



Minutes

REVISED

The 542nd MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was held via ZOOM Videoconference on Friday, June 25, 2021, at 10:00 a.m.

- Present:
- C. Bellini, P.Eng., President and Council Chair
 - M. Sterling, P.Eng., Past President
 - N. Colucci, P.Eng., President-Elect
 - M. Spink, P.Eng., Vice President Elected
 - C. Chiddle, P.Eng., Eastern Region Councillor/Vice President Appointed
 - A. Arenja, P.Eng., Lieutenant Governor-in-Council Appointee
 - P. Broad, P.Eng., Western Region Councillor
 - T. Bruyere, P.Eng., Lieutenant Governor-in-Council Appointee
 - C. Chahine, P.Eng., East Central Region Councillor
 - M. Chan, P.Eng., Councillor-at-Large
 - J. Chisholm, P.Eng., West Central Region Councillor
 - P. Cushman, P.Eng., East Central Region Councillor
 - L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
 - A. Dryland, CET, Lieutenant Governor-in-Council Appointee
 - Q. C. Jackson Kouakou, Barrister and Solicitor, Lieutenant Governor-in-Council Appointee
 - L. MacCumber, P.Eng., West Central Region Councillor
 - S. MacFarlane, P.Eng., Western Region Councillor
 - L. Notash, P.Eng., Councillor-at-Large
 - L. Roberge, P.Eng., North Region Councillor
 - S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
 - R. Subramanian, P.Eng., Northern Region Councillor
 - S. Sung, Lieutenant Governor-in-Council Appointee
 - R. Walker, P.Eng., Eastern Region Councillor
- Regrets:
- R. Brunet, P.Eng., Lieutenant Governor-in-Council Appointee
 - P. Quinn, P.Eng., Councillor-at-Large
- Staff:
- J. Zuccon, P.Eng., CEO and Registrar
 - D. Abrahams, VP Legislation and Policy
 - L. Latham, VP Regulatory Operations/Deputy Registrar
 - L. Maier, VP Governance/Interim VP Organizational Effectiveness
 - L. Holden, Director, Human Resources
 - C. Mehta, Director, Finance
 - D. Smith, Director, Communications
 - M. Wehrle, Director, Information Technology
 - J. Chau, P.Eng., Manager, Government Liaison Programs
 - C. Knox, P.Eng., Manager, Enforcement, Regulatory Compliance
 - R. Martin, Manager, Secretariat
 - J. Max, Manager, Policy
 - E. Chor, Research Analyst, Secretariat

D. Power, Secretariat Administrator
M. Feres, Supervisor, Council Operations
B. St. Jean, Senior Executive Assistant
N. Axworthy, Editor, Engineering Dimensions

Guests: M. Barzallo, Compliance Analyst, Office of the Fairness Commissioner
D.A. Brown, Governance Solutions Inc.
D.L. Brown, Governance Solutions Inc.
D. Brown, Former PEO President
H. Brown, CEO, Brown & Cohen
D. Chui, P.Eng., PEO Director, Engineers Canada
P. DeGuire, Consultant
N. Hill, P.Eng., PEO Director, Engineers Canada
W. Kershaw, AREWG Committee member
L. Lukinuk, Parliamentary Services
B. Matthews, Consulting Engineers of Ontario
D. McComiskey, Governance Solutions Inc.
S. Perruzza, Ontario Society for Professional Engineers
K. Reid, P.Eng., PEO Director, Engineers Canada

Council convened at 10:00 a.m. on Friday, June 25, 2021.

CALL TO ORDER

Notice having been given and a quorum being present, President Bellini called the meeting to order at 10:00 a.m.

12339

APPROVAL OF AGENDA

Moved by Vice President Chiddle, seconded by Councillor Subramanian:

That:

- a) The agenda, as presented to the meeting at C-542-1, Appendix A, be approved as presented; and**
- b) The Chair be authorized to suspend the regular order of business.**

CARRIED

Councillor Notash requested that the in-camera minutes be removed from the in-camera consent agenda.

12340

CONFLICTS OF INTEREST

President Bellini noted that PEO Councillors have a fiduciary duty to PEO which is to act in the best interest of PEO. He noted that from time to time that duty to be loyal to PEO may come into a real or potential conflict to some other duty whether it be personal or professional. Aside from obvious conflicts of interest such as contracts and a family member benefiting from decisions made at PEO, there is also the appearance of conflict of interest, not just acting in PEO's best interest but to be seen to be acting that way. If a Councillor is a member of a board of another organization that is

involved in discussions with PEO about some type of issue and even if the individual is part of that discussion it is sometimes better to be excused from that particular issue . On the other hand, if your involvement is as a committee member of PEO itself, it's likely that there isn't a conflict because in both situations you are serving PEO's interest. He noted that while Councillors are asked at the start of the meeting if they have any conflicts of interest to declare, this does not preclude anyone from realizing later on in the middle of a discussion that they have a conflict of interest. Everyone is encouraged and even obligated at that point to indicate that they have a conflict of interest.

There were no conflicts of interest declared.

**12341
PRESIDENT'S REPORT**

President Bellini provided an update on what has been accomplished since the PEO AGM in May.

The kick-off meeting on May 20 focused on the Council schedule and governance roadmap milestones for the coming term. Council will be meeting four times, along with three plenary sessions, and a hand-off meeting next April. Council meetings will continue to focus on roadmap milestones, including:

- (1) Council composition
- (2) Council & committee (governance, regulatory) selection approach
- (3) Governance direction on chapters & volunteers
- (4) Other committees

Finally, appointments for positions including Council chair, Regional Councillor Committee chair, and vice president were made.

At the kick-off meeting councillors were appointed to the four new governance committees, which were formalized in April to support our direction and control functions. These new committees include:

- Governance and Nominating Committee;
- Regulatory Policy and Legislation Committee;
- Human Resources and Compensation Committee; and
- Audit and Finance Committee.

As a result of the new committee structure:

- The former Legislation Committee, Finance Committee, Audit Committee and Human Resources Committee have been stood down, and these committees will transfer their outputs to the appropriate governance committees;
- Responsibility for stewardship of the Governance Roadmap will be transferred from the Executive Committee to the

- new Governance and Nominating Committee;
- Responsibility for addressing the report of the Succession Planning Task Force also will be transferred from the Executive Committee to the Governance and Nominating Committee; and
- Responsibility for addressing the report of the Emerging Disciplines Task Force will be transferred from the Executive Committee to the new Regulatory Policy and Legislation Committee.

All councillors have been appointed to serve on at least one governance committee for the duration of their term on Council. CEO/Registrar Zuccon has been directed to develop any necessary bylaw amendments, in consultation with the committees as needed, to enshrine these new committees as permanent standing committees.

For the time being, all other Council-created committees will continue.

Establishing the new committees is part of the four-phased workplan of our Governance Roadmap and is based on the governance directives related to committees approved by Council at its March 2021 meeting. These new directives build on the previous ones, bringing more specificity to how PEO will use committees in its new governance system (Phase 2 of the workplan), including transitioning to a new model that focuses on regulatory and governance committees and a new method of appointing members.

As decided in the approval of new governance tenets, Council members will only serve on board (governance) committees. And effective 2021 AGM: no new non-councillors will be appointed, but existing non-councillors may be grand parented for a one-year transition at the request of the committee or its chair.

Councillors participated in a workshop, spread out over several days, led by Shenda Tanchak over the past two months as follows:

- Workshop 1 – Setting the Stage – Exploring the Potential for Better Board Decision-making
- Workshop 2 – Focusing on Outcomes and Identifying the Best Means to Achieve Them
- Workshop 3 – Develop Board Direction on a Project Management Plan for Transition to a Competency Based Board

The workshops focused on a number of important issues, including:

- Why governance change is needed
- Understanding roles of governors vs. staff
- Critical inquiry and decision-making skills at the board level
- Distinguishing between operational and policy decisions relevant to PEO
- Identifying the types of decisions PEO committees will make and staff's role in providing relevant information
- Identifying the skillsets and backgrounds best suited to the decision-making responsibilities of particular committees
- Identifying hesitations or reservations about moving to a competency-based board
- Using generative decision-making processes

There were also individual committee meetings hosted under the theme: Identifying the Knowledge and Skills Required for Committee Decision-Making and Roadblocks to Appointing Competency-Based Committees

The objective of these committee workshops was to build trust and convey the message that council member's concerns are being taken into account; and identify reasons for hesitancy about moving to a competency-based board.

There was also discussion around the outputs of their committee and the types of skills/background that would qualify a person to make those decisions.

There was dialogue on PEO's 2021-2023 Strategic Plan. The plan is essentially a continuation of the multi-year, high-level Action Plan Council approved to implement the recommendations from the external regulatory performance review.

PEO's enterprise-wide transformation continues along three critical paths:

1. The Action Plan defines PEO's Change Vision and outlines the operational changes required to address the recommendations from the Cayton Report.
2. Considerations are being given to the structural changes necessary to ensure our organization has the appropriate capacity and agility to achieve our objectives.
3. And as we continue to develop a more appropriate organizational structure for PEO, it's critical that we underpin it with good governance practices that are founded on clearly defined roles and corresponding accountabilities.

This work culminated in Council's approval of a transformative 2-year governance road map, for which we are entering phases 3 and 4.

This three-pillar plan is plainly aligned to our statutory mandate to regulate the practice of professional engineering in a manner which serves and protects the public.

Over the next three years we will complete:

- Operational changes to ensure transparency, fairness and efficiency in our licensing process and other core regulatory functions (notably including mandatory CPD);
- Organizational changes necessary to reduce our reliance on ad hoc or volunteer resources in the formulation of regulatory policy and the delivery of core regulatory services; and
- Governance changes to create a more effective regulatory governance board, as modelled previously by other self-regulating professions but tailored to PEO's unique history and requirements.

To help gain governance insights from leaders from Canada's director community, councillors were offered the opportunity to attend the Institute of Corporate Directors' national online conference.

The conference featured several speakers and sessions focusing on how corporate governance must evolve and how boards can effectively reimagine oversight of culture, strategy and risk in an environment of massive transformational change.

Finally, moving forward to the Council term, time has been included on our meeting agendas for councillors to add items for discussion and generative thinking. It's an opportunity for an open dialogue and to get people thinking about their role as a councillor based on direction from the workshops.

President Bellini concluded by saying that a lot has been accomplished in a short amount time, which makes him very optimistic about what lies ahead and that it will be a very busy and critical year. He then responded to questions.

12342 CEO/REGISTRAR'S REPORT

CEO/Registrar Zuccon referred to his mandate as assigned by Council: "Transform PEO to a professional, modern regulator".

The term "modern regulator" should be interpreted to imply that PEO will deliver on its statutory mandate with a governance culture that strives to make decisions through the lens of the public interest.

CEO/Registrar Zuccon stated he would like to think of it as looking upward and outward, or simply what would the public expect of us.

The key to this is applying right-touch regulatory principles to our decision-making and ensuring that our resources are focused primarily on the delivery of the outputs in our statutory mandate.

Clarity of Purpose includes the operational review, organization review and enhanced governance. In his opinion it represents the strategic direction for our enterprise-wide transformation along 3 distinct fronts. It is important to stress that there is a lot of change going on. More so, in fact, than we currently have capacity for, and this has implications and adds risk. Although we are implementing changes in each of these fronts in parallel, we need to be mindful of existing inter-dependencies that may delay or prevent some change from proceeding if the dependent issues are not adequately addressed. My recent staffing announcements are reflective of that. So, for some background, In the final report of WMC's February 2020 Organizational Review, the proposed structure was predicated on the separation of association and regulatory functions. It also provided for operational independence while supporting PEO's dual role. And it included creating an emboldened Secretariat, a Transformation Office, a Shared Services Group, and the consolidation of the core regulatory functions.

Structure is a key enabler and the key design criteria needed to create an organizational structure that will best enable the transformation to achieve our future state are:

- **CLARITY OF PURPOSE**
- **Create** stable foundation
- **Enhance** governance and internal operations
- **Consolidate** core regulatory operations
- **Centralize** enabling functions
- **Broaden** external liaison function

Clarity of purpose with PEO's regulatory, governance and association functions. I believe we have strong alignment with the first two and soon we will have more clarity on the association activities which will further inform the organizational structure.

Stable foundation to enable future evolution.

Enhanced governance and internal operations (with distinct and appropriate accountabilities, again this will be forthcoming as the governance work unfolds).

Consolidated core regulatory operations, key to PEO's transition to a

modern regulator.

Centralized enabling functions to support organizational improvement and effective service delivery.

Broadened external liaison function.

A high-level view of the organization by key functional areas (Regulatory Operations; Legislation & Policy; Organizational Effectiveness; Governance and Human Resources) was provided. It also reflects the input received from the Design Thinking sessions held with PEO's main stakeholder groups (the Public, Applicants and Licence holders). It provides the needed direction and focus on the staffing side and PEO's new leadership team is beginning to map current state to the future state, while adding capacity and capabilities as required.

The new foundational structure is comprised of the VP Regulatory Operations/Deputy Registrar; VP Legislation & Policy; VP Organizational Effectiveness; VP Governance and Director Human Resources, all reporting to the CEO/Registrar. It closely emulates the original proposal from WMC, with the exception that a Legislation and Policy unit was introduced instead of the Transformation Office. This shift reflects a closer alignment with the governance changes.

CEO/Registrar Zuccon announced that Linda Latham, as VP Regulatory Operations/Deputy Registrar, will lead this unit over a multi-year transformation to consolidate, streamline, and evolve PEO's regulatory functions subsumed under licensing and compliance so that they are technology-enabled, secure, defensible and coordinated.

Dan Abrahams as VP Legislation and Policy will lead this unit to ensure PEO advances strategy, and stays ahead of regulatory policy, while contributing to our modernization through well-defined regulatory frameworks that are supported by strategic policy implementation.

Liz Maier has accepted the interim appointment for the VP Organizational Effectiveness, to ensure the deployment of PEO's enabling functions contribute to the transformation by building a shared services organization that provides reliable end-user functionality.

As VP Governance, Liz will continue to provide liaison functions between Council and the governance roadmap implementation, while concurrently restructuring the Secretariat office.

Lolita Holden continues as PEO's Director Human Resources and provides strategic HR support and direction to the people side of the transformation, including implementing a core EDI function.

Following CEO/Registrar Zuccon's presentation, Past President Sterling noted that the model being implemented has the Human Resources role as Director rather than Vice President although the structure being created is a series of Vice Presidents. She noted that there appears to be some inequity in one of the priorities not being at the same level and asked if there was any operational risk in terms of support for the needs of the organization around equity, diversity and inclusion (EDI) and human resources if that position is not on par with the other leadership positions.

CEO/Registrar Zuccon replied that this reporting matter is being looked at in terms of the current structure. He noted that, at present, the reporting relationship for Director, Human Resources, the senior-most HR employee, is different than what was included in the expert review received from Western Management Consultants (WMC) and which was later confirmed by LM² Collective. It is CEO/Registrar Zuccon's view that for now, during the transitional period, the Director, Human Resources should continue to report directly to him.

The following suggestions/requests were made.

Councillor Notash suggested that an honorarium be offered to a few interested ARC members to assist with the clearing of the ARC file backlog. Staff will follow up on this suggestion including the option of going to the PEO office to do this work.

Councillor Schelske asked for a copy of the organizational table. CEO/Registrar Zuccon advised this can be shared – existing state into new state.

Councillor Broad suggested that the licensure statistics be published on a monthly basis to make it easier to see where the trends are going and communicating these trends by email or in Engineering Dimensions.

Members of Council are to be elected annually in accordance with sections 2 through 26 of Regulation 941 under the *Professional Engineers Act*.

In accordance with the Protocol for Annual Review of Election Procedures, the Central Election and Search Committee (CESC) undertook a review of the procedures for the conduct of the 2021 Council Elections. The Issues Report with recommendations is

12343
2021 CESC ISSUES REPORT

presented to Council.

Past President Sterling reviewed the Issues Report which is provided as an information item. She noted that this report includes a series of recommendations and observations, some being administrative, operational or governance/policy related. The approval of the Issues Report is included as part of the motion presented under agenda item 2.4 CESC 2022 Recommendations.

The Chair invited former President David Brown, Chair of the 2020/2021 Central Election and Search Committee, to make a few comments.

D. Brown stated that under the regulations, CESC has two responsibilities which is to recruit candidates for Council and to deal with complaints regarding the election process but only if it is a matter that the Chief Elections Officer cannot deal with. He noted that over time, the work of the CESC has somehow evolved to submitting to Council an annual report of the committee's recommendations. He stated that, in his opinion, this was not a good use of Council's time since evidence shows that most of the report is operational in nature. If this was not the case, Council would have long since changed the regulations to address issues that are substantive, but this has not happened. In light of Council's newly adopted governance committee framework, he asked that Council consider placing the Issues Report with the Governance and Nominating Committee and, if necessary, bring it back to Council for decisions made through the recommendations in the report for the 2022/23 election cycle and to re-adopt the 2021 election procedures with corresponding date changes as required.

12344
CESC 2022 RECOMMENDATIONS

Members of Council are to be elected annually in accordance with sections 2 through 26 of Regulation 941 under the Professional Engineers Act.

In accordance with the Protocol for Annual Review of Election Procedures, the Central Election and Search Committee (CESC) undertook a review of the procedures for the conduct of the 2020 Council Elections. PEO convention requires that Council approve voting procedures and election publicity procedures, which form part of the voting procedures, for its annual elections. All recommendations approved by the CESC have been incorporated into the Voting and Election Procedures and the 2021 Council Elections Guide, as the case may be, and will be amended, if required, as per Council's decisions at the meeting.

S. 13(1) and 13(2) of Regulation 941 requires Council to appoint a Regional Election and Search Committee (RESC) for each Region

composed of the Chair of each Chapter in the Region and appoint the Junior Regional Councillor in each Region as the Chair of the RESC for that Region.

Past President Sterling spoke to the motion stating that the motion being presented was consistent with past processes. Items b) through h) are operational in nature. She noted that this was a transitional year. She further stated that item 1 in the Issues Report related to complaints from members about a candidate including fundraising requests to their PEO election publicity material and from a risk perspective Council should respond to this complaint before the next election. She also noted that item 8 in the Issues Report is also a risk because it speaks to who is qualified to run as Vice President and this should be clarified. She also recommended that item 2 which states that “some candidates were confused that the peovote.ca site automatically redirected to peo.on.ca site” be referred as an operational item to the CEO/Registrar.

Moved by Past President Sterling, seconded by President-elect Colucci:

That Council, with respect to the 2022 Council election:

- a) With respect to the 2021 Central Elections and Search Committee issues report as presented to the meeting at C-542-2.3, approve recommendations 1 and 8, refer recommendation 2 to the CEO/Registrar and refer recommendations 3-7 and 9 to the Governance and Nominating Committee, and direct staff to amend the proposed voting and publicity procedures in appendices B-E accordingly.**
- b) Stand down the 2020-2021 Central Election and Search Committee with thanks;**
- c) approve the 2022 Voting Procedures, as presented to the meeting at C-542-2.4, Appendix B;**
- d) approve the 2022 Election Publicity Procedures, as presented to the meeting at C-542-2.4, Appendix C;**
- e) approve the 2022 Nomination Form as presented to the meeting at C-542-2.4, Appendix D;**
- f) approve the 2022 Nomination Acceptance Forms for President-Elect, Vice-President, Councillor-at-Large and Regional Councillor as presented to the meeting at C-542-2.4, Appendix E;**
- g) appoint the Regional Election and Search Committees (RESC) for each Region;**
- h) appoint the Junior Regional Councillor in each Region (Ramesh Subramanian, P.Eng., Randy Walker, P.Eng., Christopher Chahine, P.Eng., Susan MacFarlane, P.Eng., Jim Chisholm P.Eng.) as Chair of the RESC for their Region**

Moved by Councillor MacCumber, seconded by Councillor Cushman:

To substitute the following for the original motion:

a) that Council stand down the 2020-2021 Central Elections and Search Committee (CESC) with thanks

b) the council adopt the 2021 election voting and publicity procedures and forms with adjusted dates for the 2022 election cycle

c) that council refer the CESC issues reports and recommendations to Governance and Nominating Committee (GNC) for consideration

d) that council appoint the Regional Election and Search Committees (RESC) for each Region

e) That council appoint Junior Regional Councillors Region (Ramesh Subramanian, P.Eng., Randy Walker, P.Eng., Christopher Chahine, P.Eng., Susan MacFarlane, P.Eng., Jim Chisholm P.Eng.) as Chair of the RESC for their Region.

Council was asked to consider the substituted motion by taking a vote.

CARRIED

Council then voted on the substituted motion.

CARRIED

**12345
ANTI-RACISM AND ANTI-
DISCRIMINATION EXPLORATORY
WORKING GROUP (AREWG) REPORT**

President Bellini advised that the Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG) was launched by Council in 2020 to look at what vulnerabilities or risks PEO was exposed to regarding anti-racism. He advised that an information session was provided to Council following their receipt of the report "Anti-Racism and Anti-Discrimination – A Bridge to PEO's More Successful Future".

President Bellini provided an opportunity for the working group members (Councillors Cushman, Jackson Kouakou, MacCumber and W. Kershaw) to address Council.

President Bellini invited consultant P. DeGuire to discuss the report.

P. DeGuire advised that she had volunteered to be available for the meeting to support the AREWG to enforce the significance of the report and the significance of Council's actions. She commended Council for taking its first step in requesting and adopting the recommendations in the Cayton Report. Her company read the report, saw some of the challenges and built on that report. There can be dire consequences for not conforming to the Human Rights

Code. She stated that racism is not just the colour of one's skin; it includes accent or manner of speech, a person's name, the clothing they wear, diet, beliefs and practices whether it be religion or creed, place of origin, citizenship, culture, etc. It is looking at all these culture elements. Race is a social construct and must be treated that way. It is one of the most severe forms of discrimination that one can face. She commended PEO for taking an inquiry or exploratory view on whether PEO has systemic racism or real racism. When finding ways to address racism, often times the remedies proposed will address nearly all other forms of discrimination. Racism is very obvious; it is a social disease and all over the globe people are starting to take action to address it. You must look at ways to dismantle racism. This has been successful in addressing discrimination against women, gender, etc. and it can be done with racism.

P. DeGuire stated that the report was not a deep dive on what should be done, it is answering Council's question "Do we have that problem and how do we go about dealing with that problem?" PEO is engaged in a transformational path.

Moved by Councillor Cushman, seconded by President-elect Colucci:

That

- a) Council formally accepts and confirms a decision to make public and circulate the Report as presented to the meeting at C-542-2.8, Appendix A;**
- b) Council accepts in principle all of the recommendations contained in the Report; and**
- c) Council continues the Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG) with its current membership and tasks it, with the allocation of appropriate resources, to develop an implementation plan for the recommendations contained in the Report, for Council's consideration at the September 2021 Council meeting.**

Moved by Past President Sterling, seconded by Councillor Broad:

- a) Council formally accepts and confirms a decision to make public and circulate the Report as presented to the meeting at C-542-2.8, Appendix A;**
- b) Council continues the AREWG with its current membership and tasks it, with the allocation of appropriate people and financial resources, and with the voices of those impacted by racism, to develop policy recommendations for Council's consideration at**

the September 2021 Council meeting.

Council was asked to consider this substituted motion by taking a vote.

**CARRIED
Recorded Vote**

For: 11	Against: 9	Abstain: 1
A. Arenja	T. Bruyere	L. Notash
P. Broad	C. Chahine	
M. Chan	C. Chiddle	
J. Chisholm	P. Cushman	
N. Colucci	A. Dryland	
L. Cutler	Q. Jackson Kouakou	
S. MacFarlane	L. MacCumber	
L. Roberge	M. Spink	
S. Schelske	R. Walker	
M. Sterling		
S. Sung		

Moved by President-elect Colucci, seconded by Councillor Arenja:

To reconsider the substituted motion.

2/3 majority of votes cast required to carry

**DEFEATED
Recorded Vote**

For: 12	Against: 8	Abstain: 1
A. Arenja	P. Broad	L. Notash
T. Bruyere	C. Chahine	
C. Chiddle	M. Chan	
N. Colucci	J. Chisholm	
P. Cushman	L. Cutler	
A. Dryland	S. MacFarlane	
Q. Jackson Kouakou	S. Schelske	
L. MacCumber	S. Sung	
L. Roberge		
M. Spink		
M. Sterling		
R. Walker		

Moved by Councillor MacCumber, seconded by Vice President

Spink:

- a) **Council formally accepts and confirms a decision to make public and circulate the Report as presented to the meeting at C-542-2.8, Appendix A;**
- b) **Council continues the Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG) with its current membership and tasks it, with the allocation of appropriate people and financial resources, to develop recommendations for the next steps for Council’s consideration at the September 2021 Council meeting.**

Council was asked to consider the amendment to the substituted motion by taking a vote.

CARRIED

Council then voted on the amended substituted motion.

CARRIED

**12346
PRACTICE GUIDELINE CONDO AUDITS –
APPROVAL FOR PUBLICATION**

Professional Standards Committee (PSC) was instructed by Council to proceed with the development of a *Professional Engineers Conducting Performance Audits and Reserve Fund Studies* guideline as per the following motion:

- 480th Council meeting on July 19, 2012:
That Professional Standards Committee be instructed to proceed with the development of a Guideline for Performance Audits and Reserve Fund Studies for Condominiums in accordance with the Terms of Reference set out in C-480-2.12, Appendix A.

The PSC recommended that Council approve the *Conducting Performance Audits and Reserve Fund Studies* guideline for publication, since it meets the objectives laid out in its approved Terms of Reference.

Councillor MacCumber advised that this is a significant item that affects public interest because of the number of people living in condos who may not be aware of what can happen if there are inadequate reserves in the budget.

Responding to a query Councillor MacCumber advised that the Professional Standards Committee has a way of commenting on guidelines if something is missing or out of date which would then be addressed through staff.

Moved by Councillor MacCumber, seconded by Councillor Cutler:

That Council:

1. Approve the publication of the guideline *Professional Engineers Conducting Performance Audits and Reserve Fund Studies* as presented to the meeting at C-542-2.5, Appendix C;

2. Direct the Registrar to publish the guideline and notify members and the public of its publication through usual PEO communications; and

3. Stand down the PSC subcommittee which prepared the *Professional Engineers Conducting Performance Audits and Reserve Fund Studies* guideline.

CARRIED

**12347
ENGINEERS CANADA DIRECTOR'S
REPORT**

D. Chui advised that on May 3, EC staff participated in the National Urbanism Leads on Indigenous History Month Programming meeting to discuss events for the June's Indigenous History Month. The meeting was also attended by the Canadian Institute of Planners (CIP), the Canadian Society of Landscape Architects (CSLA), the Royal Architectural Institute of Canada (RAIC), the Canadian Urban Institute, and the Urban Land Institute.

On the same day, the Accreditation Improvement Program (AIP) System Advisory Committee participated in their third demo of the new Tandem system for accreditation. The focus of this session was on how institutions would enter faculty-related data relevant to the accreditation process; and how the system can be scaled up to handle an accreditation visit with five or more programs being visited at the same time.

On May 5th, EC staff participated in the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) strategic planning session to discuss the future direction of the organization.

On May 7th, EC staff met with three regulators: they were Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS), Engineers Nova Scotia, and Engineers Yukon to discuss the 30 by 30 scorecard and the regulator-specific discovery report that was developed as part of the gender-based analysis (GBA+) of national engineering licensure assistance and employer awareness programs. They also met with Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists (NAPEG) on May 13 on this subject.

During May 27 to May 29, Engineers Canada hosted its spring meetings, which included the Presidents' Group meeting, the CEO

Group meeting; the Regulator Presentations session, the Board meeting, the annual meeting of Members (AMM) and the Induction Ceremony. The Board, held its last meeting of the term, discussed and made a number of decisions, including to adopt the recommendations from the governance effectiveness survey and to approve several Board policy revisions. The Board also, and the new President-elect, Kathy Baig from Quebec, was acclaimed. At the AMM meeting, eight new directors including our PEO Arjan Arenja and Marisa Sterling were approved. Following that, at the virtual Induction Ceremony, I officially took the President's Oath of Office to become the 80th Engineers Canada President. In the past 20 years, Engineers Canada presidents from Ontario include: Annette Bergeron, Chris Roney, Catherine Karakatsanis, Ken McMartin, and Gordon Sterling.

On Wednesday June 2nd, Engineers Canada hosted the first of the four sessions of 30 by 30 virtual conference with 390 registrants. The sessions are scheduled on four Wednesdays in June (June 2, 9, 16, and 23) in 1-hour to 3.5-hour sections. Each session provided a different theme and focus. For June 2, the theme was "Culture change is necessary: "Addressing the culture of exclusion to advance gender equity". Nine high profile women from across the country were speakers, including our very own Jean Boudreau and Jeanette Southwood. On June 9 the second session, there were over 300 registrants and the session focused on "collecting data on diversity demographics" and five moderators from British Columbia, Alberta, Ontario, and Newfoundland participated. On June 16 the third session, there were over 400 registrants. The session focused on "Integrating diversity, equity, and inclusion into engineering practice and education". Five high profile individuals from across the country served as moderators. Due to a time conflict, D. Chui could not attend the 30 by 30 meeting but provided a pre-recorded welcome message to the conference.

On June 14 and 15, Engineers Canada held its first virtual meeting of the new board, conducted an EDI training for all directors, and led a new strategic workshop. On the Monday morning, the board confirmed the appointment of committee members. The Governance Committee and the Finance, Audit and Risk (FAR) Committee each held its first meeting to select its chair and conduct their business: Mike Wrinch from BC was elected as Chair of the Governance Committee and Nancy Hill, PEO past-president, as Chair of the FAR committee. In the afternoon, the full Board assembled again for a teambuilding session and EDI training which focused on "Unconscious Bias to Inclusive Leadership."

On the second day, the Engineers Canada Board met to review the plans for the implementation of the approved 2022-2024 strategic priorities. Directors provided valuable feedback to staff, which will

be considered as final planning of this year for the new work to begin in 2022. On Wednesday June 16, EC staff met virtually with Harry Burton, Policy Advisor for the Office of the Minister for Women and Gender Equality and Rural Economic Development regarding our EDI (equity, diversity and inclusion) initiatives.

President Bellini passed the gavel to President-elect Colucci.

President Bellini advised that he was Vice-Chair of the 30 x 30 Task Force. PEO signed on to the 30 x 30 initiative about three years ago and struck a task force. One of the main things identified by the task force was that because PEO is a regulator, the task force should focus its efforts on the regulatory aspects of the 30 x 30 program as opposed to the full pathway to licensure. A gender audit of the processes within PEO was identified as being helpful but the budget of the task force was very small so it was not acted on; however, Toronto's Rothman School has approached PEO to conduct the study at no cost to PEO. They will be sharing the data with PEO and will be using the results in their research work as well. This item has gone through legal regarding privacy issues, etc.

Moved by President Bellini, seconded by Vice-President Spink.

That Council approves a gender audit of PEO's licensure process conducted by University of Toronto's Rotman School of Management.

CARRIED

President-elect Colucci returned the gavel to President Bellini.

Moved by President-elect Colucci, seconded by Councillor Arenja:

That the consent agenda be approved, consisting of:

- 3.1 Minutes – 540th Council meeting – April 30, 2021 and 541st Council meeting – May 20, 2021**
- 3.2 Human Resources and Compensation Committee – Appointment of Additional Councillor to HRCC**
- 3.3 Consulting Engineer Designation Applications**
- 3.4 Reconsideration of Consulting Engineer Redesignation Applications**
- 3.5 Changes to the 2021 Committee and Task Forces Membership Roster**
- 3.6 Appointment to the Complaints Committee**
- 3.7 Appointment of the Additional Members of the 2021-2022 Central Election and Search Committee**

CARRIED

1 abstain

12348

**30 by 30 TASK FORCE RESEARCH –
GENDER AUDIT STUDY**

12349

CONSENT AGENDA

**12350
MINUTES – 540 and 541 COUNCIL
MEETINGS**

That the minutes of the 540th meeting of Council, held April 30, 2021 and 541st meeting of Council, held May 20, 2021, as presented to the meeting at C-542-3.1, Appendix A and B, accurately reflect the business transacted at that meeting.

CARRIED

**12351
HUMAN RESOURCES COMPENSATION
COMMITTEE**

That Past-President Marisa Sterling, P.Eng., be appointed to serve as a member of the Human Resources and Compensation Committee until the 2022 Annual General Meeting.

CARRIED

**12352
CONSULTING ENGINEER DESIGNATION
APPLICATIONS**

1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in, C-542-3.3, Appendix A, Section 1.

2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-542-3.3, Appendix A, Section 2.

3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as set out in C-542-3.3, Appendix A, Section 3.

CARRIED

**12353
RECONSIDERATION OF CONSULTING
ENGINEER REDESIGNATION
APPLICATION**

That Council confirm its refusal to grant the redesignation as a Consulting Engineer to the applicant as set out in C-542-3.4, Appendix A.

CARRIED

**12354
CHANGES TO THE 2021 COMMITTEE
AND TASK FORCES MEMBERSHIP
ROSTER**

That Council approve changes to the 2021 PEO Committees and Task Forces Membership Roster to the meeting at C-542-3.5, Appendix A.

CARRIED

**12355
APPOINTMENT TO THE COMPLAINTS
COMMITTEE**

That Marianne Lee, P.Eng. be appointed as a member of the Complaints Committee pursuant to s.23(1) 2 of the *Professional Engineers Act*.

CARRIED

**12356
APPOINTMENT OF THE ADDITIONAL
MEMBERS OF THE 2021-2022 CENTRAL
ELECTION AND SEARCH COMMITTEE**

That:

a) Leila Azimian, P.Eng., and Oliver Xiao, P.Eng. be appointed as the additional members to the 2021-2022 Central Election and Search Committee;

b) that the 2020-2021 Central Election and Search Committee be stood down with thanks at the close of this Council meeting;

c) and that the 2021-2022 Central Election and Search Committee be constituted at the close of this Council meeting.

CARRIED

Moved by Vice President Spink, seconded by Councillor Subramanian:

That Council move in-camera.

CARRIED

There being no further business, the meeting concluded.

These minutes consist of nineteen pages and minutes 12339 to 12356 inclusive.

C. Bellini, P.Eng., FEC, Chair

R. Martin, Manager, Secretariat