

OPPI Statement of Action on Diversity, Equity, & Inclusion And Reconciliation & Social Justice

Indigenous Peoples, rights-holding communities, and individuals who identify as members of one or more equity-deserving groups have long experienced systemic barriers within the planning profession and the environments it influences. As Ontario's professional planning regulator, OPPI recognizes its responsibility to drive meaningful change.

OPPI has developed a strategic framework grounded in diversity, equity, inclusion, reconciliation and social justice (DEI-RSJ). This framework will guide our work across all operations and relationships, recognizing that equity and reconciliation are to be addressed distinctly and intentionally.

To foster meaningful engagement, OPPI seeks to collaborate with all our members and those impacted by planning through reciprocal relationships rooted in respect and knowledge-sharing. OPPI will prioritize sustained relationship-building with staff contacts and culturally informed approaches that reflect community needs. Engagement efforts will emphasize partnership, not just outreach.

OPPI is committed to supporting future planners through educational partnerships and programs with K-12 schools, colleges, and universities. We will offer scholarships, bursaries, and mentorships to support Candidate members on their journey to becoming RPPs. Our approach will focus on creating diverse, accessible pathways into the profession.

In alignment with calls for self-determination for rights-holding communities, OPPI, as an ally, supports the development of an Indigenous-led, independent oversight body to improve and evaluate consultation processes. As an organization, we cannot lead this effort. However, we recognize that our role as a regulator involves supporting advocacy. We will seek to work collaboratively with Indigenous Nations, government, and other partners to support equity at appropriate jurisdictional levels.

Transparency and accountability will be essential for maintaining these commitments. OPPI will establish culturally relevant mechanisms to track progress, promote learning, and enable adaptation. Additionally, we will explore alternatives to traditional advisory council models by committing to a collaborative peer-to-peer model to foster safe spaces for knowledge sharing based on inclusive principles.

By acknowledging the truth of past harms, committing to learning, and centring the needs of our members and those impacted by planning, OPPI aims to contribute to a more inclusive, accountable, and equitable professional planning practice.