
Minutes

Equity & Diversity Committee

Wednesday, March 28, 2018

Room 1B, PEO Offices

5:30 PM

Present: Greg Allen, P.Eng. (Chair)
Márta Ecsedi, P.Eng.
Nima Eslaminasab, P.Eng. (teleconference)
Rakesh Shreewastav, P.Eng. (teleconference)
Vera Straka, P. Eng.

Regrets: Bob White, P.Eng.

Consultant: Ann Holmes

Staff: Olivera Tasic
Rob Dmochewicz

1. Opening Remarks

The Chair, Greg Allen, called the meeting to order at 6:05 PM and welcomed everyone.

2. Approval of Agenda

Olivera Tasic, Acting EDC Staff Advisor, asked to add an in-camera item to the Agenda. The Agenda of the March 28, 2018 meeting was reviewed and approved as amended.

Moved by Vera Straka, seconded by Rakesh Shreewastav:

That the Agenda of the meeting be approved as amended.

MOTION CARRIED

3. Approval of Minutes

The Minutes of the December 6, 2017 meeting were reviewed and approved as presented.

Moved by Vera Straka, seconded by Nima Eslaminasab:

That the Minutes of the meeting held on December 6, 2017 be approved as presented.

MOTION CARRIED

The Minutes of the February 14, 2018 meeting were reviewed and approved as presented.

Moved by Márta Ecsedi, seconded by Greg Allen:

That the Minutes of the meeting held on February 14, 2018 be approved as presented.

MOTION CARRIED



4. Election of Vice Chair

The Chair, Greg Allen advised that the eligible candidates for the position of Vice Chair were: Nima Eslaminasab, Rakesh Shreewastav, and Vera Straka. He asked for any nominations and self-nominations to be put forward for the role of the EDC Vice Chair.

Moved by Rakesh Shreewastav, seconded by Greg Allen:

That Vera Straka be nominated for the role of EDC Vice Chair.

MOTION CARRIED

Vera Straka accepted the nomination. As there were no other nominations, Vera Straka was acclaimed as EDC Vice Chair.

5. Update on EDC Membership

Márta Ecsedi, Past Chair, provided update on EDC membership. She reported that interviews were held on March 15 by herself, Olivera Tosic, Acting EDC Staff Advisor, and Viktoria Aleksandrova, PEO Committee Coordinator. She reported that two new members were selected, pending approval by Interim Registrar, and they are expected to join the committee at the next meeting on May 16.

Márta also reported that Bob White is considering resigning from the EDC membership. Olivera reminded the committee about the process advising that he should submit his resignation to the EDC Chair. Nima Eslaminasab suggested that all committee members could review candidates (short listed by the volunteer management staff) and that way all members would be involved and have their input in deciding who should be invited to an interview.

Moved by Nima Eslaminasab, seconded by Márta Ecsedi:

That the EDC members should receive a short list of candidates, for their review and selection of candidates to be invited for an interview.

MOTION CARRIED

6. Engineers Canada Equity & Diversity Initiatives

Rakesh Shreewastav presented a summary of some of the Engineers Canada (EC) diversity initiatives:

- On February 15, David Lapp, FEC, P.Eng., IRP, Practice Lead Globalization and Sustainable Development co-presented with the Ontario First Nations Technical Services Corporation on the PIEVC First Nations Asset Management Toolkit at a Crown-Indigenous Relations and Northern Affairs Interdepartmental Workshop: Mitigating Against Climate Change in Indigenous Communities.
- On February 27, 2018, the Honourable Bill Morneau, Canada's Finance Minister, tabled Budget 2018, *Equality and Growth: A Strong Middle Class*, in the House of Commons. EC was invited by the Minister of Finance's office to take part of the stakeholder lock-up. EC was please with the announcements of funding in STEM research, diversity and gender equality in STEM, a national climate data collection, and support for indigenous communities as it relates to infrastructure. A press release was issued and made available on EC website, and full budget analysis will follow in the next week.
- On March 8, 2018, EC joined organizations, groups, governments, and individuals the world over in celebrating International Women's Day. This year's International Women's Day theme,



#PressforProgress, was a strong call to motivate communities to think, act, and be gender inclusive.

- On April 24, 2018, EC hosts an annual event - Hill Day. This event sees EC representatives meet with parliamentarians and their staff to raise awareness of the issues directly affecting the engineering profession across Canada. EC 2018 Hill Day will be focused on supporting diversity within the profession, as well as promoting the importance of science, technology, engineering, and mathematics (STEM) education at the secondary and post-secondary level. All Ministers, members of Parliament and Senators and their staff have been invited to attend the reception. EC is in the process of finalizing meetings for participants.

7. In Camera

- 8. Report on OSPE’s Equity, Diversity and Inclusion (EDI) Committee**
Deferred to the next meeting.

- 9. Equity & Diversity Implementation Action Plan – Review**
Deferred to the next meeting.

There being no further business, the meeting adjourned at 7:30 PM.

LIST OF ACTION ITEMS:

Responsible	Action	Date Assigned	Status
Fern	To continue to monitor Committee use of E&D Work Plan template	January 20, 2016	Ongoing
Márta Ecsedi	To update the E&D PPT presentation log	March 8, 2016	Ongoing
Greg Allen	To check the Chapter Equity & Diversity Award documentation for its consistency; the final review to take place at the December 6, 2017 meeting	October 25, 2017	Deferred to the meeting in May
EDC members	Each EDC member to outreach three large engineering companies for successful E&D stories	October 25, 2017	Deferred to the meeting in May
Márta Ecsedi	To connect with Duff McCutcheon, PEO Communications Manager, to inquire about possibility of using PEO Social Media channels to communicate and promote the Chapter Equity & Diversity Award	October 25, 2017	Deferred to the meeting in May
EDC members	To develop the scope of work and other requirements for an EDC Equity & Diversity Consultant, for the purpose of the Request for Proposal	March 28, 2018	