

December 2, 2021

The Honourable Doug Downey
Attorney General of Ontario
Ministry of the Attorney General
Via email to: doug.downey@pc.ola.org, attorneygeneral@ontario.ca

Re: Anti-Racism and Anti-Discrimination Exploratory Working Group – Phase 3

Dear Minister Downey,

I write in my capacity as PEO's President and Chair. You will recall from previous correspondence that PEO's Council has formed an Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG), to develop recommendations on how best to address issues of racism and discrimination, including systemic discrimination, in all aspects of PEO's work as a regulator, an organization and an employer. I am pleased to inform you that, at its meeting on November 19, 2021, Council agreed to extend and expand the mandate of the AREWG, which was previously charged with scoping the extent of the work that needed to be done, first at a high level (Phase 1) and then with somewhat more detail (Phase 2). The AREWG is now instructed by Council to move into the next phase, Phase 3, of its work, and to complete that phase by spring 2022. Among numerous things to be considered as the basis for further action are:

- Development of a policy code to address systemic racism and related equity issues, in a manner consistent with Ontario's public policy direction and applicable human rights laws
- Further consultations with a fair cross-section of relevant stakeholders who are affected or potentially affected by these issues
- Recommendations on how Council should develop, review and approve its strategic directions, as seen through the lens associated with the AREWG mandate
- Public reporting requirements regarding PEO's commitment and progress applicable to the AREWG mandate
- Accountability mechanisms to help Council assure itself of regulatory effectiveness on dealing with anti-racism, anti-discrimination issues
- Periodic reassessments to ensure that recommendations and decisions are tracked and updated

Needless to say, the work that PEO's AREWG is doing is vitally important and a key strategic direction in the context of our goal of becoming a more modern, more effective and more responsive regulator. We will continue to keep you posted on our progress as we move forward with this initiative. Please do not hesitate to let us know, in the meantime, if you have any questions or specific concerns for us to address.

Sincerely,



Christian Bellini, P.Eng., FEC
President and Chair

cc. Johnny Zuccon, CEO/Registrar
PEO Council