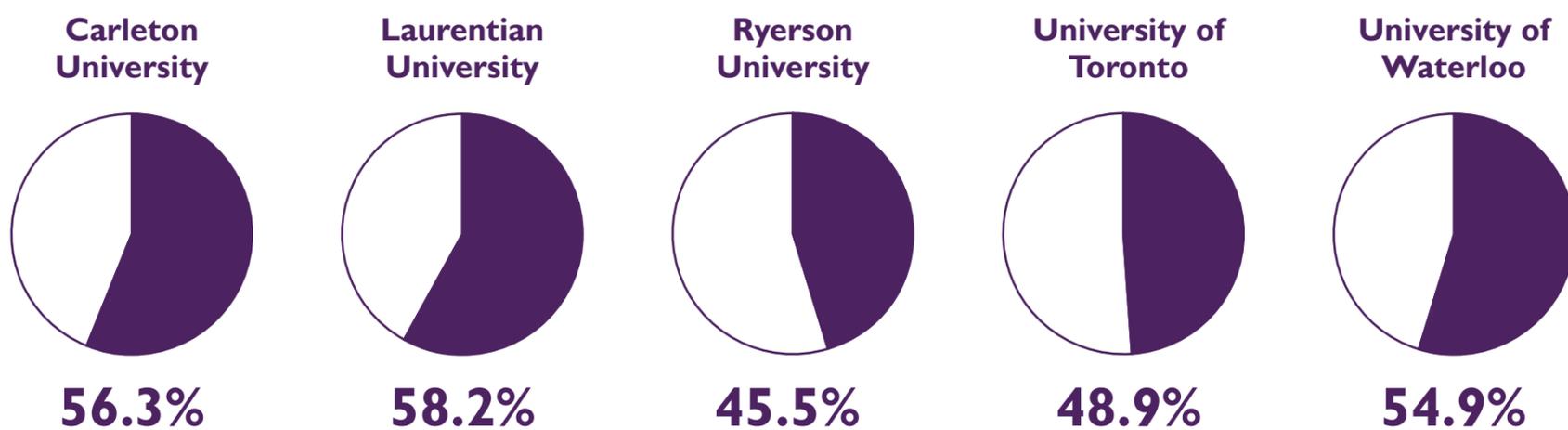
Women in Ontario Architecture Schools

Data extracted from the Common University Data Ontario (CUDO), Council of Ontario Universities, Fall 2013

Infographic prepared by the Ontario Association of Architects (OAA).

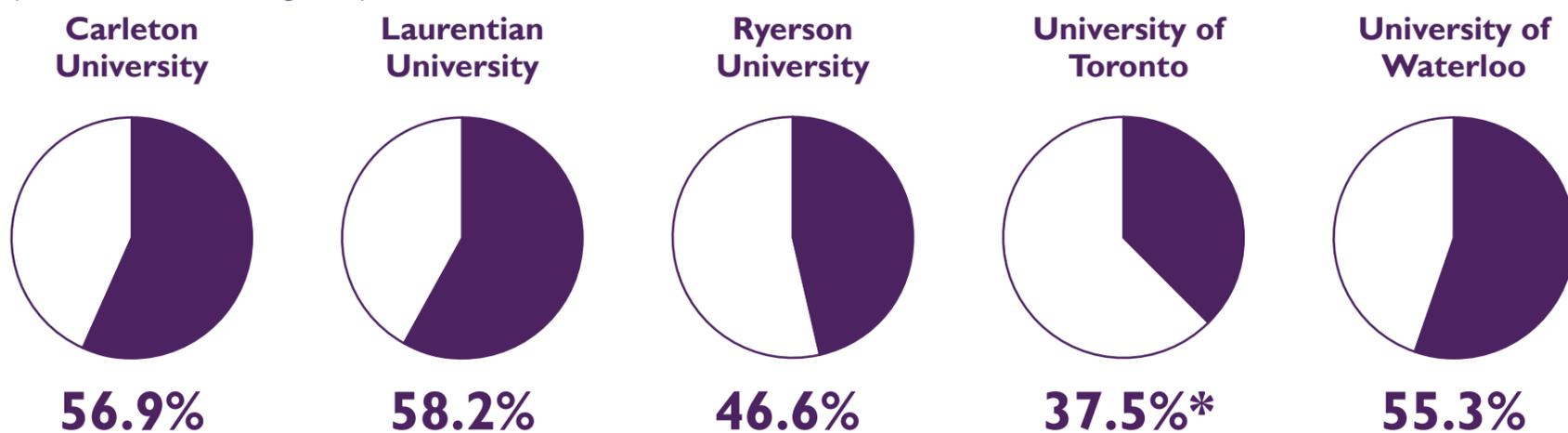
Female Enrolment per School

(all architectural degrees)



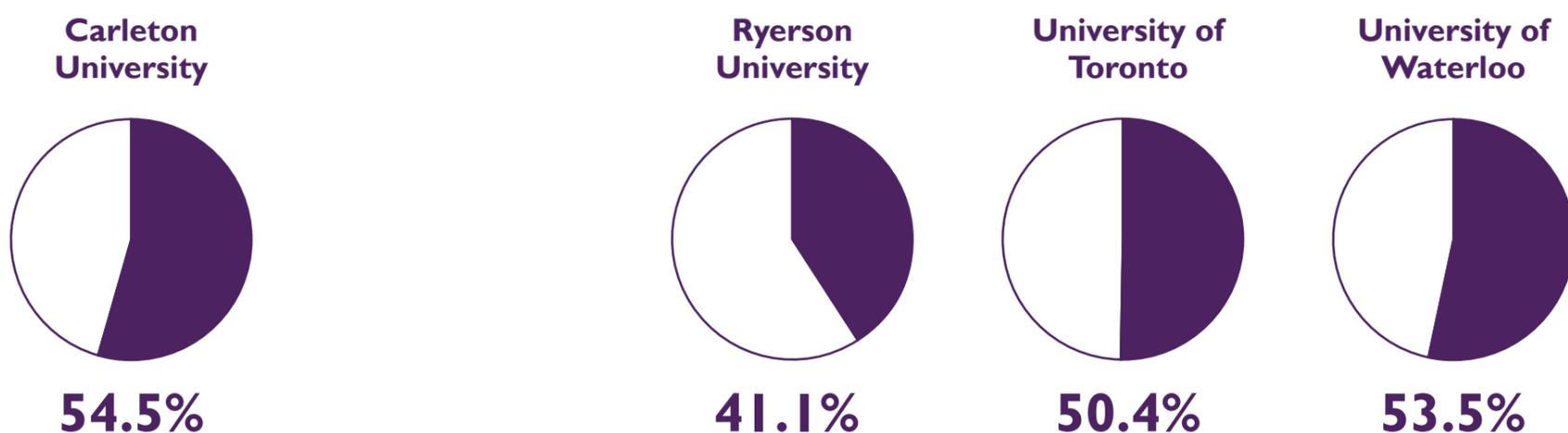
Female Enrolment in Bachelor Programs

(all architectural degrees)



Female Enrolment in Master's & Doctoral Programs

(all architectural degrees)



*Bachelor program data for the University of Toronto is based only on the first entry class of the new undergraduate program. A complete picture will be available in future years as more students enter the program and sample size grows.