

# MINUTES OF THE 101ST ANNUAL BUSINESS MEETING

**SATURDAY, APRIL 29, 2023**  
**PRESIDENT AND CHAIR: NICK COLUCCI, P.ENG., FEC**

*These minutes are prepared to align with PEO's By-Law No. 1, Section 15(7): "The record of all Council and committee meetings shall include only enough detail to summarize discussions and record motions and decisions made as a result of those discussions."*

The 101st Annual General Meeting (AGM) of Professional Engineers Ontario (PEO) was held via videoconference on Saturday, April 29, 2023.

President Colucci called the meeting to order and welcomed PEO licence holders with a special welcome to the over 4500 new licensees joining PEO over the past year; engineering interns, students and employers; stakeholders; members of the public; colleagues in the engineering community; PEO staff; distinguished guests; and friends.

President Colucci stated that PEO recognizes its work takes place on traditional Indigenous territories across the province, acknowledging that there are 46 treaties and other agreements that cover the territory now called Ontario. He further stated that we are thankful to be able to work and live in these territories; and we are thankful to the First Nations, Metis and Inuit people who have cared for these territories since time immemorial and who continue to contribute to the strength of Ontario and to all communities across the province.

President Colucci then welcomed Ontario's attorney general, The Honourable Doug Downey, via pre-recorded greetings.

In his message, Downey expressed his gratitude to all those attending the AGM online and discussed the important work of Ontario engineers in building the province and its economy. He stated that the priority of the Ministry of the Attorney General (MAG) is using new and existing technology to provide access to justice and breaking down longstanding barriers in the system. He noted that engineers are responsible for making transformations as they are often relied on for innovation on the frontlines across various sectors. He stated that the province of Ontario relies on the expertise, experience and partnership of engineers to continue to build Ontario, emphasizing the importance of PEO's role as a regulatory body for engineers in the province. He stated that MAG can best support PEO with maintaining the highest standards for knowledge and skills in the profession.

Downey thanked President Colucci for his tenure and congratulated incoming president Roydon Fraser, PhD, P.Eng., FEC, and the new Council. He also welcomed Jennifer Quaglietta, MBA, P.Eng., ICD.D, as she assumed her new role as PEO's CEO/registrar. Downey informed that recent changes were made to the regulations under the *Professional Engineers Act*. The changes include clarifying the use of seal requirements to address risks of public harm and lack of compliance, and mandatory continuing education and professional development for all licence holders. Downey noted that he is pleased with the initial results after the implementation of the Practice Evaluation and Knowledge (PEAK) program, as these changes improve the profession while enhancing public trust in engineering. He further stated that in response to the concerns of the public regarding time and process, the government put forward the *Working for Workers Act*, which eliminates the requirement for Canadian experience and establishes time limits for licence application processing. He further stated that these changes help strengthen the industry and addresses barriers. Downey applauded the Council-approved Anti-Racism and Equity Code and commented that it is a significant achievement, and he is looking forward to seeing how the code is integrated into daily work at PEO. He further acknowledged the important steps PEO has taken to integrate government policies through focusing on strategic priorities. Lastly, he ensured continued MAG support to PEO in building the economy and Ontario.

On behalf of PEO and Council, President Colucci thanked Downey for joining PEO's AGM. He then welcomed special guests from Engineers Canada and its constituent associations as well as invited organizations in Ontario's engineering community and allied professions.

## INTRODUCTION OF COUNCIL

President Colucci introduced the members of the 2022–2023 PEO Council:

President Nick Colucci; President-elect Roydon Fraser; Past President Christian Bellini, P.Eng., FEC; Elected Vice President Greg Wowchuk, P.Eng., Appointed Vice President and Lieutenant Governor-in-Council Appointee Lorne Cutler, MBA, P.Eng.; Councillors-at-Large Vaj Banday, P.Eng., MSEE, MSCE, PE (Michigan), FEC, Chantal Chiddle, P.Eng., FEC, and Leila Notash, PhD, P.Eng., FEC; Eastern Region Councillors Randy Walker, P.Eng., FEC, and Tim Kirkby, P.Eng., FEC; East Central Region Councillors Christopher Chahine, P.Eng., and David Kiguel P.Eng., FEC; Northern Region Councillors Luc Roberge, P.Eng., FEC, and Dana Montgomery P.Eng.; Western Region Councillors Susan MacFarlane, MSc, PhD, P.Eng., and Vicki Hilborn, P.Eng.; West Central Region Councillors Jim Chisholm, MEng, P.Eng., FEC, and Pappur Shankar P.Eng., FEC; Lieutenant Governor-in-Council Appointees Arjan Arenja, MBA, P.Eng., Robert Brunet, MEng, P.Eng. (who served until January 2023), Andy Dryland, C.E.T., Paul Mandel, MBA, CPA, CA, CBV, CFF, George Nikolov, P.Eng., Scott Schelske, P.Eng., FEC, Sherlock Sung and Uditha Senaratne, P.Eng.

President Colucci thanked Council for all their hard work and service.

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## AGM MINUTES

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President Colucci also introduced PEO staff: Jennifer Quaglietta, CEO/registrar; Meg Feres, supervisor, Council operations; Chetan Mehta, director, finance; and Parliamentarian Lori Lukinuk.

### IN MEMORIAM

President Colucci asked that all those present observe a moment of silence in remembrance of those PEO licence holders who passed away in 2022.

### ORDER OF BUSINESS

President Colucci reviewed the order of business and housekeeping items. A test of the voting system was conducted.

### ADOPTION OF MINUTES

President Colucci referred licence holders to the minutes of the 2022 AGM. It was moved by Past President Christian Bellini and seconded by Councillor Chantal Chiddle that the minutes of the 2022 AGM, as published in the November/December 2022 issue of *Engineering Dimensions* and as distributed at the meeting, be adopted as presented.

**Motion carried**

### FINANCIAL REPORT

President Colucci invited Councillor Lorne Cutler, chair of the 2022–2023 Audit and Finance Committee, to provide a report on PEO's audited financial statements.

Cutler reviewed the financial information, noting that the 2022 audited financial statements were approved by Council at the April 2023 meeting. He stated that these statements are on the PEO AGM webpage and would be published in the May/June issue of *Engineering Dimensions*.

Cutler presented a graph showing a five-year trend of revenues, expenses and net income. He noted that in 2018, PEO had a modest surplus of \$123,000 due to aggressive cost-cutting measures. In 2019, there was a \$2.9 million surplus as the new fee schedule came into effect. In 2020, there was a surplus of \$7.9 million due to the 2019 fee increase; COVID-19 pandemic restrictions, which led to most in-person events and meetings being moved online; and a drop in expenditures, as several 2020 initiatives were deferred to 2021. In 2021, there was a \$6.5 million surplus, with Cutler noting that, although most COVID restrictions remained in place throughout 2021 and resulted in most activities remaining online, membership was not as negatively impacted by the pandemic as expected, leading to a slightly lower surplus of \$6.5 million in comparison to the surplus of \$7.9 million in 2020.

In 2022, with the relaxation of most COVID-related restrictions, staff and volunteers were able to commence work on various initiatives and projects that had been either delayed or deferred during the pandemic. Due to this, there was an increase in expenses resulting in a lower surplus of \$2.1 million in comparison to a surplus of \$6.5 million in 2021.

A slide was presented showing the key financial highlights as of December 31, 2022:

- Revenues of \$32.7 million (vs \$32.5 million in 2021);
- Expenses of \$30.6 million (vs \$26 million in 2021);
- A surplus or net excess of revenues over expenses of \$2.1 million (vs \$6.5 million in 2021);
- \$34.7 million in cash and marketable securities (vs \$31.2 million in 2021); and
- The lowest P.Eng. fees in Canada.

Cutler stated that PEO's finances are healthy and are expected to remain so for the foreseeable future.

There were no questions brought up at this time.

### APPOINTMENT OF AUDITORS

It was moved by Lorne Cutler and seconded by Randy Walker that the firm of Deloitte LLP, chartered accountants, be appointed as PEO's auditors for the association for the 2023 fiscal year or until their successor is appointed.

**Motion carried**

### CEO/REGISTRAR'S REPORT

CEO/Registrar Quaglietta extended a warm welcome to everyone and noted that this marks her first AGM at PEO. She opened her speech by acknowledging the work of her predecessor, Johnny Zuccon, P.Eng., FEC, and his leadership on countless PEO initiatives, including many activities of the past year. She stated that Zuccon had a remarkable career at PEO, culminating in a four-year term as CEO/registrar as he undertook ambitious transformation at the 100-year-old regulator. These included an external expert review of PEO's performance as the provincial engineering regulator, and adopting the high-level action plan, activity filter and two-year governance renewal process.

Quaglietta stated that last year PEO reached a major milestone when it celebrated its 100th anniversary of protecting and serving the public interest. To commemorate the event, a 16-page spread was published in *Engineering Dimensions* highlighting historical milestones and achievements of the evolution of PEO that reflects how Canadian society has changed over the past years. Quaglietta further added that the centennial was one of the first opportunities to host an in-person celebration in over two years. The event took place on May 13, 2022, and included a networking reception and dinner with 130 guests in attendance, including past and current Council members, chapter chairs and representatives of other regulatory and advocacy bodies. Speeches featured a keynote address from former CBC journalist and anchor Peter Mansbridge, followed by speeches by then-CEO/Registrar Johnny Zuccon and President Nick Colucci.

Quaglietta provided an update on the Council-approved 2023–2025 Strategic Plan. In June 2022, Council approved a bold and transformative strategic plan that was launched this year and will extend to 2025. She stated that she would like to call this plan the North Star—a guide to help PEO continue to modernize as an effective regulator. She further added that the transformation process is an ongoing, organic and evolving process, and the plan itself builds on the previous plan as it was designed to help address the recommendations stemming from the 2019 external review. Quaglietta provided the following updates on the strategic plan:

### **Mandatory CPD Becomes Reality**

Quaglietta mentioned that an important recommendation from the 2019 external review was to establish mandatory continuing professional development (CPD) that is proportionate, outcome focused and achievable by licensed engineers. Moreover, it is PEO's responsibility to demonstrate to stakeholders that licence holders maintain and build on their skillset. In 2017, PEO introduced PEAK as a voluntary CPD program, and by 2021 Council agreed to move forward in converting the PEAK pilot to a mandatory CPD program. This was the first step towards introducing a change to section 51.2 of Regulation 941 under the *Professional Engineers Act* (PEA), which was approved by the provincial cabinet last April. With that amendment, PEO joins all other provincial engineering regulators in having a mandatory CPD program that aligns with the commitment to protect the public interest.

Quaglietta added that the first two months of 2023 saw almost three quarters of licence holders begin the first two required PEAK elements, which is indicative of great success. Furthermore, last spring, a public survey was solicited and over 8800 responses were received. Over three quarters of the participants were supportive of a custom approach to PEAK, while two thirds of the respondents were in favour of the inclusion of non-verifiable activities. Based on the feedback received, both ideas were incorporated as key features of the new program.

### **Licensing Changes Mandated Under FARPACTA**

Quaglietta noted that PEO, like many other regulators in Ontario, is accountable to the Office of the Fairness Commissioner, which administers the *Fair Access to Regulated Professions and Compulsory Trades Act* (FARPACTA). With the introduction of new FARPACTA requirements that come into effect on July 1, 2023, PEO will be required to make a licensing decision within six months for 90 per cent of internationally trained applicants and acknowledge receipt of all applications within 10 days. Finally, the most notable change under the current model will be the removal of the Canadian experience requirement, effective December 2, 2023.

Quaglietta further stated that with the oversight of Council, the Regulatory Policy and Legislation Committee (RPLC) throughout last year worked to develop a streamlined FARPACTA-compliant licensing process that emulates PEO's existing standards and allows PEO to more quickly assess candidates' suitability to practise in Ontario while maintaining the educational component for our licensing requirements. PEO will continuously and actively explore viable solutions to help recent graduates navigate their experience requirements for licensure as the new model will meet a key pillar of the 2023–2025 Strategic Plan, which aims to improve the licensing process without compromising public safety.

### **Improving PEO's Digital Capabilities and Performance**

Quaglietta noted that PEO continues its journey to modernize its processes and highlighted two important updates focused on digital transformation. The first is the newly introduced online P.Eng. application system, which will be active and accessible by July 2023. This will allow applicants to submit their application electronically by uploading all their documentation instead of submitting it via email. The second digital transformation by PEO was its Information Discovery and Digitization Capability Project, initiated in 2021 to digitize 24,000 active paper P.Eng. licence files to allow PEO's staff more efficient access to application documents. This large undertaking is nearing completion.

### **New and Updated Guidelines**

Quaglietta mentioned that the PEA gives Council the authority to establish, develop and maintain standards of practice for professional engineers. As a result, PEO is constantly revising and reviewing its practice standards and guidelines, and in 2022 PEO staff worked diligently to develop and revise the following four guidelines:

- 1) A new guideline to support engineers providing services for the demolition of buildings and other structures;
- 2) Another new guideline about pre-start health and safety, which brings an undertaking to the level of diligence methods and reporting acceptable to PEO for this type of work;
- 3) The revised guideline concerning the use of the engineer's seal, which reflects changes to the regulation amendments that took effect last July; and
- 4) Another revised guideline related to temporary works for construction projects, which brings attention to the basic requirements, procedures and duties necessary to achieve proper design and installation or construction of such projects.

### **Equity, Diversity and Inclusion at PEO**

Quaglietta stated that she is delighted to be supporting the work stemming from the 30 by 30 Task Force, which began in 2018 in alignment with Engineers Canada's goal of ensuring that 30 per cent of newly licensed engineers are women by the year 2030. However, she indicated that the percentage of women applying for PEO licensure is still significantly lower than men, noting that in 2021 approximately 21 per cent of licence recipients were women. Quaglietta noted that PEO is committed to ensuring PEO's licensed engineers reflect Ontario's population and society and that Council has made a 10-year commitment to track and measure the progress of women applying for successful licensure.

Quaglietta noted that there is an ongoing independent gender audit of PEO's existing licensing process with participation from experts from the University of Toronto's Rotman School of Management. The review of the 100,000 applications for licensure revealed that women are as successful as men at completing the academic component of PEO's licensing requirement, but women are not necessarily completing the experience component at the same rate as men. She emphasized the research is still in its preliminary stages; therefore, it is too early to draw any final conclusions. Staff will continue to monitor the new licensing application model so it adequately reflects the society PEO aims to serve.

### **PRESIDENT COLUCCI'S OUTGOING REPORT**

President Colucci began by sharing his thoughts on the business conducted by Council over the 2022–2023 term. He reflected on the progress PEO has made over the past year and remarked on the events that celebrated 100

years regulating the engineering profession in Ontario. He stated that the anniversary served as both a recommitment to our public-protection mandate as a modern regulator and a reminder of the great privilege we have in self-regulation. President Colucci acknowledged his privilege to have served as PEO's 103rd president over the milestone year. He further acknowledged that it is paramount that the trust of Ontarians is maintained through accountable, fair, equitable and transparent regulatory processes, all developed through a public-interest lens. To this end, in the past year Council had made key decisions in support of this trust, both to the public and the engineers PEO regulates.

### **2023–2025 Strategic Planning**

President Colucci stated that a two-day strategic planning workshop held in May 2022 laid the groundwork for PEO's strategic plan for 2023–2025. The workshop was informed by the feedback gathered by stakeholder consultations, a licence holder survey, a public focus group, an internal capacity analysis and a regulatory environmental scan. These were conducted to identify the capacity, gaps and opportunities that were considered in the strategic planning process. President Colucci announced that at the workshop, PEO's new mission statement was developed: "To regulate the practice of professional engineering in Ontario to safeguard life, health, property, economic interests, the public welfare and the environment." The new goals include:

- Improving PEO's licensing process, without compromising public safety;
- Optimizing organizational performance;
- Implementing a continuous governance improvement program; and
- Refreshing PEO's vision to ensure all stakeholders see relevance and value in PEO.

President Colucci also noted that these goals were formally adopted by Council at its June meeting.

### **Data Protection Policy**

President Colucci noted that in September, PEO adopted a new data-protection policy to ensure the data privacy of licence holders and other stakeholders is maintained and strengthened.

### **Update on Licensure Improvement Goals**

President Colucci stated that in November Council made important decisions supporting PEO's licensure improvement goals by recognizing that a bachelor's degree in an engineering program in Engineers Canada's International Institutions and Degrees Database, subject to completing a confirmatory examination program, is equivalent to a bachelor's degree in a Canadian engineering program that is accredited to Council's satisfaction.

Secondly, Council also approved the use of a competency-based assessment model to confirm that a licence applicant has sufficient experience to practise engineering. Furthermore, in March, Council directed staff to begin work with MAG on amending Regulation 941 to remove the Canadian experience requirement for licensure. Further studies will be initiated to explore and address any unintended consequences of this change. President Colucci stated that the changes, combined with a shift to "front-end" academic and experience requirements for licensure, will also help PEO comply with amendments to FARPACTA.

### **Governance Roadmap**

President Colucci informed that in the February Council meeting, as part of the Phase 4 risk assessment process of the Governance Roadmap, several committees and subcommittees that were neither governance nor regulatory were stood down. They included the:

- Advisory Committee on Volunteers;
- Education Committee and Education Conference Planning Subcommittee;
- Equity and Diversity Committee;
- External Honours Subcommittee;
- Gala Advisory Committee;
- PEO-OAA Joint Liaison Committee;
- PEO-OSPE Joint Relations Committee; and
- Volunteer Leadership Conference Planning Committee.

On behalf of Council, President Colucci thanked the committee members for their volunteer service and contributions to the profession. He also informed that a certificate of appreciation was sent to the volunteers with a note of personal thanks from the president for their dedicated service.

In addition, President Colucci informed that in the Governance Roadmap risk assessment process, decisions were made around chapters' activities in the "neither" category, including approving to support activities such as AGMs, technical seminars, networking events and scholarships. Council also approved supporting, with modifications, chapter activities such as licensure certificate presentations, education outreach, the Licensure Assistance Program, GLP activities and support of community organizations. President Colucci concluded his update on the topic by adding that Council also approved the Governance Manual, which integrates charters, protocols and other directions approved by Council as part of the Governance Roadmap.

### **PEAK Update**

President Colucci noted the implementation of PEO's mandatory CPD program, PEAK, which came into effect on January 1, 2023. The program protects the public by helping to ensure licence holders practise competently and ethically. He informed that annual compliance audits and non-compliance sanctions will be introduced in 2024.

### **CEO/Registrar Update**

President Colucci stated that in December, Council appointed a new CEO/registrar, Jennifer Quaglietta, who took charge in January 2023. She has worked in leadership positions in the public and private sectors, including at the Healthcare Insurance Reciprocal of Canada, North York General Hospital and Ministry of Health and Long-term Care, among others.

President Colucci extended thanks to Quaglietta and acknowledged past CEO/Registrar Johnny Zuccon's contribution to the executive leadership team and

the entire PEO staff. President Colucci noted that Zuccon led PEO during its most ambitious change project in its 100-year history. He further mentioned that beginning with the 2019 external regulatory performance review, Zuccon guided PEO through its transformation to become a modern regulator. The president acknowledged that Zuccon led PEO to:

- Build and roll out a mandatory CPD program;
- Begin the process of simplifying and streamlining PEO's licensing system;
- Overhaul PEO's organizational structure so the objectives are met within capacity; and
- Improve the ability to regulate using "right-touch" regulation principles and adopt an outward-looking approach to guide decisions that impact PEO's public-interest mandate.

President Colucci thanked Zuccon on behalf of Council for his years of valuable and enthusiastic commitment to PEO. He concluded his outgoing president's update by thanking everyone who placed their trust in him to lead Council this year and to the outgoing Council for their hard work over the term. He welcomed and wished incoming President Roydon Fraser all the best during his term as he leads Council into the second century; and he noted he is looking forward to working with Council to help usher in a new phase in PEO's history.

#### QUESTIONS TO COUNCIL

Licence holders were invited to submit written questions. President Colucci, the CEO/registrar or the director of finance responded to several questions related to topics such as PEAK/mandatory CPD, the impact of FARPACTA and the new licensing application process, EDI and the 30 by 30 initiative, and staffing and chapter costs. It was noted that the responses to these questions and others not addressed during this meeting due to time constraints will be posted on the AGM page of PEO's website.

President Colucci recalled the meeting to order following a short break.

#### LICENCE HOLDER SUBMISSIONS

President Colucci stated that each year, in accordance with section 17 of By-Law No. 1, submissions from licence holders are welcomed as a way for them to express their views on matters relating to PEO affairs. He advised that submissions were due at end of day on Wednesday, April 20, and a guidance document to assist licence holders in making submissions was posted on PEO's website.

President Colucci advised that one submission was received, and the complete submission was made available on PEO's website.

#### SUBMISSION #1—COVID-19 Misinformation in PEO Council Agenda

A pre-recorded message from the mover, James Andrew Smith P.Eng., was played. He stated that in the agenda for the March 2023 PEO Council meeting, Gregory Wowchuk included a link to a presentation document containing factual errors and conspiracy theories about vaccinations and COVID-19. Perhaps Wowchuk was unaware of investigations by the College of Physicians and Surgeons of Ontario related to members of the Canadian Covid Care Alliance and associated organizations. It was noted that the submission aims to bring these possible oversights to the attention of both Wowchuk and Council so that rectifying actions can be taken and to, hopefully, ensure that similar oversights do not happen in the future.

President Colucci commented that the motion in question was removed from the agenda, as staff was already working on updating the policy regarding entry to the workplace. He further noted that training resources are available to councillors, and successful completion is documented for the record.

The president called for a vote on the motion.

Moved by James Andrew Smith, P.Eng., and seconded by David Elfstrom, P.Eng. Be it resolved that,

1. The Council motion in question be formally retracted;
2. Council release a formal statement rejecting the inclusion of misinformation in its business;
3. Councillors be required to engage with governance education and/or obtain governance designations prior to participating in Council business; and
4. Future potential councillors receive communication prior to elections regarding desired qualifications and required duties and in the lead up to elections members should be notified in writing of candidate status with PEO (e.g. practising status, disciplinary history, etc.) and any potential conflict of interest.

**Motion carried**

#### PRESENTATION TO OUTGOING COUNCILLORS

President Colucci congratulated retiring licence holders of the 2022–2023 Council, who had worked diligently to move the profession forward. President Colucci expressed his personal appreciation to all for their collaboration, support and encouragement throughout the 2022–2023 year. He stated that it has been a pleasure serving as president and chair.

President Colucci advised that the outgoing councillors had received a certificate of appreciation in recognition of their service to the profession. He thanked and recognized the following outgoing members of Council: Christian Bellini, past president; Chantal Chiddle, councillor-a-large; Jim Chisholm, West Central Region councillor; Randy Walker, Eastern Region councillor; and Robert Brunet, lieutenant-governor-in-council appointee.

#### INSTALLATION OF NEW PRESIDENT

Past President Colucci administered the oath of office to Roydon Fraser as the 104th president for the 2023–2024 term and presented him with the chain of office.

### **PRESENTATION TO PAST PRESIDENT COLUCCI**

President Fraser mentioned that at the March Council meeting a special presentation was made to Past President Colucci to acknowledge his just-completed term of office as PEO president. On behalf of Council, he thanked Past President Colucci and expressed sincere appreciation for all his work and efforts to both PEO and the profession and presented him with tokens of appreciation, including an amethyst inukshuk, a framed copper embossed art card, a certificate of appreciation, a past president's lapel pin and PEO's outgoing President's Award. Furthermore, a Lifetime PEO Membership Certificate will also be presented to the former president today.

### **CLOSING REMARKS BY PRESIDENT ROYDON FRASER**

President Fraser provided the following remarks:

Reflecting on the past, President Fraser provided a brief description of how engineering rose to prominence because of the early Industrial Revolution being directly correlated with increases in economic activity and corresponding increases in standard of living, through the manipulations of energy and materials. In contrast, the modern Industrial Revolutions are less about energy and materials and more about information and its use. He stated that the shift to the importance of information started with computers in the Second Industrial Revolution, expanded to IT systems in the Third, culminating today with the Fourth Industrial Revolution being almost entirely about information.

In his remarks, President Fraser cautioned that the Industrial Revolutions were not solely beneficial; they also brought with them major concerns such as unprecedented environmental degradation, enablement of colonization and at times massive unemployment. He noted that one of the major concerns with the coming of artificial intelligence (AI) is how many tasks currently performed by humans will be made obsolete with the potential for massive unemployment due once again to an Industrial Revolution. These concerns are certainly challenging, as the regulated engineering profession has a major role to play with its mandate to protect the public interest. President Fraser stated that it is his contention that engineering regulators must be more proactive, more vigilantly outward focussed, with more market visibility, if they are to meet these challenges to the best of our ability and to the maximum benefit of society. He remarked that in reviewing the past and the Industrial Revolutions there are learnings to understand where regulatory bodies find themselves today in terms of current practices and relevance, and where the future may lead.

President Fraser commented on the present situation in Canada, stating that one finds governments taking a bigger interest in the regulated professions, generally because they are seen as imposing barriers to economic

activity, insufficiently addressing public safety concerns (or as restricting the supply of needed qualified personnel). He added that the FARPACTA legislation that applies to all regulated professions is a prime example of the government taking an active interest in addressing economic activity and fairness barriers by addressing the time barrier to licensure, requiring that 90 per cent of licensing decisions be made within six months of application for a P.Eng. licence.

President Fraser provided two recent legislative examples from other areas of Canada to outline the broader picture of what the future may hold for PEO and self-regulation. He encouraged everyone to ponder if government intervention in the self-regulation of engineering is the best path forward to protect public interest and to think about what PEO will need to be prepared for the future. He noted that to answer these questions, it is important to consider two sets of statistics and two government-related impacts on the profession from just this past year.

President Fraser stated that 92 per cent of current PEO applicants are confined to just eight traditional and closely related engineering disciplines, while a mere 8 per cent belong to the 22 other engineering disciplines recognized by PEO. He continued that only about one quarter of engineering graduates in Canada seek licensure, with Ontario's rate being significantly below the national average. He noted that the work of PEO's future vision will be to answer questions from the perspective of all relevant stakeholders; and that this work is about listening, understanding and providing a deliverable, a vision statement, that guides PEO into the future.

President Fraser moved on to explore the impact of PEO's mandatory PEAK program, which launched on January 1, 2023. He commented that if PEO did not implement mandatory CPD, it would likely be imposed by the government with PEO having little to no say in its structure, accompanied by the fear of unintended consequences.

He offered his observations on the mandatory PEAK program and the changes proposed to PEO's licensing process as imposed by the government.

In his closing remarks, President Fraser shared his personal vision of the future for PEO. He invited PEO to add "profession strengthening" to its current core functions of regulation and governance, which he states is well supported by the additional objects in the PEA. He added that a core function of profession strengthening would mean PEO Council would be encouraged to work with the Ontario Society of Professional Engineers (OSPE). He stated that PEO and OSPE should see value in stronger whistle-blower protection for professional engineers or see advantages to coordinating on the challenges of globalization and the licensing of entrepreneurs. He summed

up his remarks by acknowledging that there are certainly challenges facing the engineering profession, but engineers are also creative problem solvers. He reminded everyone that “Truth, Trust and Transparency” were the themes of Peter Mansbridge’s keynote address at PEO 100th anniversary celebration and that these words should not be forgotten while envisioning the future.

President Fraser noted that he is looking forward to a productive year working with fellow councillors and staff while interacting and working directly with PEO members and other stakeholders. In concluding his remarks, he said that he is honoured to be the 104th president of PEO and that he is grateful for this opportunity to guide the engineering profession into the future as we develop an aspirational, robust and realistic future vision for PEO that seeks relevance and value for the P.Eng. designation.

#### **INTRODUCTION OF INCOMING MEMBERS OF COUNCIL**

President Fraser introduced the 2023–2024 members of Council:

President Roydon Fraser; Past President Nick Colucci President-elect Gregory Wowchuk, P.Eng.; Vice President Christopher Chahine P.Eng.; Councillors-at-Large Vajahat Banday P.Eng., MSEE, MSCE, PE (Michigan), FEC; Leila Notash, PhD, P.Eng., FEC; and Glen Schjerning, P.Eng.; Eastern Region Councillors Tim Kirkby, P.Eng., FEC, and Michelle Liu, MSc, P.Eng.; East Central Region Councillors David Kiguel, P.Eng., FEC, and Nanda Lwin P.Eng., FEC; Northern Region Councillors Luc Roberge, P.Eng., FEC, and Dana Montgomery, P.Eng.; Western Region Councillors Vicki Hilborn, P.Eng., and Susan MacFarlane, MSc, PhD, P.Eng.; West Central Region Councillors Pappur Shankar, P.Eng., FEC, and Ravinder Singh Panesar, P.Eng., FEC; and Lieutenant Governor-in-Council Appointees Arjan Arenja, MBA, P.Eng., Lorne Cutler, MBA, P.Eng., Andy Dryland, C.E.T., Paul Mandel, MBA, CPA, CA, CBV, CFF, George Nikolov, P.Eng., Scott Schelske, P.Eng., FEC, Sherlock Sung and Uditha Senaratne, P.Eng.

There was a virtual round of applause to welcome the new councillors and directors.

#### **CONCLUSION**

President Fraser then declared the 101st AGM of the Association of Professional Engineers Ontario concluded.

**Jennifer Quaglietta, MBA, P.Eng., ICD.D**  
**CEO/Registrar**