



Meeting Notes

Equity & Diversity Committee

Tuesday, September 24, 2019

Room 1B, PEO Offices

5:30 PM

Present: Vera Straka, P. Eng. (Chair)
Nima Eslaminasab, P.Eng.
Vicki Hilborn, P.Eng.
Nermen Maximous, P.Eng.

Regrets: Georgia Fotopoulos, P.Eng.
Manasi Koushik, P.Eng.
Juwairia Obaid, P.Eng.
Ramesh Subramanian, P.Eng. (Council Liaison)
Ryan Zizzo, P.Eng. (Vice Chair)

Staff: Margaret Braun
Rob Dmochewicz

1. Opening Remarks

The Chair, Vera Straka, called the meeting to order at 6:04 PM and welcomed everyone.

She advised that due to lack of quorum, no decisions could be made by the committee; however, will proceed with the meeting for the purpose of having a discussion.

2. Review – EDC Terms of Reference

Margaret briefly explained the background and current status of the external regulatory performance review. She advised that, in September 2018, Council approved a motion to have an external regulatory review conducted to identify any gaps between PEO's current practices and the process, procedures and policies exhibited by the best regulators. The independent review was led by Harry Cayton, an international advisor to the United Kingdom-based Professional Standards Authority (PSA). The review assessed PEO's performance against its statutory mandate and legislative requirements, internal policies and the standards of good regulation across its core regulatory functions: licensing and registration, complaints, discipline, compliance and enforcement, and professional standards. Margaret reported that the final report, which was received on April 30, 2019, provides 15 recommendations on how to improve PEO's regulatory performance. At its June 21, 2019 meeting, Council directed the CEO/Registrar to develop a high-level action plan to implement the recommendations from the external regulatory performance review. The CEO/Registrar subsequently presented a three-year action plan to Council at its meeting on September 20, 2019, which was approved.

Although, as suggested by Vera Straka, some of the 15 recommendations from the external regulatory performance review report are connected with an equity, diversity, and inclusion, Margaret



advised that the 15 recommendations are strictly operational and, therefore, it is a role of PEO staff to implement the action plan developed by the CEO/Registrar.

Rob Dmochewicz reviewed the EDC Terms of Reference and explained how this document is linked with the committee's Work Plan. He advised that, despite the document is outdated and requires a revision, it is official and, therefore, should be used as a base to develop the next year's EDC Work Plan.

3. 2020 EDC Work Plan

Rob Dmochewicz advised that the deadline for submitting the 2020 Work Plans for Council approval is October 15. The committee discussed ideas for the 2020 EDC Work Plan. They proposed the following activities:

Activities	Current status	Due date
1. Search and identify a new E&D module / presentation, suitable to be viewed by all PEO members.	Options to be explored	June 2020
2. Develop a list of topics for Engineering Dimensions with assignments for development of articles.	In progress	January 2020
3. Review and develop an updated version of PEO's Equity and Diversity Policy.		September 2020
4. Develop a presentation that educates PEO Chapters and volunteers on Equity & Diversity Policy and EDC activities.		June 2020
5. Review all committees 2020 Work Plans to identify outcomes resulted from incorporating the E&D awareness component in the Work Plan template.	Ongoing	March 2020
6. EDC members to encourage members from various demographics to apply on volunteer openings, to run for elected Council positions and to seek out and encourage diverse nominees to official PEO Awards Program.	Ongoing	Ongoing
7. Monitor an Equity & Diversity inclusion in the criteria for PEO Awards.		Ongoing



It was agreed that Rob will create a draft of the 2020 EDC Work Plan including the above activities and will distribute it to EDC members, for their comments and suggestions.

4. Indigenous Land Acknowledgement Initiative

Margaret briefly explained the background and current status of the Land Acknowledgement Initiative. She advised that a White Paper regarding the need for a Policy on Land Acknowledgement was submitted to Council by PEO President, Nancy Hill, President Elect, Marisa Sterling, and EDC Council Liaison, Ramesh Subramanian. Margaret reported that staff in the Policy Development Unit completed an environmental scan of land acknowledgement initiatives and completed internet research describing the history of land acknowledgements, their use and relevance to Indigenous cultures. She advised that a draft of PEO Land Acknowledgement Policy has been developed and its final version will be submitted to Council in November.

5. 2020 EDC Meeting Dates

Rob advised that he will ask EDC members for their suggestions regarding 2020 meetings (i.e. preferred week days duration, time, etc.) and will distribute a doodle poll.

Next meeting: Tuesday, December 10

There being no further business, the meeting adjourned at 8:20 PM.