

A DIFFERENT KIND OF DIVERSITY

By Nicole Axworthy

ENGINEERING DIMENSIONS

Engineering Dimensions (ISSN 0227-5147) is published bimonthly by the Association of Professional Engineers of Ontario and is distributed to all PEO licensed professional engineers.

Engineering Dimensions publishes articles on association business and professional topics of interest to the professional engineer. The magazine's content does not necessarily reflect the opinion or policy of the council of the association, nor does the association assume any responsibility for unsolicited manuscripts and art. Author's guidelines available on request. All material is copyright. Permission to reprint editorial copy or graphics should be requested from the editor.

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Engineering Dimensions is a member of Canadian Business Press.

Indexed by the Canadian Business Index and available online in the Canadian Business and Current Affairs Database. US POSTMASTER: send address changes to *Engineering Dimensions*, P.O. Box 1042, Niagara Falls, NY, 14304.

CANADA POST: send address changes to 40 Sheppard Avenue West, Suite 101, Toronto, ON M2N 6K9. Canada Publications Mail Product Sales Agreement No. 40063309. Printed in Canada by Web Offset.

SUBSCRIPTIONS (Non-members)

Canada (6 issues) \$28.25 incl. HST

Other (6 issues) \$30.00

Students (6 issues) \$14.00 incl. HST

Single copy \$4.50 incl. HST

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Approximately \$5.00 from each membership fee is allocated to *Engineering Dimensions* and is non-deductible.



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By now you may have noticed we've freshened up our look, beginning with the prominent title on the cover, new fonts, bolder colours and an overall

more streamlined design. You'll notice we moved the contents page to the beginning, so you'll know exactly what you're getting as soon as you open the magazine, and consolidated staff contacts on page 4.

This is all part of a long-planned redesign to improve the appeal of *Engineering Dimensions*. It's like getting a fresh haircut and stylish new clothes. Thanks to our graphics team, Stephanie and Cindy, for making us look so amazing.

We're also starting the new year with a new face on this page, but I've been quietly working behind the scenes on *Engineering Dimensions* since 2004.

Back then, the issue of internationally trained professionals seeking licensure in Canada was a hot topic, as rising immigration numbers meant more engineers with international education and experience were seeking to establish their careers in Canada. PEO was one of the first regulators in the country to respond to the needs of international applicants seeking guidance through the profession's complex licensing process, starting with the development of bridging programs to help them overcome education-related gaps in their credentials, and even mentoring efforts.

Shortly thereafter, the Ontario government's *Fair Access to Regulated*

Professions Act and creation of a fairness commissioner marked a major shift in public policy, too, and shed light on the challenges internationally trained individuals face in getting licensed in many regulated professions—not just in engineering.

This issue, Associate Editor Michael Mastromatteo examines PEO's impetus and ongoing efforts to accommodate international engineering graduates, and how it has brought a greater appreciation for diversity and inclusiveness in PEO's operations (page 30). After all, new Canadians are the talent pool for building a skilled and diverse country. And, in the years ahead, as we face seemingly tougher economic, social and environmental challenges, the need for a larger and more diverse population of engineers—with diverse skills and perspectives—is required.

We're also sharing an important update on PEO's new Practice Evaluation and Knowledge (PEAK) program, developed in response to a directive by council in March 2014 "to prepare a plan for a comprehensive program of continuing professional development and quality assurance." At council's meeting last November, it officially approved implementation of the program beginning March 31, 2017. Find out more on page 8, and look for full coverage of the program in the next issue of *Engineering Dimensions*.

Lastly, don't forget to check out who's running for available positions on PEO council for 2017. Candidate statements can be found in this issue's insert. Voting opens on January 20, so don't delay getting in yours.

Happy 2017, everyone! 

THIS ISSUE Since 1995, PEO has expended a great deal of effort to accommodate the needs of internationally educated applicants for licensure. While the flow of internationally educated professionals has slowed in recent years, the accommodation experience has taught PEO and other engineering regulators a few important things about diversity and overcoming barriers for under-represented communities.