

Minutes

Equity & Diversity Committee

Wednesday, September 16, 2015

Room 1B, PEO Offices

5:00 PM

Present: Merv Dewasha, P.Eng.
Vera Straka, P.Eng.
Rakesh Shreewastav, P.Eng.

Teleconference: Rishi Kumar, P.Eng.

Regrets: Márta Ecsedi, P.Eng. (Chair)
Greg Allen, P.Eng.
Shaun Rose, P.Eng.
Sharon Reid, LGA

Consultant: Ann Holmes

Staff: Fern Gonçalves
Olivera Tasic
Rob Dmochewicz

1. Opening Remarks

The acting Chair, Merv Dewasha, welcomed everyone and called the meeting to order at 5:34 pm.

2. Approval of Agenda

Moved by Vera Straka, seconded by Rakesh Shreewastav, that the Agenda be approved as presented.

MOTION CARRIED

3. Approval of Minutes

Moved by Vera Straka, seconded by Rakesh Shreewastav, that the Minutes of June 15, 2015 meeting be approved as presented.

MOTION CARRIED



4. Equity & Diversity Implementation Action Plan – Review

Policy Statement #7 and 5 – Develop mechanism to identify and work to remove barriers

Ann Holmes facilitated a group discussion to brainstorm mechanisms to gather input and allow members to raise concerns. Some initial ideas that were discussed included:

- Develop a feedback sheet that would be distributed/administered in conjunction with the E&D PowerPoint presentation (to chapters and/or committees)
- Acting as advocates and sharing success of EDC actions (i.e. E&D Module and amendments to Work Plan template)
- Show members that PEO is taking action and engage members in how Equity & Diversity can be promoted
- Administering survey (which should cover the four designated groups)
- Partnerships with other stakeholders such as CEO

Fern reported that a strategic initiative to be approved by Council is the administration of a Membership Satisfaction Survey. The draft survey questionnaire is undergoing peer review by RCC.

Actions:

- Ann and Vera to collaborate on drafting of feedback questions
- Rakesh to review and provide input
- Rakesh and Sharon to suggest to Council in September that EDC should also do a peer review of the questions for Equity & Diversity issues

Policy Statement #6 – Recruitment of volunteers

Ann reminded EDC members to encourage PEO members to run for elected Council positions since an e-blast promoting the election nomination process will shortly be released.

Policy Statement #6 – Proposal for introduction of Chapter Award

Discussion deferred to next meeting.

Action:

- Vera to confer with Shaun and Greg, then distribute revised proposal as soon as possible before next meeting

Policy Statement #2 – E&D PowerPoint Presentation

Rakesh reported that he recently delivered an ad hoc presentation to the Government Liaison Committee (GLC), which was extremely well received. Ann asked if Rakesh could ask GLC members about future presentation possibilities.

Staff confirmed that the assigned action to create a special folder on EDC's SharePoint site was completed and the PowerPoint presentation, as well as relevant documents (i.e. one-page flyer) have been posted.

Staff reported that IT Department was sourcing a product for virtual use that EDC can consider for compatibility with presenting the PPT presentation to remote groups.



Action:

- Staff to email copy of one-page flyer detailing instructions for accessing the E&D web module
- Staff to coordinate with Engineers Canada and ScholarLab to post link on its website to PEO's E&D web module

Policy Statement #1 – Engagement of Council Members

Rakesh reported that both he and fellow Councillor, Sharon Reid, had made an effort to have informal discussions with Councillors about E&D initiative at the June Council Retreat. He also offered to bring some potential EDC items to the Council for their next meeting.

Action:

- Rakesh and Sharon to mention E&D Policy, as the one-page flyer will be included with the September 25th Council package, under the Councillor Items agenda section

5. 2016 *Engineering Dimensions* Article Ideas

The committee discussed the recent call for ideas for 2016 *Engineering Dimensions* publication issues. Committee members commended Robert Dmochewicz for the report he prepared which detailed articles based on interest groups (i.e. Aboriginal People, Disabilities, Diversity, Internationally Trained, and Women). Fern suggested that EDC consider identifying a strategy to propose to the *Engineering Dimensions* Editor regarding the number of articles, relevant topic, and proper timeline.

The committee discussed various suggestions regarding article ideas and agreed to consider:

- Merv's suggestion for an Aboriginal-related article covering the initiatives undertaken by EDC
- Ann's suggestion to feature stories showcasing EDC members who apply the Equity & Diversity principles to everyday life
- A news bulletin item about EDC outreach – presentation to chapters, committees, and Engineers Canada
- Small and mighty committee achieves success through collaboration with Queen's University on Aboriginal student recruitment, with Engineers Canada on module link, and with ACV (Work Plan template)
- Follow-up on E&D awareness module – results of Personal Action Plans – reminder to implement plan

Action:

- Committee members to consider the five suggested article ideas for further discussion and decision at the October meeting

6. Next Meetings

- October 28, 2015
- December 9, 2015

There being no further business, the meeting adjourned at 7:40 PM.