

Human Resources Plan Template

HR Plan for PEO's 30 by 30 Task Force

Committee: PEO's 30 by 30 Task Force	Date Developed: September 3, 2019
Committee Review Date: September 6, 2019	Date Council Approved: November 15, 2019

Categories	Currently in Place	Required in 12 months (Identified "Gap" for each Core Competency)	Required in 2 to 5 years
Core Competencies <ul style="list-style-type: none"> • Skills • Abilities • Expertise • Knowledge 	<ul style="list-style-type: none"> • Direct leadership experience and knowledge of Engineers Canada's 30 by 30 initiative • Extensive experience with Women-in-engineering issues/organizations • Engineering Practice expertise at senior level in the academic, industry and government sectors • Volunteer leadership experience with PEO governance, organizational structure and licensing process • Volunteer leadership experience with OSPE (board of directors, WEAC) • Organizational Behaviour/Change Management Expertise 	No gaps	No gaps
Volunteer Development Plans <ul style="list-style-type: none"> • List potential development opportunities 	<ul style="list-style-type: none"> • Attendance/ Participation in applicable conferences (e.g. OSPE WE ACT, SWE, Engineers Canada 30 by 30 Champion meetings, or other women-in-engineering events) • Retainment of Organizational Behaviour Professor from Rotman School of Management as guest speaker at Employer Action Planning Session • Investigation of gender bias audits – possibly 	No gaps identified at this time	No gaps identified at this time

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	through Engineers Canada		
Committee Membership	Four.	No gaps	No gaps
Broad Engagement <ul style="list-style-type: none"> • Career Stage • Disciplines • Experience Level • Gender / Diversity • Geographic Representation • CEAB Grads / Non-CEAB Grads • Licensed / Non-licensed 	List <ul style="list-style-type: none"> • 3 – Late Career Stage 1 – Mid Career Stage • 3 – Civil; 1 – Bio Medical • 2 – Female; 2 – Male • 2 – East Central Region 2 – Western Region • 4 – CEAB • 4 – P.Engs. 	No gaps	No gaps
Succession Planning <ul style="list-style-type: none"> • List the members 	Helen Wojcinski - 1 year (Chair) Christian Bellini (Vice Chair/Council Liaison) - 1 year Bob Dony - 1 year Lola Hidalgo Salgado - 1 year	No gaps	No gaps
Continuous learning	Gender Bias Audits; Cultural Barriers for Women in Engineering		
Term of Office <ul style="list-style-type: none"> • Chair • Committee members 	<ul style="list-style-type: none"> • Duration of Task Force – 2 years • Duration of Task Force – 2 years 		