

MINUTES

30 x 30 TASK FORCE

Wednesday, February 13, 2019

Dinner 6:30-7:00pm, 8th floor dining room

Meeting: 7:00-9:00 p.m, Room 8A

Attendees

Chair: Helen Wojcinski, P.Eng.

Council Liaison: Bob Dony, P.Eng. (via teleconference)
Lola Hidalgo, P.Eng.(via teleconference)
Christian Bellini, P.Eng.

Staff Advisor: Jeannette Chau, P.Eng.

Guest: Marta Ecsedi, P.Eng. (via teleconference)

1. Call to Order

The meeting was called to order at 7:00 p.m.

2. Conflicts of interest

The chair asked if there were any conflicts of interest.

3. Approval of the Agenda

Moved by Christian Bellini, seconded by Lola Hidalgo.

That the Agenda be approved. APPROVED.

4. Introduction of Special Guest – Marta Ecsedi, P.Eng.

Helen Wojcinski introduced Marta Ecsedi, P.Eng. from the PEO Equity and Diversity committee.

5. Special Presentation on Licensing Coaching Experiences – Marta Ecsedi

Marta Ecsedi has coached approximately 30 people through the licensing process, both male and female, CEAB and non-CEAB. She provided an example of 'Karen' who was a graduate of Electrical engineering from the University of Toronto. Karen has worked for eight years in the United States in Silicon Valley and in Boston. She returned to Canada and applied for licensure with PEO. She was classified in Mechanical engineering. At her ERC interview she was asked Mechanical engineering questions which she had difficulty answering since she is an electrical engineer. She was also reduced to tears by the harsh attitude of the panelist.

Marta is an Advocate for Karen. Marta has been approved by PEO Licensing as an Advocate for Karen and has been trying to help her resolve this problem.

This appears to be a case of panel mis-match. Karen is very frustrated and is questioning whether she wants to pursue getting her licence anymore.

The next step would be another interview assigned with an electrical engineering panel.

Second example- 'Elanaz' is an internationally trained engineer. She submitted all her information and her experience record when she applied for licensure. She hadn't heard anything from PEO for three and a half years. She decided to obtain a provisional licence and called in to inquire. She then received a letter asking her to come in for an interview. Basically, nothing happened with her file until she had called to inquire.

A question was asked if Marta found whether women were having more difficulty than men in obtaining their licence. Marta didn't feel from her experience that women had more difficulty.

The process for internationally educated engineers is more complex and they find it takes a long time and they get frustrated.

The 30x30 Task Force thanked Marta for sharing her examples and experiences.

6. Approval of the Minutes of the January 21, 2019 Meeting

Moved by Christian Bellini, seconded by Bob Dony.

That the Minutes of the January 21, 2019 meeting be approved. APPROVED.

Helen reviewed the action items from the last meeting.

7. Recent Developments

a. Update from 30 x 30 Champions Face to Face Meeting in Ottawa

Helen Wojcinski provided an update of the 30x30 Champions Face to Face meeting that was held in Ottawa. The champions were comprised primarily from the regulators and the universities. Conspicuously absent were employer champions. Helen did meet Todd Smith, the outgoing president of Consulting Engineers Canada, there.

Only about half of those who graduate from engineering go on to receive licensure.

The Manitoba regulator has hired a full-time person to work on their 30x30 initiatives and a consulting firm from Toronto to provide expertise at \$800K.

They are also going to ask their members for a fee increase of \$10 per year to cover the cost of their 30x30 initiatives.

Women are not a diversity group. Women make up half the population.

Action: Helen will update the powerpoint presentation template with the Engineers Canada Champions meeting information accordingly

Action: Jeannette to go through the 30x30 Action Plan on the website and ensure it refers to 'Internationally educated' engineers and not 'foreign trained' engineers.

8. Discussion of Communication Strategy/Stakeholder Groups

a. Awareness Session Preparations, Invitations, and Invitee List – Women March 7, 2019

Helen has provided a presentation template. The presenters can take whatever slides they want to use and customize as needed. The objective is to just build the case for change right now.

Helen will send the draft invitation letter to David Smith, PEO Communications, to polish up before sending it out. It will include the signatures of President Dave Brown, President-elect Nancy Hill, and 30x30 Chair Helen Wojcinski

Action: All to provide any comments on the draft invitation letter to Helen by Friday

Action: Helen to provide draft letter to Jeannette on Friday to send to David Smith

b. Awareness Session Preparations, Invitation and Invitee Lists for remaining Awareness Sessions

April 11 – Chapter Leaders

May 9 – Employers

June 24 – CODE

Action: Bob to ask Registrar Johnny Zuccon to request that 30x30 be on the Agenda for the June 24 CODE meeting

Action: Sylvia Millstein to send a Doodle poll to schedule an Awareness session for Universities for the end of May or beginning of June

Action: Employers invitations to be sent out as soon as possible

c. Committee Meeting Preparations

Feb 22 – ERC

March 14 – Licensing

March 15 – ARC

d. Scheduling of Task Force Meetings

Action: Sylvia to send Outlook appointments for the remainder of the scheduled Task Force meetings.

9. Other Business

There was no other business.

10. Next Meeting Date

The first Awareness session will be Thursday, March 7

Action: Sylvia to send a Doodle poll to schedule a 30x30 teleconf for the week before the March 7 Awareness meeting.

11. Adjournment

The meeting was adjourned at approximately 9:45 pm