

Order celebrates dedication worth honouring

By NICOLE AXWORTHY

On Saturday, April 16, PEO will celebrate 12 individuals who, through their voluntary service to the association, have helped shape the future of Ontario's engineering profession. The honourees will be inducted into PEO's Order of Honour at a special ceremony at the London Convention Centre as part of PEO's Annual General Meeting.

Argyrios Margaritis, P.Eng., will be invested as an Officer of the Order to recognize service to the profession, that spans over 20 years at the PEO chapter and committee levels and through education-related organizations. He has twice chaired the London Chapter, served on its Professional Affairs and Awards committees, and is a co-chair of the Local Arrangements Committee for PEO's 2005 Annual General Meeting.

In the area of admission to the profession, he has served on the Academic Requirements Committee and the Evolution of Engineering Admissions Task Force. He has also set and marked the environmental and biochemical engineering technical examinations for several years and was invited in 2000 to chair PEO's Bioengineering Task Force. A world-renowned researcher, he has supervised and trained 63 PhD and MEng graduate students.



Dr. Argyrios Margaritis will be inducted into the 2005 Order of Honour on April 16 as an Officer of the Order.

Margaritis has also been involved in many pre-university education outreach activities, including organizing the London Chapter's annual Engineering Careers Day for the past 14 years.

The rank of Member of the Order recognizes those who have served the engineering profession by contributing to its operation or improvement in its status. This year, 11 individuals will be recognized with this honour.

For over a decade, **Carolyn Adams, P.Eng.**, has supported women in the engineering profession through committed involvement in PEO committees and in the wider community. A member of the Women in Engineering Advisory Committee for four years, Adams played a leading role in nominating female engineers for awards and in organizing key initiatives to support women in engineering. She was also a participant in *Engineering Dimensions'* Round Table on Women in Engineering in 1994. An active member of the PEO Awards Committee for six years, she helped steer the transition of the service awards program from the Order of the Sons of Martha to the Order of Honour. Currently, she is an undergraduate judge for the Canadian Engineering Memorial Foundation, where she combines her support of women in engineering with her experience on the Awards Committee.

Tony Cecutti, P.Eng., has pursued his goal of a strong PEO chapter system through service to the Sudbury Chapter, his local community, and on PEO Council and committees. In the roles of vice chair, chair and past chair of the Chapter Executive and chair of the chapter's Education Committee, Cecutti was instrumental in maintaining a high chapter profile in Sudbury. This included engaging the support of local engineering firms for the "Engineer for a Day" job shadowing event. Cecutti served on PEO's Complaints Committee and chaired the Regional Nominating Committee. While a Northern Regional Councillor, he was vice chair and chair of the Regional Councillors Committee and sat on the Annual

Conference Committee. His commitment to the chapter system led to his appointments to chair the START (Chapter Structure and Revitalization Team) Committee and as a member of START II. He also established the Sudbury Chapter's annual golf event, which has grown to involve more than 160 members and guests of PEO, and raised more than \$50,000 for local charities in less than six years.

Through active involvement with PEO for the past 14 years, **Judith Dimitriu, P.Eng.**, has made her mark as an educator and mentor of future engineers. She has been a member of PEO's Academic Requirements Committee since 1990 and, for the last four years, has chaired the Professional Practice Exam Subcommittee. She has also acted as a provincial and national examiner for the mechanical technical examinations for the last 10 years. As a dedicated university professor, Dimitriu was involved in administering Ryerson University's mechanical engineering program, and participated in curriculum development and accreditation activities. She was also involved in running a summer day camp for female high school students to promote the enrolment of women in engineering, and has collaborated with Ryerson International in an exchange program for international specialists.

As a strong believer in the value of volunteerism, **Nick Gurevich, P.Eng.**, has made lasting contributions during his many years of service to PEO's East Toronto Chapter. In 1991, he joined the Chapter Executive as the organizer of licence certificate presentation ceremonies; he continues to carry out this vital chapter responsibility today. In 1999, he was elected as chapter chair and has been re-elected four times since. He has represented the East Toronto Chapter at 15 East Central Regional Congresses and been actively involved as a chapter delegate at PEO's annual general meetings and chapter conferences. He also represented the East Central Region on the organizing committee for the Chapter Leaders' Conference.

According to one Eastern Regional Councillor, the service of **Charles Kidd, P.Eng.**, to PEO can be described as a “life of quiet dedication.” Over the years, he has filled various roles as needed to keep his chapter active and relevant to members. In 1990, Kidd chose to start dedicating a significant amount of time to the Thousand Islands Chapter. He was active on the Chapter Executive as a director and vice chair, and participated in various education outreach activities. After moving to Peterborough in 1992, he joined the Peterborough Chapter Executive and has been education outreach coordinator, vice chair, and chair. Under his leadership, Peterborough became one of PEO’s most active chapters. His “quiet” contributions also include serving as webmaster and newsletter editor, organizing a project to provide science textbooks to a local adult high school, and playing a significant role in coordinating the chapter’s involvement in the Hope Mill restoration project.

For well over a decade, **Michael Mastronardi, P.Eng.**, has been an inspiring example of dedicated involvement through his work with PEO’s Windsor-Essex Chapter. He began his volunteer service with the Chapter Executive in 1989, holding positions that included secretary, vice chair (twice), chair and past chair. In all of these roles, he has worked hard to bring engineers together through social programs, technical talks and, most recently, licence certificate presentations. For many years, Mastronardi has also shown strong interest in the chapter’s Education Outreach Program. He was also a member of the local Engineering Week Committee for several years.

Clare Morris, P.Eng., has been active in PEO’s Thousand Islands Chapter for more than 10 years, working tirelessly to enhance the profession. Since 1992, she has served as a director, treasurer, chair and past chair of the chapter. As an original member of START, she reviewed the role and purpose of chapters with a view to maximizing their contributions to the association. She is also active with the Ontario Society of Professional Engineers (OSPE), holding various volunteer positions, and is currently serving a three-year term on

OSPE’s board of directors. Dedicated as well to enriching the experience of tomorrow’s engineers, Morris has been a frequent speaker to students at Queen’s University, and is also an active volunteer advisor with Technology, Engineering and Management for chemical engineering students.

As a member of PEO’s North Bay Chapter, **David A. Richards, P.Eng.**, has played a leading role in promoting the engineering profession in his community. His dedication to the Chapter Executive spans 20 years, in the roles of director, vice chair, chair and past chair. Among other things, he was responsible for initiating the chapter’s annual golf tournament and served as its co-chair for 15 years. He has actively supported and assisted in organizing the chapter’s student and community outreach activities, including chairing, vice chairing and helping to organize the annual North Bay

PEO to induct 12 into Order of Honour on April 16, 2005 in London.

Engineers Day for 20 years. He has also been involved in Students’ Night and Casino Night and has judged at the annual North Bay Regional Science Fair.

As a member of the Chatham-Kent Chapter since graduating from the University of Windsor in 1991, **Denise Spadotto, P.Eng.**, has promoted the engineering profession in her community. A member and eventually president of the Student Engineering Society, Spadotto became immediately involved in her PEO chapter upon beginning her engineering career. In 1991, she initiated and led the chapter’s Education Outreach Program to raise awareness of engineering among elementary and high school students. This involved working with local educators to enable presentations in the classroom, and organizing Science Olympics, Career Days and other related activities. Inevitably, she became involved in the Chatham-Kent Regional Science Fair, which she has chaired for the last four years. She

also simultaneously chaired the Chapter Executive for two years and served a two-year term as past chair.

During his many years of service to the Kingsway Chapter, on Council and committees, and representing PEO in the engineering community, **John Turner, P.Eng.**, has made lasting contributions as a leader and positive role model. He has been involved in the Kingsway Chapter since 1989, including a term as chair. His extensive contributions to PEO include service as West Central Regional Councillor, during which he was a member of the Regional Councillors and Chapter Special Projects committees and chaired the Regional Nominating Committee. He has also served on the Advisory Committee on Salaries and the Discipline Committee, and represented PEO on the National Engineering Week Ontario Steering Committee. Currently,

Turner is a member of the PEO Audit Committee and of the Joint Management Board of PEO and the Ontario Association of Certified Engineering Technicians and Technologists (OACETT). He is also PEO’s appointee on the OACETT Council, a key position that gives PEO input into the governance of these members of the engineering team.

Through his involvement in the Etobicoke Chapter and other association activities, **Richard Weldon, P.Eng.**, has exemplified his significant commitment to the engineering profession. After joining the Chapter Executive, he served as vice chair, chair and past chair. This experience provided a background for his membership on the START Committee, which reviewed and defined the evolving role of PEO’s chapter system. His participation and leadership in this initiative led to his appointment as chair of START II. A strong interest in PEO’s broader scope led to his election to Council as Regional Councillor in 2001 for a two-year term. Today, he sits on PEO’s Discipline Committee and Election Procedures Review Task Force. A long-time coordinator of his chapter’s National Engineering Week visits to local high schools, Weldon is now a PEO representative on the National Engineering Week Ontario Steering Committee.

Communications Program already casts wide net

By MICHAEL MASTROMATTEO

PEO is wasting no time in rolling out all the elements of a new communications program aimed at educating government leaders, licence holders and even the general public about the full implications of its regulatory mandate.

Coordinated by a government communications and public affairs consultant, the program includes recruitment of specially trained PEO spokespeople to talk up the merits of self-regulation and stepped-up use of the regulator's usual communications vehicles. It was designed to respond to concerns about recent provincial government initiatives that appear to conflict with PEO's self-regulatory authority under the *Professional Engineers Act* (PEA).

In particular, the Ministry of Municipal Affairs and Housing's Bill 124/Regulation 305 legislation in the *Ontario Building Code* area, and the Ministry of the Environment's Bill 56, covering aspects of Brownfields site remediation, have presented significant concerns for Ontario's engineering regulator.

Further motivating the campaign were recent comments made by Ontario Attorney General Michael Bryant that

PEO should move to educate provincial government leaders about its regulatory mandate and the public protection ideals of the engineering profession. The attorney general (AG) is the minister responsible for the PEA and Regulation 941, under which PEO has authority to govern licence holders and regulate engineering practice in the public interest. Bryant made the comments to PEO President George Comrie, P.Eng., during a December 6, 2004 meeting in the AG's office.

At its January 20 meeting, PEO Council approved engaging Brown & Cohen Communications & Public Affairs Inc. for a key part of its communications objectives. Specializing in media and government relations, the Toronto-based firm will help PEO deliver a clear, relevant message about the value of PEO in regulating engineering in the interests of public safety and protection.

In a January 26 interview with *Engineering Dimensions*, company president Howard Brown said the attorney general's advice about educating MPPs on the role of PEO is an ideal starting point for the program.

"I think the attorney general's invitation reflects how crowded the public policy agenda has become in recent years, and that politicians and their senior staff are being bombarded with information and appeals every day," Brown said. "This makes it important for PEO to work harder to ensure that the regulator is saying the right things and that its voice is being heard."

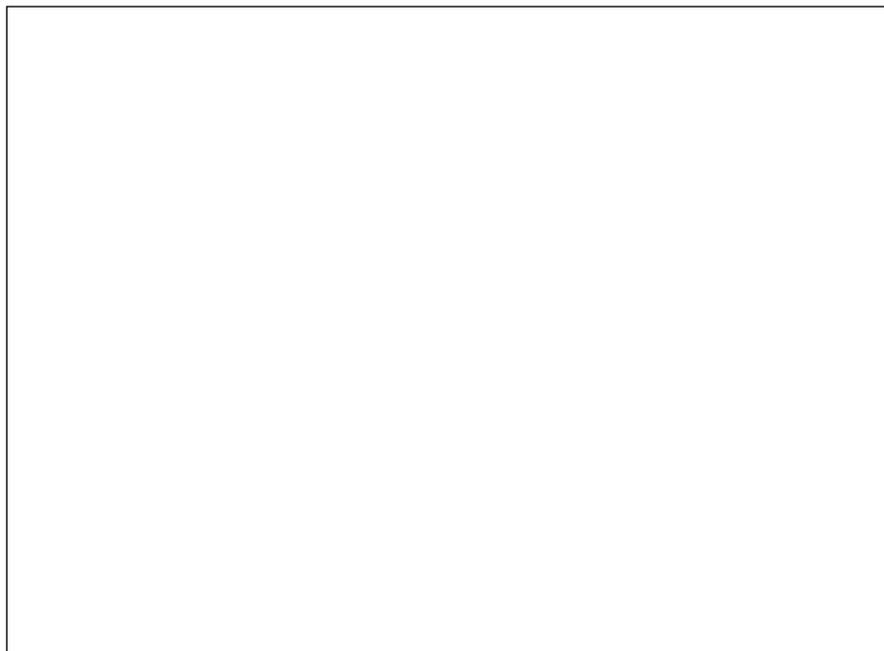
Recruitment of spokespeople

Elements of the initiative include recruitment and training of up to 25 PEO members to be spokespeople on the history, significance and benefits of self-regulation. PEO invited volunteers to come forward to take part in the program via a February 24 mass email.

Potential spokespeople will be selected by Brown & Cohen on the basis of their understanding and support of PEO's mandate and key messages, their location in relation to key members of provincial parliament, their experience and comfort level in communicating with government leaders, employment experience, and their ability to spend sufficient time in support of the campaign.

PEO recently created a new link on its website dedicated to the spokesperson initiative. The link (www.peo.on.ca/registration/BRRAG/BRRAG_Feb2005.htm) reiterates the objectives of the communications campaign, and lists its three key messages:

- PEO has a legislative mandate under the *Professional Engineers Act* to regulate the practice of professional engineering in order "that the public interest may be served and protected";
- The self-regulating engineering profession has been successfully protecting the public for more than 80 years;
- PEO has unique knowledge and expertise and it is in the best interest of the government to consult with us before considering any new policy directions that may have the potential to impact the regulation of the practice of professional engineering.



These same key messages were listed in a February 15 letter from President Comrie to Ontario Premier Dalton McGuinty. The letter was part of an information package sent to the premier outlining some of the objectives of the PEO communications program. In addition to inviting the premier to attend PEO's annual general meeting April 16 in London, Ontario, Comrie's letter asked for a meeting with Premier McGuinty to continue discussion of self-regulation in engineering.

"Recently, there have been several government policy pronouncements that have elevated the level of apprehension among many professional engineering practitioners," Comrie said in his letter to McGuinty. "Two policies in particular—the proposed changes to the *Ontario Building Code* permitting process and to qualifications for issuing site certifications for Brownfields cleanups—have garnered much attention as they aim to introduce additional certification regimes for engineers and other professionals. As a result, many of our licence holders believe that the self-regulatory role of our profession is not being understood by government and that this will negatively impact professional engineers' ability to protect the public in the future."

In addition to the letter to the premier, PEO has requested meetings with Municipal Affairs and Housing Minister John Gerretsen and Environment Minister Leona Dombrowsky, to outline the new communications program's key messages about PEO's role in regulating the practice of professional engineering in the public interest.

The outreach to the premier, cabinet members and, in fact, to all 103 MPPs in Ontario is part of a communications strategy to keep the role and mandate of the engineering regulator prominent among Ontario's policymakers.

New respect for regulator

"It's not so much that we're going to take Queen's Park by storm," says Howard Brown in describing PEO's stepped-up involvement with legislators. "It's actually going to be more of a thoughtful plan of ensuring that our messages are right, that they are getting to the right people, and that even

PEO has continued to attend meetings and comment on the housing ministry's Bill 124/Regulation 305.

on issues that have yet to emerge, there's a new respect for engineering, PEO and the value of your work."

Over the last several weeks, Brown & Cohen has been actively alerting other stakeholders in the engineering community to PEO's planned communications program and seeking support where possible. To date, meetings have been held with Consulting Engineers of Ontario, the Ontario Society of Professional Engineers and the Ontario Association of Certified Engineering Technicians and Technologists.

Bill 124 still an issue

Meanwhile, PEO has continued to attend meetings and comment on the housing ministry's Bill 124/Regulation 305 (*Building Code Statute Law Amendment Act*). Most recently, PEO representatives attended a stakeholder briefing at the Ontario Association of Architects (OAA) on the OAA's proposed parallel qualification and registration system, which would see architects meet OAA requirements rather than write the ministry-set code-knowledge exams; a stakeholder meeting at MMAH to discuss possible accommodation for so-called "niche" practitioners whose practice is confined to a narrow area of the subject matter covered by the government exams; and several one-on-one meetings with MMAH staff.

President Comrie has also written to Municipal Affairs and Housing Minister Gerretsen to make clear that PEO will not develop a parallel system like OAA's.

"PEO wishes to reconfirm our position expressed in previous communications with your Ministry that we are not prepared to develop a 'parallel system' to administer the new Building Code qualification and registration requirements. We will not assume responsibility for a system that is intended to address issues in the building permit application process that are unrelated to the practice of professional engineering, the regula-

tion of which is PEO's mandate under the *Professional Engineers Act*.

"Our position on this matter should not be construed as a lack of concern for public accountability or public safety. Since its creation in 1922, PEO has honoured its mandate to regulate the profession of engineering in Ontario in the public interest, and has always put public safety and welfare first. ... However, with regard to the work carried out by professional engineers, we fail to see any connection between improved public safety and the new Building Code qualification regime. We maintain that the Ontario public would not be impacted if professional engineers were exempted from the code knowledge testing requirements of Regulation 305/03, since public safety is already well protected under the PEA."

Comrie said PEO is "pleased to see that the OAA is prepared to implement a solution to issues they have identified as falling within their mandate and jurisdiction under the *Architects Act*," but that the Building Code-related work of architects is significantly different from that of professional engineers. Additionally, as both a regulator and a member service organization, OAA is significantly different from PEO.

Coincidentally, a survey by the Ontario Building Officials Association (OBOA) recently indicated that only one-third of municipalities are likely to have their building officials qualified in time for Bill 124's July 1, 2005 deadline.

"If the findings of this survey were to be extrapolated to other associations and professionals, there needs to be an extension of the established deadlines," the OBOA says. "Based on the results of the survey, it is recommended that the full implementation period be extended in conjunction with an OBOA-developed bridging program. The proposed program should include immediate and long-term needs of the OBOA membership and the municipalities it serves."

PEO scores high on regulators' progress report

By MICHAEL MASTROMATTEO

PEO appears to be earning high marks from Ontario's Ministry of Training, Colleges and Universities (MTCU) for its efforts to promote access to the engineering profession for internationally educated professionals.

In its much-anticipated progress report of regulators' access efforts, MTCU gave PEO a near perfect score for its work in reducing obstacles to registration and licensure for immigrant engineering graduates.

The progress report, *An Investment in Prosperity*, was released in Toronto January 31 during a Removing Barriers forum organized by MTCU.

The report surveys access efforts for Ontario's major regulated professions, including PEO, the College of Physicians and Surgeons of Ontario (CPSO), the Institute of Chartered Accountants of Ontario (ICAO), the Ontario College of Teachers (OCT), the Ontario College of Pharmacists (OCP) and the College of Nurses of Ontario (CNO).

Each regulator was evaluated on such issues as providing information and support to international candidates, assessing international qualifications, identifying and bridging gaps in qualifications, offering rewrites of examinations and appeals, reporting on progress and accountability, and conducting regulatory reviews.

The 2005 report lists initiatives made in response to barriers identified by internationally trained candidates, and the progress made by regulators in implementing these measures. The information is based on an October-November 2004 MTCU survey of occupational regulatory bodies.

It's expected that MTCU will update its regulators' progress report every year.

While most of Ontario's major regulators appear to be making significant progress on the access issue, PEO is noteworthy for undertaking relevant initiatives in practically every area.

Providing access to the engineering profession, while upholding the value of the professional licence, has been a priority for PEO, based largely on relative-

ly new realities in the Ontario labour force. About one-third of PEO members were trained and educated outside Canada. As well, it's estimated that more than 40,000 internationally educated engineering graduates have settled in Ontario since 1999, many of whom hope to pursue an engineering career.

Mary Anne Chambers, Ontario's training, colleges and universities minister, singled out PEO as one of the major regulators to have taken a leading position on access to the professions work. In particular, she cited PEO's recent negotiations with her ministry to fund an interactive website "portal" that will allow internationally trained engineers to begin the registration and licensing process prior to arriving in Ontario (see *Engineering Dimensions*, January/February 2005, p. 10).

Chambers added, however, that efforts to overcome licensing and registration barriers and to evaluate the progress of regulators in promoting opportunities for the internationally trained must aim for accountability and transparency, while at the same time upholding the public safety standards entrusted to self-regulated professions.

"We have made significant progress in addressing the barriers faced by the internationally trained and we will continue to work with professional regulatory groups and employers to ensure we take full advantage of the skills and talents of newcomers to Ontario," Chambers said.

The Removing Barriers forum also included an update on the MTCU's review of regulators' appeal processes. In September, the ministry appointed Judge George Thompson, executive director of

the National Judicial Institute, to conduct an independent review of regulators' appeal processes, with a view to ensuring transparency, consistency and overall fairness to applicants (see *Engineering Dimensions*, November/December 2004, p. 10).

Thompson, who has already met with the major regulators, including PEO, expects to have the review ready by April 2005. Advocates for internationally educated professionals are especially concerned with regulators' appeal processes because they perceive some decisions in the licensing and registration processes as arbitrary and leaving candidates at a dead end in terms of work options.

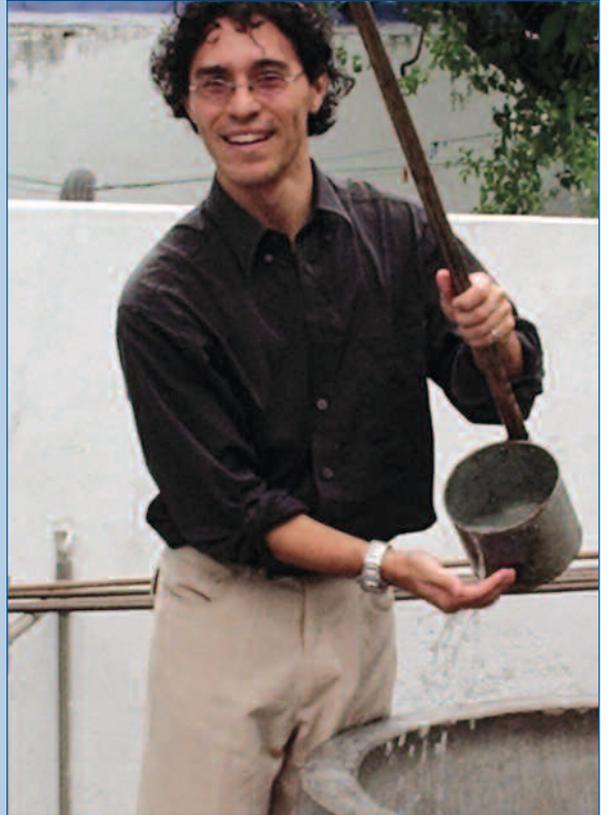
Thompson said that although Ontario appears to be ahead of other jurisdictions with respect to appeal mechanisms, there is room for improvement, particularly among the health professions. "Improving the existing appeals process is an important part of the puzzle of improving access to the professions," Thompson said. He added that while a regulator's decision can have an enormous impact on an individual applicant's future, adjustments to appeal processes must be balanced against the statutory authority of self-regulating professions.

In its regulator progress report, MTCU says that most of the regulators provide opportunities to review an examination or registration decision. "However, among the internationally trained, registration and licence processes are not clearly understood and, owing to their complexity, decisions may sometimes appear arbitrary."

Recognizing such concerns, PEO has already revised some of its licensing process documentation to emphasize the due process elements.

The Removing Barriers forum included representatives from regulatory bodies, universities, community colleges, employee associations and advocacy groups. In addition to releasing the regulator progress report card, the forum featured workshops on such topics as partnerships in reducing barriers to access, academic credentials recognition, and providing advance information to applicants prior to their arrival in Canada.

Owen Lee, P.Eng. (Alberta), dedicated himself to the field of water and sanitation systems after visiting a dysentery-ridden hospital in southern China years ago. Shown here in the Maldives in 2003 on behalf of RedR Canada, Lee also worked in Guyana, where he greatly improved the reliability of sewage stations in Georgetown. Back in the Maldives for RedR, Lee is now assessing the destruction from the tsunami in order to develop a coordinated relief effort.



Engineers aid in tsunami relief

BY JENNIFER COOMBES

Since December 26, 2004, not a day has gone by that we haven't seen news footage of the devastating effects of the tsunami in southeast Asia. Food and basic supplies have begun flowing to the victims, but now the real work begins—rebuilding the infrastructure of the affected countries. Three

Meanwhile, RedR is gathering resumé's of construction professionals, including P.Eng's, who are interested in traveling to stricken regions to share their valuable knowledge and expertise. On January 5, PEO notified members by email of how they could aid in the tsunami relief effort via RedR. A notice was

Food and basic supplies have begun flowing to the victims, but now the real work begins—rebuilding the infrastructure of the affected countries.

members of the Canadian arm of Registered Engineers for Disaster Relief (RedR), an international organization that provides trained personnel to humanitarian aid agencies, are on the scene conducting needs assessments that will help in planning the reconstruction and rehabilitation effort.

also placed on the PEO website homepage.

To make a donation or otherwise contribute to the tsunami relief effort, please call RedR Canada at 613-232-9999, email info@redr.ca, or visit www.redr.ca.

WIEAG aims to reverse enrolment backslide

BY DEBORAH O'MALLEY

Enrolment of female students in engineering in Canada is declining, a trend of concern to the Women in Engineering Advisory Group (WIEAG) of the Canadian Council of Professional Engineers (CCPE).

In 2001, overall female enrolment in engineering undergraduate programs dipped slightly below the 20 per cent mark to 19.7 per cent, and in 2003 the percentage dropped further to 19 per cent. Since the late 1990s, the percentage of female students enrolling in first-year engineering dropped to just under 16 per cent in 2003. This is a decrease of more than 4 per cent from the high noted several years prior.

Women comprise slightly over 50 per cent of the overall Canadian population, and over 55 per cent of university undergraduate students.

Because the engineering profession, and society at large, can benefit from the attributes, styles, and ways of thinking that women bring into the engineering profession, CCPE's WIEAG aims to provide a forum for information sharing on attracting women to, and retaining women in, the engineering profession.

While CCPE is not directly involved in orchestrating WIEAG, participation is encouraged at the provincial/territorial level. WIEAG's members are drawn from CCPE's 12 associations/ordre (including representatives from women in engineering committees), the Natural Sciences and Engineering and Research Council (NSERC) chairs for women in science and engineering, and a representative from the National Council of Deans of Engineering and Applied Science (NCDEAS).

"WIEAG is a mechanism for communicating information on the importance of establishing a diverse engineering profession that is reflective of Canada's gender demographics," says Chair Lisa Anderson, P.Eng.

At the national level, the group continually monitors outreach activities of a range of Canadian and international organizations, and supports the Canadian Coalition of Women in Engineering, Science, Trades and Technology project to increase the par-

ticipation of women in these fields. Members communicate through regular conference calls and meet biannually to develop new ideas and exchange information on current and planned activities.

"As a proud supporter of WIEAG, CCPE strongly advocates encouraging diversity in the profession, including attracting a greater number of females into engineering," said

Marie Lemay, P.Eng., CCPE's chief executive officer. "Engineering is guided by the principles of ethics and equity and we appreciate WIEAG's work in ensuring diversity in our profession," Lemay said.

For more information on CCPE's involvement with women in engineering initiatives, please visit the women in engineering section of CCPE's website at www.ccpe.ca.

Environment Committee gains profile

BY MICHAEL MASTROMATTEO

Members of PEO's Environment Committee (EVC) expect their discussions will take on greater importance in 2005, especially in the wake of a renewed public focus on environment, health and safety issues.

The EVC generally meets about 10 times a year to examine environmental

issues and legislative initiatives as they impact on the practice of engineering in Ontario.

Committee Chair Allen Jones, P.Eng., an engineer with the Toronto district office of the Ministry of the Environment (MOE), suggested that climate change is one environmental issue that is sure to have some impact on engineering practice. "Recently,

we have started to examine the impact of climate change on how we as engineers do our work,” Jones said. “Climate change is inevitable, but how we respond to it is engineering.”

Jones said in 2005 the EVC will likely focus on engineering practice with respect to the design of “risk-management measures,” specifically those developed in conjunction with site-specific risk assessments under the Records of Site Condition Regulation (Regulation 153/04).

The regulation is part of the environment ministry’s *Brownfields Statute Law Amendment Act*, which has been of concern to PEO since 2001 for its definition of a qualified person for signing records of site condition under the *Environmental Protection Act*. PEO has questioned why qualified PEO limited licence holders have been expressly excluded from the definition.

Jones said the EVC will also look at environment ministry initiatives dealing

with water and air quality. “We will continue to examine how the [environment] ministry addresses engineering concerns with respect to other initiatives, such as the *Safe Drinking Water Act*,” Jones said. “The committee will also contribute to ongoing discussion with other groups, such as the Ontario Association of Certified Engineering Technicians and Technologists (OACETT), concerning PEO’s expressed opinion with respect to the engineering nature of emission summary and dispersion modeling reports submitted to the Ministry of the Environment for approval under section 9 of the *Environmental Protection Act* (EPA), and other ministry programs, such as Selected Targets for Air Compliance (STAC) reviews.”

STAC has been used to prioritize abatement measures under Ontario Regulation 346. As a result of input from PEO in 2004, the environment ministry

now requires that STAC reports be signed and sealed by a professional engineer.

In its annual report prepared for this year’s Annual General Meeting, the EVC listed Brownfields/Regulation 153/04 and STAC discussions with the MOE as among its key issues of 2004. Other 2004 achievements included providing feedback to the MOE on the *Safe Drinking Water Act*, the start of discussions with the Ministry of Natural Resources (MNR) about the role of professional engineers in watercourse design and construction, and a review of MNR guidelines under the *Lakes and Rivers Improvement Act*, which stipulate that a P.Eng. must be responsible for the design of dams. The EVC is concerned that the guidelines defining requirements for professional input in dam construction are not rigorous enough and were prepared without consultation with PEO.

BC calls off engineer-technologist merger

By MICHAEL MASTROMATTEO

British Columbia's engineering regulator has called off merger plans with the province's technologists' association, bringing to an end nearly five years of active discussion between the two groups.

In early December, the Association of Professional Engineers and Geoscientists of BC (APEGBC) and the Applied Science Technologists and Technicians of BC (ASTTBC) issued a joint statement announcing the end of the merger proposal, but pledging to continue working together on issues of mutual interest.

The statement said the decision to call off the merger was based on feedback from members of both groups, and in response to consultation with the BC government.

Merger discussions between BC's engineers and technologists surfaced in 2000. Operating under a "one act/one association" premise, APEGBC and ASTTBC formed a joint task force to study the merger concept and to consider such issues as organizational structure, practice guidelines, governance, and draft revision of the provincial legislation overseeing regulation of engineers.

Writing in the May/June 2004 issue of *Engineering Dimensions*, APEGBC Executive Director Anne Garrett, P.Eng., said the merger plans were developed in response to the increasing "team" nature of engineering work. "The present proposal for one association is based on the premise that the practices of engineering and geoscience technology are components of the fields of engineering and geoscience practice, respectively," Garrett wrote. "Members typically work in team environments and should, therefore, be regulated in a common fashion to ensure full accountability for all members."

BC's advanced education ministry, the body responsible for the self-regulated professions, initially agreed to support legislative changes, but urged the joint task force to reconsider some of its proposed revisions and act change language.

Related delays kept the merger proposal off the BC government's legislative agenda through 2004. Meanwhile, concerns about the lack of a formal agreement between APEGBC and ASTTBC, coupled with failure to resolve other outstanding issues, led

members of both associations to re-evaluate the entire merger proposal.

The November/December 2004 issue of APEGBC's *Innovation* magazine reported that the merger became an issue in the BC engineering regulator's fall elections and that

the results of the election "sent a clear message to APEGBC." At its first meeting in November, the new APEGBC council unanimously passed a motion calling off the proposed merger, arguing that it was simply not in the best interests of members.

PEO to review equity and diversity practices

By MICHAEL MASTROMATTEO

PEO is looking forward to the results of a preliminary research report designed to help incorporate greater equity and diversity principles into its policymaking and business practices.

The report, *Auditing of Equity and Diversity Practices*, is also aimed at encouraging more women, immigrants and members of minority groups to pursue careers in engineering and applied sciences.

Spearheaded by PEO's Equity and Diversity Committee (EDC), the study was

commissioned in October 2004 to examine the extent of equity and diversity programs and practices across a broad representation of organizations with mandates similar to PEO. It is also intended to provide PEO with a glimpse of some of the more successful equity and diversity practices across Canada.

Prepared by Anne Holmes & Associates, the report was submitted to PEO on December 4.

Marta Ecsedi, P.Eng., chair of the EDC, says the report could yield a number of ben-

efits. “The project is research on what other associations—both engineering and other professions such as law and medicine—have done in the way of equity programs,” she said. “We thought this would be a good starting point to build on other work done. It is significant to the wider engineering community in Ontario as it will ensure that PEO is conducting all of its practices in a fair and equitable manner. Members will be able to share this information with the broader community. Those applying for membership will also know that we are treating

Association of Professional Geoscientists of Ontario and the Institute of Chartered Accountants of Ontario.

One of the key issues studied was representation within regulatory bodies from women, First Nations, people of colour, the internationally trained and other identified under-represented groups. The study also examined regulators’ policies to deal with equity and diversity concerns, such as discrimination, raised by members and applicants.

As well, the study examined regulators’ experience with diversity issues, mechanisms for identifying and dealing with problems, equity training and the impact of existing practices or programs in support of diversity.

Among the anticipated outcomes of the audit are the establishment of an equity and diversity policy for PEO, ongoing training for staff and committee members, and an assessment of whether regulatory procedures for licensing, complaints, discipline, enforcement and communications with PEO licence holders and members of the public are in keeping with equity and diversity values.

Ecsedi suggested the report will also help PEO deal with the wider issue of promoting greater access to the engineering profession.

PEO Council established the Equity and Diversity Committee in February 2004 to help incorporate equity and diversity principles into policies and business operations. Over the last year, the committee has concentrated on developing its core membership, including ensuring representation from women, First Nations, the internationally educated and visible minority engineers.

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everyone fairly.”

Canadian engineering organizations included in the research were the Canadian Council of Professional Engineers, and the regulators from British Columbia, Saskatchewan, Quebec and New Brunswick. Other regulators and associations researched were the Ontario Association of Certified Engineering Technicians and Technologists, the College of Physicians and Surgeons of Ontario, the College of Nurses of Ontario, the Law Society of Upper Canada, the Ontario Association of Architects, the