



Minutes

Equity & Diversity Committee

Tuesday, March 26, 2019

Teleconference

6:00 PM

Present: Vera Straka, P. Eng. (Chair)
Georgia Fotopoulos, P.Eng.
Ramesh Subramanian, P.Eng. (Council Liaison)
Ryan Zizzo, P.Eng. (Vice Chair)

Regrets: Nima Eslaminasab, P.Eng.
Manasi Koushik, P.Eng.

Staff: Margaret Braun
Rob Dmochewicz

1. Opening Remarks

The Chair, Vera Straka, called the meeting to order at 6:03 PM and welcomed everyone.

2. Approval of Agenda

The Agenda of the March 26, 2019 meeting was reviewed and approved as presented.

Moved by Ryan Zizzo, seconded by Georgia Fotopoulos:

That the Agenda of the meeting be approved as presented.

MOTION CARRIED

3. Approval of Draft Minutes

The approval of the Minutes of the February 6, 2019 meeting was deferred to the next meeting.

4. Update on EDC Membership

The Chair, Vera Straka, reported that she and the Vice Chair, Ryan Zizzo, received a summary of 26 candidates for new EDC members. She also reported that they will schedule interviews in near future. The Chair also advised that, currently, there are 6 EDC members and, according to the EDC Terms of Reference, there should be no more than 9 members.

5. Proposal for Chapter E&D Award

Rob Dmochewicz reported that a Briefing Note about a Chapter E&D Award was submitted to Council, for their review and approval at the March 21-22 meeting. Margaret Braun advised that the proposal was referred to EDC and Awards Committee (AWC), to report back to Council at the November meeting. The feedback received from Council include that PEO already has many various awards and that an E&D component could be included in the Order of Honour (OOH) Program, what would be a much stronger message as OOH is for all PEO volunteers, not just chapters. Another concern was that the guidelines are vague and not sufficient. Councillors were asked to send e-mails



with their concerns to Councillor Subramanian. Vera advised that she will discuss next steps with the AWC Chair. She also asked EDC members to review the proposal and to provide suggestions about what could be improved.

Action:

- Rob to connect Vera with the AWC Chair, John Severino, to discuss next steps for a Chapter E&D Award
- EDC members to review the proposal for a Chapter E&D Award and to provide suggestions about what could be improved

6. Review and Update the E&D Presentation

The committee agreed that the E&D PowerPoint presentation is outdated and should be also more dynamic. Georgia suggested that, as it is PEO's presentation, it should include data about PEO and not the Government. Vera recommended to engage new EDC members in a process of updating the presentation, once they are approved and before the next EDC meeting.

Action:

- Rob to check past PEO member surveys for a self-identification data regarding gender, ethnicity, disability, etc.
- Rob to send the E&D PowerPoint presentation to new EDC members and to ask them to bring comments and suggestions to the next EDC meeting

7. New Business

No new business.

Next Meetings:

- Tuesday, June 25
- Tuesday, September 24
- Tuesday, December 10

There being no further business, the meeting adjourned at 6:50 PM.



LIST OF ACTION ITEMS:

| Responsible | Action | Date Assigned | Status |
|--------------------|--|----------------------|---------------|
| Rob | To connect Vera with the AWC Chair, John Severino, to discuss next steps for a Chapter E&D Award | March 26, 2019 | |
| EDC members | To review the proposal for a Chapter E&D Award and to provide suggestions about what could be improved | March 26, 2019 | |
| Rob | To check past PEO member surveys for a self-identification data regarding gender, ethnicity, disability, etc. | March 26, 2019 | |
| Rob | To send the E&D PowerPoint presentation to new EDC members and to ask them to bring comments and suggestions to the next EDC meeting | March 26, 2019 | |