

Confirmation of Notice and Quorum

Agenda Item Number	C-564-1.1
Purpose	Secretariat to confirm notice and quorum of the meeting.

Confirmation Note – Approval of Agenda

Agenda Item Number	C-564-1.2
Purpose	To approve the agenda for the meeting.
Motion	(simple majority) That: a) The agenda, as presented to the meeting at C-564-2, Appendix A, be approved; and b) The Chair be authorized to suspend the regular order of business.
Attachments	Appendix A – 564 th Council meeting agenda

Prepared By: Eric Chor, Research Analyst



C-564-1.2
Appendix A

Draft AGENDA

564th Meeting of the Council of Professional Engineers Ontario

Friday, June 21, 2024 / 8:30 am – 5:00 pm / Lunch 12:00 – 12:45 pm

In-Person Meeting: Omni King Edward Hotel, 37 King St. East, Sovereign Ballroom, Toronto

SUMMARY OF TIMINGS

8:30 am	CALL TO ORDER – Formal Public Meeting Begins – Sovereign Ballroom
10:20–10:30 am	Approximate time of break
12:00–12:45 pm	Lunch
3:00–3:10 pm	Approximate time of break
5:00 pm	Meeting concludes

ITEM		Spokesperson	Type	Time
1.	<u>OPENING</u>	Spokesperson	Type	Time
1.1	WELCOME AND CALL TO ORDER <ul style="list-style-type: none">Confirmation of Notice and QuorumAcknowledgement of Attendees (Council, Staff, and Guests)Other Announcements	Chair	Confirmation	8:30
1.2	APPROVAL OF AGENDA	Chair	Confirmation	
1.3	DECLARATION OF CONFLICTS OF INTEREST: Disclosure of Councillor conflicts, if any	Chair	Exception	
2.	<u>CONSENT AGENDA</u>	Spokesperson	Type	Time
Council members may request that an item be removed from the consent agenda for discussion.				
2.1	OPEN SESSION MINUTES – 562 and 563 COUNCIL MEETINGS	Chair	Decision	8:40
2.2	CHANGES TO 2024 STATUTORY AND REGULATORY COMMITTEES' MEMBERSHIP LIST <ul style="list-style-type: none">2.2a) Approval of Committee Membership Changes2.2b) Committee Membership Changes	A. Dixit VP, Corporate Operations & Digital Transformation	Decision Information	
2.3	CONSULTING ENGINEER DESIGNATION APPLICATIONS <ul style="list-style-type: none">a) Approvingb) Declining	J. Vera (Director, Licensing)	Decision	

<u>ITEM</u>		Spokesperson	Type	Time
3.	<u>EXECUTIVE & STRATEGIC REPORTS</u>	Spokesperson	Type	Time
3.1	PRESIDENT'S REPORT	Chair	Information	8:50
3.2	CEO/REGISTRAR'S REPORT	CEO/Registrar Quaglietta	Information	9:00
3.3	"VISIONING FOR RELEVANCE" INITIATIVE	Past President Fraser	Discussion	9:20
4.	<u>AUDIT AND FINANCE COMMITTEE ITEMS</u>	Spokesperson	Type	Time
AFC Summary Report at Tab 4 in Diligent Boards				
4.1	AUDIT AND FINANCE COMMITTEE WORK PLAN FOR 2024-2025	Councillor Cutler AFC Chair	Decision	10:00
5.	<u>GOVERNANCE AND NOMINATING COMMITTEE ITEMS</u>	Spokesperson	Type	Time
GNC Summary Report at Tab 5 in Diligent Boards				
5.1	GOVERNANCE AND NOMINATING COMMITTEE WORK PLAN FOR 2024- 2025	Councillor MacFarlane GNC Chair	Decision	10:15
5.2	APPROVAL OF 2025 ELECTION DOCUMENTS ○ Publicity Procedures ○ Nomination and Voting Procedures ○ Nomination Forms ○ Regional Election and Search Committees (RESC) Appointments	Councillor MacFarlane GNC Chair	Decision	
5.3	2025 ANNUAL GENERAL MEETING: DATE	Councillor MacFarlane GNC Chair	Decision	
6	<u>GUEST SPEAKER</u>	Spokesperson	Type	Time
6.1	FARPACTA DISCUSSION WITH ONTARIO'S FAIRNESS COMMISSIONER	Irwin Glasberg Ontario Fairness Commissioner	Discussion	11:00
LUNCH: 12:00-12:45				
7	<u>HUMAN RESOURCES AND COMPENSATION COMMITTEE ITEMS</u>			
HRCC Summary Report at Tab 7 in Diligent Boards				
7.1	HUMAN RESOURCES AND COMPENSATION COMMITTEE WORK PLAN FOR 2024-2025	Councillor Roberge HRCC Chair	Decision	12:45
8	<u>REGULATORY POLICY AND LEGISLATION COMMITTEE ITEMS</u>			
RPLC Summary Report at Tab 8 in Diligent Boards				

ITEM		Spokesperson	Type	Time
8.1	REGULATORY POLICY AND LEGISLATION COMMITTEE WORK PLAN FOR 2024-2025	Councillor Hilborn RPLC Chair	Decision	1:00
9 REGULATORY ITEMS				
9.1	TRIBUNAL ACTIVITY REPORT	N. Brown Legal Counsel & Manager, Tribunals	Information	1:15
10 OTHER ITEMS				
10.1	ENGINEERS CANADA DIRECTORS REPORT	N. Hill Past President, Engineers Canada	Information	
10.2	RECOMMENDATIONS FOR ADDRESSING THE TRUTH AND RECONCILIATION <i>CALLS TO ACTION</i> : FINAL REPORT	Heather Swan, VP of Reconciliation Indigenous and Community Engagement	Discussion	
10.3	COUNCILLOR QUESTIONS	Chair	Discussion	
10.4	MOTION TO MOVE IN CAMERA	Chair	Decision	
PUBLIC OPEN SESSION MEETING CONCLUDES				
11 IN CAMERA		Spokesperson	Type	Time
11.1	IN CAMERA MINUTES – 562 and 563 COUNCIL MEETINGS	Chair	Decision	Est 2:30
11.2	DIRECTOR ACCOUNTABILITY FRAMEWORK	Councillor MacFarlane GNC Chair	Discussion	
11.3	APPOINTMENT OF ADDITIONAL MEMBERS TO THE CENTRAL ELECTION AND SEARCH COMMITTEE (CESC)	Past President Fraser	Decision	
11.4	LEGAL UPDATE	D. Abrahams VP, Policy & Governance and Chief Legal Officer	Information	
11.5	UPDATE ON LICENSING PROCESS AND ACADEMIC REQUIREMENTS COMMITTEE	A. Viola VP, Regulatory Operations & Deputy Registrar	Information	
11.6	EXPENSE REIMBURSEMENT POLICY - SUBMISSION DEADLINE	Chair	Discussion	
11.7	COUNCILLOR ITEMS Generative Discussion	Chair	Discussion	
11.8	PEO'S ANTI-WORKPLACE VIOLENCE AND HARRASMENT POLICY: Council to receive violations, if any	Chair	Exception	

ITEM		Spokesperson	Type	Time
11.9	IN CAMERA DIALOGUE WITH CEO/REGISTRAR ○ CEO/Registrar Mid-year Performance Review	Chair	Discussion	
11.10	IN CAMERA DIALOGUE WITHOUT CEO/REGISTRAR	Chair	Discussion	
COUNCIL MEETING ENDS: 5:00 PM				
<u>NEXT MEETINGS/EVENTS</u>				
Council Meetings <ul style="list-style-type: none"> ○ September 27, 2024 ○ November 29, 2024 Council Plenary <ul style="list-style-type: none"> ○ November 28, 2024 				
Governance Committee Meetings				
AFC Sep 12, 2024 Nov 12, 2024	GNC Sep 10, 2024 Nov 13, 2024	HRCC Sep 10, 2024 Nov 14, 2024	RPLC Sep 11, 2024 Nov 12, 2024	

ADDITIONAL MATERIAL PROVIDED SEPARATELY

Please note that in order to streamline the agenda, additional material for each Council meeting is provided in the Resource Centre area of Diligent Boards (navigate to the folder “Reports” and the sub-folders therein for the applicable year and Council meeting). The additional material includes governance committee minutes and the Council Decision Log. These can be discussed at the meeting if a Councillor asks to address a specific item. Material submitted/anticipated as of June 7, 2024 are as follows:

AFC Approved Minutes (March 22, 2024); GNC Approved Minutes (March 8, 2024 and April 15, 2024); RPLC Approved Minutes (January 30, 2024 and March 8, 2024); and Council Decision Log.

Councillor Code of Conduct

PEO expects all volunteers and members of Council to conduct themselves in a manner that honours PEO core values, reputation and in accordance with the applicable laws and regulations.

At all times, PEO volunteers and members of Council are expected to:

- carry out duties and responsibilities in a competent, efficient and safe manner;
- comply with the mandatory training requirements including all training required under legislation;
- adhere to PEO policies, procedures and applicable legislation;
- neither use, nor allow the use of, PEO property, resources, information and/or funds other than for authorized purpose(s);
- maintain confidentiality of any information obtained as a result of volunteering with PEO, during volunteer service and after their volunteer commitment is over;
- observe safety procedures, including, but not limited to, keeping themselves and others safe at all times, notifying PEO about any potential or perceived hazards in the working environment; notifying PEO about any accident, incident or property damage, etc.

At all times, PEO volunteers and members of Council shall not:

- act in a way that may bring PEO into disrepute;
- create any liability for PEO without prior authorization;
- engage in any activity that may cause physical or mental harm to another person including but not limited to, verbal abuse, physical abuse, assault, harassment, bullying, etc.);
- engage in any activity that may damage PEO property;
- provide a false or misleading statement, declaration or claim, falsify or change any documents or records;

PEO volunteers and members of Council should avoid all situations in which their personal interests conflict or might conflict with their duties to the Association. They shall, at the first opportunity, disclose any real or perceived conflict of interest. The nature of this reported conflict must be properly documented in the Association's records.

[s. 3.1.8 of the Governance Manual]

Exception Note – Conflicts of Interest

Agenda Item Number	C-564-1.3
Purpose	Councillors are requested to identify any potential conflicts of interest related to the open session Council agenda.
Strategic/Regulatory Focus	
Motion	<i>None required</i>

Summary

Councillors are to declare and refrain from participating in any Council matters where they might have a real or perceived conflict of interest.

The Council Chair is responsible for ruling on whether a conflict exists if there is a dispute.

The Councillor with a conflict of interest will be required to leave the Council meeting for the duration of the agenda item, including for any respective votes.

Decision Note – Approval of Agenda

Agenda Item Number	C-564-2.0
Purpose	To approve items in the Consent agenda.
Motion	(simple majority) That the Consent Agenda, as presented to the meeting at C-564-2.0 be approved.

Routine agenda items that may be approved without debate are included in a consent agenda and may be moved in a single motion. However, the minutes of the meeting will reflect each item as if it was dealt with separately. Including routine items on a consent agenda expedites the meeting.

Items included on the consent agenda may be removed and dealt with separately if they contain issues or matters that require review.

Please review the minutes ahead of time for errors or omissions and advise Secretariat at secretariat@peo.on.ca if there are any required revisions prior to the meeting so that the minutes, when presented, may be considered within the consent agenda.

The Consent Agenda consists of:

2.1 – Open Session Minutes C-562, April 5, 2024 and C-563, May 3, 2024

2.2 – Changes to 2024 Statutory and Regulatory Committees' Membership List

- a) Approval of Committee Membership Changes
- b) Committee Membership Changes

2.3 – Consulting Engineer Designation Applications

- a) Approving
- b) Declining

Prepared By: Eric Chor, Research Analyst

Decision Note - Open Session Minutes – 562nd and 563rd Council Meetings

Agenda Item No.	C-564-2.1
Purpose	To record that the minutes of the open session of the 562 nd and 563 rd meetings of Council accurately reflects the business transacted at that meeting.
Strategic/Regulatory Focus	Governance
Motion	That the minutes of the 562 nd meeting of Council, held April 5, 2024, and of the 563 rd meeting of Council held May 3, 2024, as presented to the meeting at C-564-2.1, Appendices A and B respectively, accurately reflect the business transacted at these meetings.
Attachments	Appendix A – Minutes C-562 Appendix B – Minutes C-563

Chapter X Minutes, Section 211 Approval of minutes of previous meeting, of Nathan and Goldfarb’s Company Meetings states under Comment that, “There does not appear to be any obligation to have minutes signed to be valid or approved, but it is considered good practice. The motion does not by itself ratify or adopt the business transacted; it merely approves the minutes.”

MINUTES

The 562nd MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 40 Sheppard Avenue West, Toronto on Friday, April 5, 2024 at 8:30 a.m.

Present:

(In-Person) R. Fraser, P.Eng., President and Council Chair
N. Colucci, P.Eng., Past President
G. Wowchuk, P.Eng., President-elect
C. Chahine, P.Eng., Vice President (Elected)
V. Banday, P.Eng., Councillor-at-Large
T. Kirkby, P.Eng., Eastern Region Councillor
N. Lwin, P.Eng., East Central Region Councillor
S. MacFarlane, P.Eng., Western Region Councillor
P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee
R. Panesar, P.Eng., West Central Region Councillor
L. Roberge, P.Eng., Northern Region Councillor
S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
G. Schjerning, P.Eng., Councillor-at-Large
U. Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee
P. Shankar, P.Eng., West Central Region Councillor
S. Sung, Lieutenant Governor-in-Council Appointee

Present

(Virtual): L. Notash, P.Eng., Vice President (Appointed) and Councillor-at-Large
A. Arenja, P.Eng., Lieutenant Governor-in-Council Appointee
L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
A. Dryland, CET, Lieutenant Governor-in-Council Appointee
V. Hilborn, P.Eng., Western Region Councillor
D. Kiguel, P.Eng., East Central Region Councillor
M. Liu, P. Eng., Eastern Region Councillor
G. Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee

Regrets: D. Montgomery, P.Eng., Northern Region Councillor

Staff

(In-Person): J. Quaglietta, P.Eng., CEO/Registrar
D. Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
A. Dixit, P.Eng., VP, Corporate Operations and Digital Transformation
A. Viola, P.Eng., VP, Regulatory Operations and Deputy Registrar
A. Kwiatkowski, Director, Digital Transformation and Information Technology (at item 8.1)
D. Smith, Director, External Relations
M. Solakhyan, Director, Governance
M. Feres, Manager, Council Operations (Secretariat)
E. Chor, Research Analyst (Secretariat)
A. Vijayanathan, Council and Committee Coordinator (Secretariat)

Staff

(Virtual): A. Kwiatkowski, Director, Digital Transformation and Information Technology (to item 6.5)
C. Mehta, Director, Finance



K. Praljak, Director, Communications
M. Rusek, Director, Investigations and Prosecutions
N. Brown, Legal Counsel and Manager, Tribunals
J. Max, Manager, Policy
N. Axworthy, Managing Editor, Communications
R. Dmochewicz, Recognition Coordinator

Guests

(In-Person): C. Bellini, P.Eng., PEO Director, Engineers Canada
H. Brown, Brown & Cohen
N. Hill, P.Eng., President, Engineers Canada
L. Lukinuk, Parliamentary Services
S. Perruzza, CEO, OSPE
F. Saghezchi, P.Eng., Incoming President-elect, 2024-2025
R. Walker, P.Eng., Incoming Councillor-at-Large, 2024-2026

Guests

(Virtual): G. Boone, P.Eng., Incoming Vice President, 2024-2025
C. Chiddle, P.Eng., Incoming Eastern Region Councillor, 2024-2026
H. Ehtemam, P.Eng., Incoming East Central Region Councillor, 2024-2026
S. Holka, President and Chair, OSPE
M. Sterling, P.Eng., Director, Engineers Canada
S. Stewart, Partner, Deloitte

Council convened at 8:30 a.m. on Friday, April 5, 2024.

CALL TO ORDER

Notice having been given and a quorum being present, President Fraser called the meeting to order; welcomed Councillors, staff, and guests; and made procedural announcements related to the conduct of the meeting.

12677 – APPROVAL OF AGENDA

Council discussed the following proposed changes to the agenda:

Consent Agenda: Remove items 2.1 (Open Session Minutes – 561 Council Meeting) and 2.4 (Regional Councillors Committee Report) for separate discussion.

Engineers Canada Directors Report: Move from section 10.1 of agenda to section 4, to be presented and discussed before items 4.1 through 4.3.

Councillor Questions/Generative Discussion: Add Notices of Motion not included on the February 23, 2024 meeting agenda.

Sterling Award: Next Steps: Move from in camera to open session.

Annual General Meeting: Add an update on the April 20 event's logistics and planning to date.

[N. Lwin joined the meeting at 8:42 a.m.]

Moved by Councillor Arenja, seconded by Councillor Schelske:

That:

- a) The agenda, as presented to the meeting at C-562-1.2, Appendix A be approved as amended; and**
- b) the Chair be authorized to suspend the regular order of business.**

**CARRIED
Unanimous consent**

For: 24

A. Arenja
V. Banday
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

Against: 0

Abstain: 0

Absent: 1

D. Montgomery

12678 – UPDATE ON ANNUAL GENERAL MEETING

The Chair updated Council on the logistics for the Annual General Meeting (AGM) on April 20. In addition, Council was briefed on plans for additional in-person activities after the AGM concludes, including a keynote speaker, an update and consultation regarding the PEO visioning exercise, and informal opportunities to network.

12679 – DECLARATION OF CONFLICTS OF INTEREST

As current Engineers Canada Directors, Councillors Arenja and Kirkby noted a potential conflict related to the items at 4.1, 4.2, and 4.3. The Chief Legal Officer recommended that the two councillors consider abstaining from voting on 4.3 as this is a financial item.

12680 – CONSENT AGENDA

Moved by Councillor Mandel, seconded by Councillor Roberge:

That the Consent Agenda be approved, consisting of:

2.2 – Changes to 2024 Statutory and Regulatory Committees' Membership List

- a) Approval of Committee Membership Changes
- b) Committee Membership Changes

2.3 – Consulting Engineer Designation Applications

- a) Approving
- b) Declining

CARRIED
Unanimous consent

For: 24**Against: 0****Abstain: 0****Absent: 1**

D. Montgomery

A. Arenja
V. Banday
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

12681 – OPEN SESSION MINUTES OF 561 COUNCIL MEETING

It was noted that at minute 12664, "*Emerging and Emerged Engineering Disciplines Committee*", the movers and seconders, Councillor Hilborn and Councillor Banday, respectively, were not included. Staff confirmed that the missing information will be added before finalizing and filing the minutes.

Moved by Councillor Senaratne, seconded by Past President Colucci:

That the minutes of the 561st meeting of Council, held February 23, 2024, as amended at C-562-2.1, Appendix A, accurately reflect the business transacted at that meeting.

CARRIED
Unanimous consent

<u>For: 24</u>	<u>Against: 0</u>	<u>Abstain: 0</u>	<u>Absent: 1</u>
A. Arenja			D. Montgomery
V. Banday			
C. Chahine			
N. Colucci			
L. Cutler			
A. Dryland			
R. Fraser			
V. Hilborn			
D. Kiguel			
T. Kirkby			
M. Liu			
N. Lwin			
S. MacFarlane			
P. Mandel			
G. Nikolov			
L. Notash			
R. Panesar			
L. Roberge			
S. Schelske			
G. Schjerning			
U. Senaratne			
P. Shankar			
S. Sung			
G. Wowchuk			

12682 – REGIONAL COUNCILLORS COMMITTEE (RCC) REPORT

It was noted that the discussion the RCC had at its most recent meeting regarding Continuing Professional Development (CPD) hours is not part of the report. Staff clarified that due to the proximity of the March 22 RCC meeting to this Council meeting, the minutes have not yet been completed; and that the summary of discussion regarding CPD will be included in the minutes of the RCC meeting.

12683 – PRESIDENT'S REPORT

President Fraser thanked members of Council for the privilege of serving as Chair for the 2023-2024 term and remarked upon the Visioning exercise that was launched, noting his optimism for continued work in this area in the upcoming term.

President Fraser informed Council that Councillor Arenja has submitted his resignation from Council to the Attorney General, effective April 8, 2024 and noted his committee contributions since 2019. A copy of Councillor Arenja's Certificate of Appreciation was displayed and on behalf of Council. President Fraser expressed his gratitude and appreciation.

12684 – CEO/REGISTRAR REPORT

CEO/Registrar Quaglietta provided highlights of the CEO/Registrar's Report. A summary is provided below.

- PEO's strategic plan accomplishments including a status report on the goals to improve licensing processes; optimize organizational performance; and implement a governance improvement program. Recent successes in the Inventory Management Project and updates to the Competency-Based Assessment guides were highlighted.
- Key metrics for the mandatory continuing professional development (CPD), also known as mandatory PEAK (Practice Evaluation and Knowledge Program) and the continued support provided to licence holders regarding their annual PEAK requirement.
- Other updates were provided in the areas of the Complaints and Investigations statistics; financial summary of revenues and expenses, and assets and liabilities; remissions and resignations; customer service; and staff's completion of the first phase of the 2024 Annual Performance and Development Review.

There were comments, questions, and discussion related to gender-neutral language, CPD requirements, communications, and year one statistics; remissions and resignations data; and positive anecdotal feedback received regarding recent improvements in customer service.

12685 – ENGINEERS CANADA DIRECTORS REPORT

N. Hill presented background information to supplement and contextualize upcoming agenda items that relate to Engineers Canada (EC) initiatives. The presentation provided a summary of the actions and decisions to be taken by Members at the Engineers Canada Annual Meeting of Member in May 2024. The topics covered are summarized below.

Engineers Canada 2025-2029 Strategic Plan: Realizing Tomorrows

An overview of the development process was presented along with a summary of the five strategic "Realizing" themes and their associated pillars and outcomes, including:

- o A stronger federation;
- o Accreditation and academic assessments;
- o EC's role in sustainability;
- o An inclusive profession; and
- o A fuller awareness of engineers

Engineers Canada National Statement of Collaboration

There was an overview of the development process resulting in the National Statement of Collaboration, developed in response to one of EC's 2022-2024 strategic priorities that called for strengthening the commitment to collaboration and harmonization. It is a non-binding declaration of regulators and EC's willingness to work together; provides context around opportunities for regulatory collaboration and harmonization; and clarifies roles and responsibilities. It is anticipated that a signing event will be held on May 23, 2024.

Engineers Canada 2026 Per Capita Assessment Fee

There was an overview of the per capita assessment fee (PCAF) in relation to other sources of revenue for EC; the previous and current financial situations of EC leading to proposed increase to \$10 in 2026 from \$8 in 2024 and 2025; and PCAF for comparable organizations across Canada. Further, the presentation outlined the value propositions that EC brings to its member regulators, including:

- Accreditation;
- Regulator relationships advocacy, promotion and outreach;
- Canadian Engineering Qualifications Board;
- National affinity programs;
- International mobility; and
- Equity, diversity, and inclusion

Following the presentation, Engineers Canada directors responded to questions. The discussion points are summarized in the individual items considered by Council at minutes 12686 through 12688.

12686 – ENGINEERS CANADA 2025-2029 STRATEGIC PLAN

President-elect Wowchuk assumed the role of the Chair.

Council considered Engineers Canada (EC) proposed 2025-2026 Strategic Plan – “Realizing Tomorrows”. The content was developed collaboratively with all 12 Regulator Presidents and Chief Executive Officers, and Engineering Deans Canada. The plan carries forward some of the accreditation, inclusivity and promotion work EC has been doing as part of the current 2022-2024 strategic plan, and adds a few new emerging issues of focus, which are governance and sustainability.

A summary of the discussion is provided below.

- With respect to the goal of increasing the percentage of newly licensed engineers who are women to 30% by 2030, there was a discussion regarding the importance of accelerating initiatives amidst concerns that, for various reasons, the 30x30 goal is proving difficult to attain; and positive signs in the business environment, including that some professions and organizations have reached their inclusivity targets and that increasing numbers of female internationally-trained engineers will assist in reaching the 30x30 target.
- With respect to the strategic theme of an inclusive profession, there was a discussion regarding the need to increase the representation of the non-binary and gender non-conforming cohort of individuals in the profession.
- It was noted that the strategic plan does not adequately address efforts to increase licensure in emerging disciplines. It was noted that this is an ongoing operational matter for EC and that they are currently seeking feedback on a guideline for emerging disciplines.
- There appears to be a misalignment of the use and meaning of the term “consistent” in the document. In response, it was noted that use of “consistent” may be a matter of interpretation and that each regulator has the flexibility to apply it to suit their own processes and procedures.
- Importance of considering the strategic plan as a broad, high-level document from a national facilitator working on behalf of all regulators who will make their own decisions on how to achieve the goals.

Moved by Past President Colucci, seconded by Councillor Mandel:

That Council endorses the 2025-2029 Strategic Plan – Realizing Tomorrows proposed by Engineers Canada and presented to C-562-4.1 at Appendix C in EN and Appendix D in FR; and

That Council directs PEO's Member Representative, or their proxy, to vote in favour of the motion proposed by Engineers Canada at its Annual Meeting of Members scheduled for May 25, 2024.

CARRIED
Recorded vote

<u>For: 16</u>	<u>Against: 3</u>	<u>Abstain: 5</u>	<u>Absent: 1</u>
A. Arenja	V. Banday	T. Kirkby	D. Montgomery
N. Colucci	C. Chahine	G. Nikolov	
L. Cutler	R. Fraser	L. Notash	
A. Dryland		R. Panesar	
V. Hilborn		G. Wowchuk	
D. Kiguel			
M. Liu			
N. Lwin			
S. MacFarlane			
P. Mandel			
L. Roberge			
S. Schelske			
G. Schjerning			
U. Senaratne			
P. Shankar			
S. Sung			

12687 – ENGINEERS CANADA NATIONAL STATEMENT OF COLLABORATION

Council was asked to review and consider endorsing the draft National Statement of Collaboration created by the Collaboration Task Force of Engineers Canada (EC). The statement aims to increase national collaboration and regulatory harmonization among Engineers Canada and the twelve engineering regulators.

There was a discussion related to mobility of engineers and aspiring licence holders who seek more favourable registration requirements in jurisdictions away from their home province or territory, and whether harmonization of admissions is contemplated in the National Statement of Collaboration. In response it was noted that the statement recognizes that jurisdictions do not operate identically and that when changes and updates occur the intention is that they are done in a way that moves toward harmonization to the extent possible, considering the different legislative requirements and statutes that govern regulators across Canada.

There was also discussion of the term “equitable”, noting that it is included in the preamble of the statement and for balance and consistency it should be included further on in the definition of “harmonization” along with the terms “same” and “similar”. EC directors noted that the definition was developed by the Collaboration Task Force after extensive consultation with regulator stakeholders, including PEO, over the past two years. Further, the definition was agreed upon before the statement itself was developed. It was also highlighted that the document does not bind regulators and instead is intended to demonstrate a spirit of collaboration among regulators to move in the direction of harmonization.

Moved by President Fraser, seconded by Councillor Schelske:

That the definition of “harmonization” should include the concept of “equitable” as in the main document.

DEFEATED
Recorded vote

<u>For: 2</u>	<u>Against: 16</u>	<u>Abstain: 6</u>	<u>Absent: 1</u>
R. Fraser	A. Arenja	V. Banday	D. Montgomery
S. Schelske	C. Chahine	D. Kiguel	
	N. Colucci	T. Kirkby	
	L. Cutler	M. Liu	
	A. Dryland	L. Notash	
	V. Hilborn	G. Wowchuk	
	N. Lwin		
	S. MacFarlane		
	P. Mandel		
	G. Nikolov		
	R. Panesar		
	L. Roberge		
	G. Schjerning		
	U. Senaratne		
	P. Shankar		
	S. Sung		

Council proceeded to discussion of the original motion.

There was a question about when and how the definition of harmonization could be revisited. In response, it was reiterated that the definition was developed by the Collaboration Task Force after extensive consultation with regulator stakeholders, including PEO, over the past two years. Further, the definition was a starting point and a basis for discussions for the development of the statement itself. Thus, revisiting the definition would be more appropriate for a future process to revise the National Statement of Collaboration.

Moved by Past President Colucci, seconded by Councillor Chahine:

That Council endorses the National Statement of Collaboration proposed by Engineers Canada and presented to C-562-9.2 at Appendix A in EN and Appendix D in FR; and

That Council directs PEO’s Member Representative, or their proxy, to vote in favour of the motion proposed by Engineers Canada at its Annual Meeting of Members scheduled for May 25, 2024.

CARRIED
Recorded vote

<u>For: 18</u>	<u>Against: 4</u>	<u>Abstain: 2</u>	<u>Absent: 1</u>
A. Arenja	V. Banday	T. Kirkby	D. Montgomery
C. Chahine	R. Fraser	G. Wowchuk	
N. Colucci	L. Notash		
L. Cutler	R. Panesar		
A. Dryland			

V. Hilborn
D. Kiguel
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung

12688 – ENGINEERS CANADA 2026 PER CAPITA ASSESSMENT FEE

President Fraser resumed the role of meeting Chair.

Council reviewed the Engineers Canada Board decision to recommend to the provincial and territorial Members that the 2026 Per Capita Assessment Fee be set at \$10 per registrant. This recommendation will be going to the Members for their approval and Engineers Canada has asked its Members to consult with their respective Councils to obtain voting instructions in respect of this matter, prior to the May 25, 2024 Annual Meeting of Members (AMM).

A summary of Council's discussion is provided below.

- It was noted that the unrestricted reserve fund that existed for Engineers Canada as a source of revenue, mainly due to PEO's non-participation in the national affinity program, ceased in 2023 and this has impacted their decision to propose increasing the PCAF from \$8 in 2024 and 2025 to \$10 in 2026.
- In response to a question, it was noted that the overall impact of the proposed increase on the PEO budget is roughly \$180k, roughly 0.5% of the overall budget; and this is offset by the affinity program revenue PEO began receiving in 2023 – roughly \$1.1 m in the first year and projected to be roughly \$1.9m in 2024.
- In response to a question, EC directors explained the calculation used to determine that the services EC provides to its regulators amounts to roughly \$48.60 per registrant. It was noted that sources of revenue other than the PCAF fund the difference.
- The proposed PCAF increase to \$10 per registrant is roughly 3% of PEO's membership fee and, by itself, does not require an increase in the membership fee. Notwithstanding, it is one of many factors Council will need to consider in any future discussions about changes to licence holder fees.

Moved by Past President Colucci, seconded by Councillor Roberge:

That Councils direct PEO's Member Representative at the 2024 Engineers Canada Annual Meeting of Members to vote in favour regarding the approval of the 2026 Per Capita Assessment Fee increase, as outlined in C-562-4.3, Appendix A and approved by the Engineers Canada Board on December 4, 2023.

CARRIED



Recorded Vote

For: 21

C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

Against: 1

V. Banday

Abstain: 2

A. Arenja
T. Kirkby

Absent: 1

D. Montgomery

[S. Stewart joined the meeting at 10:45 a.m.]

12689 – AFC SUMMARY REPORT

In response to a question about the ethical nature of PEO's investments, Councillor Kirkby noted information found in the AFC Summary Report which summarizes aspects of the AFC's March 22, 2024 meeting, including the Pension Fund Investment Update and the Operational Fund Investment Update. Both investment updates confirmed that each have robust Environmental, Social and Governance (ESG) criteria and protocols in place for screening investment decisions and neither of PEO's portfolios have investments that directly support any current military conflicts.

In addition, an update was provided regarding expenditures for external consultants. The AFC Chair reported that each decision to engage with a consultant is made carefully after considering many factors. Various controls are in place to ensure effective stewardship from a budgetary standpoint.

12690 – 2023 AUDITED FINANCIAL STATEMENTS

PEO's governing legislation and its By-laws require that Council approve the audited financial statements of the Association for presentation to members at PEO's Annual General Meeting and that these statements be published on PEO's website for access to all members.

AFC Chair, Councillor Kirkby, reported that the AFC met on March 22, 2024 to meet with the auditor to review Deloitte's findings on the 2023 year-end audit and to review the 2023 audited financial statements.



It was noted that the auditor reported no material issues or concerns. In summary, the statements show revenues of \$37.6m, operating expenses of \$29.4m and a spend of \$3.9m on Council special and Strategic plan projects, resulting in a surplus of \$4.3m.

Questions and discussion took place regarding the presentation, including the areas of investment income and rates of return, criteria for the use of external advisors, and staff professional development.

Moved by Councillor Kiguel, seconded by Councillor Roberge:

That Council:

a) approve the audited financial statements for the year ended December 31, 2023, and the auditor's report thereon, as presented to the meeting in Appendix A; and

b) authorize the President and President-elect to sign the audited financial statements on Council's behalf.

CARRIED
Unanimous consent

For: 24

A. Arenja
V. Banday
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerner
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

Against: 0

Abstain: 0

Absent: 1

D. Montgomery

12691 – RECOMMENDATION OF THE APPOINTMENT OF AUDITOR FOR 2024

It is necessary for Council to recommend the appointment of an auditor for 2024 to the members, for their approval at the upcoming Annual General Meeting.

Section 52 of By-Law 1 states:

The members of each annual meeting shall appoint one or more auditors who shall be chartered accountants to hold office until the next annual meeting and if an appointment is not so made, the auditor in office shall continue in office until a successor is appointed.

Council was advised that Deloitte LLP was chosen through a competitive bidding process and that a multi-year contract was signed. There was discussion regarding the Request for Proposal process and cycle, and PEO's working relationship with the current audit provider.

Moved by Councillor Mandel, seconded by Councillor Panesar:

That Council recommend to members at the April 2024 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2024 and hold office until the next annual general meeting or until a successor is appointed.

CARRIED
Recorded vote

For: 23

A. Arenja
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerner
U. Senaratne
S. Sung
G. Wowchuk

Against: 1

V. Banday

Abstain: 0

Absent: 1

D. Montgomery

[S. Stewart left the meeting at 11:15 a.m.]

12692 – PAYMENT OF LEGAL EXPENSES

PEO has statutory authority to indemnify individuals from costs arising out of legal actions they attract in performing functions under the *Professional Engineers Act* (the Act). Currently, decisions regarding the

discretionary payment of legal expenses by PEO outside of what is covered by insurance would be made on a case-by-case basis.

There was discussion regarding potential significant liabilities including legal expenses as well as reputational risk; enhanced clarity and predictability regarding the organization's use of funds if a framework existed; and prioritization considerations as it relates to GNC's work plan for 2024-2025 or later.

Staff answered questions regarding the current process of decision-making on a case-by-case basis, including existing indemnity provisions and the need to bring any issues of this nature to Council for a decision.

Moved by Past President Colucci, seconded by Councillor Senaratne:

That Council directs the GNC to oversee the development of a legal expenses framework with respect to individuals performing functions under the *Professional Engineers Act*.

CARRIED
Recorded Vote

For: 13

V. Banday
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
L. Notash
R. Panesar
G. Wowchuk

Against: 11

A. Arenja
V. Hilborn
S. MacFarlane
P. Mandel
G. Nikolov
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung

Abstain: 0

Absent: 1

D. Montgomery

12693 – APPOINTMENT OF NORTHERN REGION COUNCILLOR

No one has been nominated for the office of Northern Region Councillor in the 2024 election. Section 15.1 of Regulation 941 requires Council to appoint a licence holder residing in the Northern Region to fill that office. By-Law No. 1 sets out the process for filling a Councillor vacancy at section 29.1. At its February 2024 meeting, Council decided to select a licence holder residing in the Northern Region for the office of Northern Region Councillor, to be appointed by Council at its April 2024 meeting.

Moved by Councillor Banday, seconded by Past President Colucci:

That Council appoint Ahmed Elshaer as the Northern Region Councillor for the 2024-2026 Council terms, in accordance with the "Filling a Councillor Vacancy" process set out at section 29.1 of By-Law No 1.

CARRIED
Unanimous consent

For: 24

A. Arenja
V. Banday
C. Chahine

Against: 0

Abstain: 0

Absent: 1

D. Montgomery



N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerner
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

12694 – REVISIONS TO GOVERNANCE COMMITTEES' CHARTERS

Council reviewed and considered proposed changes to the Charters of the four governance committees.

Moved by Past President Colucci, seconded by Councillor Roberge:

That Council approves the revised Charters of the Audit and Finance Committee, Governance and Nominating Committee, Human Resources and Compensation Committee, and Regulatory Policy and Legislation Committee, as presented to the meeting at C-562-6.2, Appendices A to D.

CARRIED
Unanimous consent

<u>For: 24</u>	<u>Against: 0</u>	<u>Abstain: 0</u>	<u>Absent: 1</u>
A. Arenja			D. Montgomery
V. Banday			
C. Chahine			
N. Colucci			
L. Cutler			
A. Dryland			
R. Fraser			
V. Hilborn			
D. Kiguel			
T. Kirkby			
M. Liu			
N. Lwin			



S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

[R. Dmochewicz joined the meeting at 11:35 a.m.]

12695 – ORDER OF HONOUR SELECTION COMMITTEE TERMS OF REFERENCE

Council reviewed a proposed updated Terms of Reference for the Order of Honour Selection Committee (OSC), as recommended by the Order of Honour Selection Committee (OSC). The activities performed by OSC were reviewed during PEO Governance Roadmap, Phase 4 review and changes were made to their Terms of Reference, to reflect the changes previously approved by Council in 2023. With the revisions, the committee's responsibilities are to promote and raise awareness of the Order of Honour (OOH), review and assess eligible nominations for the program, and make recommendations for potential recipients, for approval by PEO Council.

Staff noted a request for follow up with past nominators to highlight the changes which should result in a process that is easier to navigate.

Moved by Councillor Panesar, seconded by Councillor Senaratne:

That Council approve the reviewed and updated Terms of Reference for the Order of Honour Selection Committee (OSC), as recommended by OSC, and as presented at C-562-6.3, Appendix A.

CARRIED
Unanimous consent

<u>For: 24</u>	<u>Against: 0</u>	<u>Abstain: 0</u>	<u>Absent: 1</u>
A. Arenja			D. Montgomery
V. Banday			
C. Chahine			
N. Colucci			
L. Cutler			
A. Dryland			
R. Fraser			
V. Hilborn			
D. Kiguel			
T. Kirkby			
M. Liu			
N. Lwin			
S. MacFarlane			
P. Mandel			

G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

12696 – UPDATES TO ORDER OF HONOUR NOMINATION PROCESS

Council considered a proposal to further streamline the process for Order of Honour (OOH) nominators to improve their experience and to make the evaluation process less cumbersome for the selection committee.

In summary, the following three improvements are recommended:

1. Replacing letters of support with a specific rationale and examples that nominators will provide directly in their online nomination.
2. Nominations can be submitted only after the PEO's call for nominations is distributed, and before the deadline.
3. Nominations and upgrades are submitted online, and previously used nomination and upgrade forms have been discontinued.

There was discussion related to the OOH selection criteria "*Justice, Equity, Diversity, and Inclusion Activities Related to Engineering Profession and Societal Impact*" and it was noted that there may be an inequitable advantage to those who live in large communities relative to the overall Ontario population.

There was also discussion about the need to examine the appropriateness of the contexts in which PEO uses the term "stakeholder" in consideration of evolving business, cultural, and societal norms.

[G. Nikolov left the meeting at 11:45 a.m.]

Moved by Councillor Banday, seconded by Councillor Lwin:

That, effective immediately, Council approves the improvements to the nomination process for the Order of Honour, as proposed by staff and OSC and as presented at C-562-6.4, Appendix A.

CARRIED
Unanimous consent

For: 23

A. Arenja
V. Banday
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser

Against: 0

Abstain: 0

Absent: 2

D. Montgomery
G. Nikolov



V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

[R. Dmochewicz left the meeting at 11:47 a.m.]

12697 – SPECIAL RULES REVIEW AND COUNCILLOR SUBMISSIONS

Councillor Schjerning assumed the role of Chair for this item.

The Governance and Nominating Committee (GNC) has been reviewing the Special Rules of Order per Council's direction in 2023. Staff presented a 3-part GNC-recommended proposal for Council's consideration, outlined as follows:

Part 1 Overview

Amend By-Law No. 1 so that the Special Rules no longer require annual adoption.

Part 2 Overview

Amend the Special Rules as presented at Appendix D to incorporate minor changes that reflect current practice, the substantive addition of voting thresholds and circumstances for special resolutions, and a supplemented Special Rules provision dealing with Councillor submissions (to be supported by a Councillor Submissions Mechanism and a Council Registry of Activities and Open Issues).

Part 3 Overview

- i) Institute the Councillor Submissions Mechanism, allowing for the different channels for Councillor submissions to work **in parallel** to facilitate the open exchange of ideas at PEO as well as ensure that emerging issues can be dealt with in an agile way.

The four channels are:

- Informal channels (via conversations and enquiries)
- Councillor questions and propositions (via standing agenda items at Council meetings)
- Items submitted by Councillors for the meeting agenda of an appropriate governance committee (per Special Rules)
- Emergency or exception items submitted by Councillors for either the next Council meeting or the next meeting of one of the governance committees (per Special Rules)

- ii) Require that the Special Rules provisions dealing with Councillor submissions, along with the Councillor Submissions Mechanism, be reviewed by GNC in April 2025 with a view to improvement.

Council discussed each part of the proposal separately.

Part 1 Discussion and Decision

A summary of Council's discussion and the motion are presented below:

- PEO members should have to opportunity to provide feedback when amendments to the By-law are being considered.
- There should be minimal restrictions on Councillors to bring forward motions and the By-law should reflect flexibility and nimbleness in this regard.
- Proposal under consideration to amend the By-law is appropriately in the sole purview of Council, using the information at hand which has been developed over many months with discussion at the committee and Council tables are various points.
- It was noted that Council will retain its authority to review the Special Rules at any time, notwithstanding the proposal that annual adoption is not a requirement.

[N. Brown joined the meeting at 11:56 a.m.]

Moved by Councillor MacFarlane, seconded by Councillor Senaratne:

That the proposed amendments to By-Law No. 1 set out in Appendix A be approved by Council.

CARRIED
Recorded vote (2/3 majority)

For: 17

A. Arenja
C. Chahine
L. Cutler
N. Colucci
A. Dryland
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung

Against: 4

V. Banday
R. Fraser
L. Notash
L. Roberge

Abstain: 2

R. Panesar
G. Wowchuk

Absent: 2

D. Montgomery
G. Nikolov



Part 2 Discussion and Decision

A summary of Council's discussion and the motion are presented below:

- Considering the annual change in Council members, the point at which the submission mechanisms/pathways are reviewed in the proposed revised Special Rules should be based on the number of motions brought forward and not after the limited time of one year.
- Council would benefit from using the framework outlined in the proposal and bear in mind that it has been developed over many months with feedback from Councillors taken into consideration.

Moved by Councillor Schelske, seconded by Councillor Lwin:

That the Special Rules of Order that are currently in effect be rescinded and that the Special Rules of Order set out in Appendix D be enacted by Council to replace them.

CARRIED

Recorded vote (2/3 majority)

For: 16

A. Arenja
C. Chahine
N. Colucci
A. Dryland
V. Hilborn
D. Kiguel
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung

Against: 4

V. Banday
R. Fraser
T. Kirkby
G. Wowchuk

Abstain: 3

L. Cutler
L. Notash
R. Panesar

Absent: 2

D. Montgomery
G. Nikolov

Part 3 Discussion and Decision

A summary of Council's discussion is presented below:

- There is an issue of misalignment between the annual trial basis for the Councillor Submission Mechanism and the decision to remove the requirement for annual adoption of the Special Rules.
- Requirement to choose only one pathway based on the listed criteria is not sufficiently agile and thus there may be unanticipated consequences and confusion when there is a need to move among or between them. Staff noted that the pathway for "exception items" is intended to provide the necessary agility in specific circumstances.
- Proposal is beneficial because it allows for a trial period to experience the process in practice, collect data, assess impact, and propose ways to improve.



- Proposal is beneficial because it builds in risk mitigation by providing a mechanism wherein agenda items and associated material can be appropriately vetted.
- Proposal is beneficial because it promotes a coherent and organized framework in which to consider inputs from Councillors.

Moved by Past President Colucci, seconded by Councillor Sung:

That the Special Rules of Order provisions dealing with Councillor submissions and the Councillor Submissions Mechanism be reviewed by GNC in April 2025 in order to make recommendations to Council for improvement.

CARRIED
Recorded vote

For: 18

A. Arenja
C. Chahine
N. Colucci
L. Cutler
A. Dryland
V. Hilborn
D. Kiguel
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung

Against: 2

R. Fraser
T. Kirkby

Abstain: 3

V. Banday
R. Panesar
G. Wowchuk

Absent: 2

D. Montgomery
G. Nikolov

[V. Banday left the meeting at 12:55 p.m.]

12698 – RPLC REPORT TO COUNCIL

President Fraser resumed the role of Chair.

Council received a summary report of the RPLC's March 8, 2024 meeting. No discussion of this item took place.

12699 – FUTURE OF ENGINEERING INTERN (EIT) PROGRAM - UPDATE

RPLC Chair, Councillor Hilborn, proposed deferral of this item to a future Council meeting or plenary.

In response to a question regarding the status of activities to date, Councillor Hilborn noted that a survey of key stakeholders has been completed, and two recommendations are currently with staff in the analysis stage for the development of policy options which will be reviewed and discussed by Council.

During discussion it was noted that among key stakeholders the future of the EIT program is viewed as one that is urgent to finalize, thus the matter should be addressed as soon as possible.

[G. Nikolov returned to the meeting at 1:30 p.m.]

Moved by Vice President Chahine, seconded by Past President Colucci:

That Item 8.2 be made a topic of a future Plenary session, or of a future Council meeting, to be decided by the President, or by the Chair of Council, as appropriate.

CARRIED
Unanimous consent

For: 23

A. Arenja
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerner
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

Against: 0

Abstain: 0

Absent: 2

V. Banday
D. Montgomery

12700 – TRIBUNAL ACTIVITY REPORT

Council received an update about the activities of the Tribunals Office and related Committees (Discipline – DIC and Registration-REC). No discussion of this item took place.

12701 – STERLING AWARD: NEXT STEPS

The G. Gordon M. Sterling Engineering Intern (EIT) Award (“Sterling Award”) was suspended in June 2023 for one year, pending further review. Council considered the final recommendation to discontinue the Sterling Award.

Staff reported that after a diligent consultation process and review exploring possible options, this item is being brought back to Council for making the final decision. It was noted that the risks involved as well as equity, key

strategic issues, costs, and financial impacts have already been discussed by Council in 2023. In addition, following the Sterling Award suspension in June 2023, a further review was performed, resulting from the changes to PEO licensing application process made to comply with the amendments to the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA) that came into effect over the course of 2023. Another notable factor is that the Sterling Award was offered to EITs, and PEO's EIT program has been suspended. It was noted that Sterling Award Subcommittee was kept apprised of activities during the review and consultation.

[R. Dmochewicz re-joined the meeting at 1:40 p.m.]

A summary of Council's discussion is presented below:

- In response to a question, it was noted that this program is not an endowment scholarship and there are no donations to consider. The monetary value of the award is \$3500, and up to the time of the award's suspension it was charged to PEO's operational budget.
- In response to a question, staff noted that organizations who were consulted reviewed the matter and ultimately decided against transfer of the award from PEO.

Moved by Councillor Roberge, seconded by Councillor Senaratne:

That:

a) Effective immediately, Council approves to discontinue the G. Gordon M. Sterling Engineering Intern Award Program.

b) Effective immediately, the Sterling Award Subcommittee be stood down with thanks to all current and previous members.

CARRIED
Recorded vote

For: 18

A. Arenja
C. Chahine
L. Cutler
A. Dryland
V. Hilborn
D. Kiguel
T. Kirkby
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

Against: 3

N. Colucci
R. Fraser
M. Liu

Abstain: 2

N. Lwin
R. Panesar

Absent: 2

V. Banday
D. Montgomery

[R. Dmochewicz left the meeting at 2:00 p.m.]

12702 – PREVIOUS NOTICES OF MOTION

Council considered that matter of Notices of Motion that were omitted in error from the February 23, 2024 meeting agenda. Throughout discussion and in response to questions, it was noted that the purpose of the Council Registry of Activities and Open Issues is not exclusively for past motions and can include other matters Council may choose to address at a future date.

Moved by Past President Colucci, seconded by Councillor Senaratne:

That the below suggestions be placed on the Councillor Issues Registry:

- 1. That Council create a Past Presidents Advisory Group (PPAG) that meets at least 2x. per year chaired by the immediate past president.**
- 2. Staff to review the costs relating to offering a virtual learning platform that will be available to all PEO license holders in order to maintain their mandatory CPD requirements and bring forward for consideration in future budgets.**
- 3. That staff look at partnering with OSPE to combine future AGM's with an Engineering Conference (Symposium) to assist PEO members to obtain their CPD hours.**
- 4. That staff provide an update on the consultants used in 2022 and 2023 including a summary of Company Name, Type of Work, Amount Budgeted, Budget Line, Actual Amount Spent, Reason for use of consultant, Steps being taken to complete this work in house.**

CARRIED
Unanimous consent

For: 23

A. Arenja
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne

Against: 0

Abstain: 0

Absent: 2

V. Banday
D. Montgomery



P. Shankar
S. Sung
G. Wowchuk

12703 – PEO DEFINITION OF “PUBLIC INTEREST”

Council considered the matter of defining the term “public interest” in the context of PEO’s mandate, “to serve and protect the public interest.”

A summary of Council’s discussion is presented below:

- “Public interest” definition is not within the Professional Engineers Act or Regulation 941 but is used in both legislative documents.
- Examples were provided to show how the public interest is dynamic, evolving and changing depending on social and technological contexts.
- A specific and detailed definition of the public interest is challenging in isolation and this topic may be well-suited for further exploration in the context of the ongoing Visioning exercise.
- PEO’s licensing process and compliance with the amendments to the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA) as well as the issue of cultural diversity are key elements of the conversation.
- A definition in this area would benefit from alignment with other professional regulators and the legislative documents that provide PEO with its authority.

[V. Banday re-joined the meeting at 2:27 p.m.]

Moved by Vice President Chahine, seconded by Councillor Lwin:

That Council approves the addition of the discussion of the definition of “public interest” to the *Council Registry of Activities and Open Issues*.

CARRIED
Unanimous consent

For: 24

A. Arenja
V. Banday
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane

Against: 0

Abstain: 0

Absent: 1

D. Montgomery



P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

12704 – MOTION TO MOVE IN CAMERA

Moved by Vice President Chahine, seconded by Councillor Schelske:

That Council move in camera at 2:30 p.m.

CARRIED
Unanimous consent

For: 24

Against: 0

Abstain: 0

Absent: 1

D. Montgomery

A. Arenja
V. Banday
C. Chahine
N. Colucci
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
G. Wowchuk

[All staff and guests left the meeting at 2:30 p.m. except for J. Quaglietta, D. Abrahams, A. Dixit, A. Kwiatkowski, M. Solakhyan, M. Feres, E. Chor, A. Vijayanathan, and L. Lukinuk.]

The meeting concluded on April 5, 2024 at approximately 4:45 p.m.

These open session minutes consist of 27 pages and minutes 12677 to 12704 inclusive.

R. Fraser, P.Eng., Chair



MINUTES

The 563rd MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 40 Sheppard Avenue West, Toronto on Friday, May 3, 2024, at 9:00 a.m.

Present:

(In-Person)

- G. Wowchuk, P.Eng., President (and Council Chair, effective at item 5)
- R. Fraser, P.Eng., Past President (and Interim Council Chair, items 1-4)
- F. Saghezchi, P.Eng., President-elect
- G. Boone, P.Eng., Vice President (elected) (from 9:30 a.m.)
- N. Lwin, P.Eng., East Central Region Councillor and Vice President (appointed) (at item 6)
- L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
- C. Chiddle, P. Eng., Eastern Region Councillor
- H. Ehtemam, P.Eng., East Central Region Councillor
- A. Elshaer, P.Eng., Northern Region Councillor
- V. Hilborn, P.Eng., Western Region Councillor
- M. Liu, P. Eng., Eastern Region Councillor
- S. MacFarlane, P.Eng., Western Region Councillor
- P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee
- G. Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee
- L. Notash, P.Eng., Councillor-at-Large
- R. Panesar, P.Eng., West Central Region Councillor
- L. Roberge, P.Eng., Northern Region Councillor
- S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
- G. Schjerning, P.Eng., Councillor-at-Large
- U. Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee
- P. Shankar, P.Eng., West Central Region Councillor
- S. Sung, Lieutenant Governor-in-Council Appointee
- R. Walker, P.Eng., Councillor-at-Large

Present

(Virtual):

- G. Boone, P.Eng., Vice President (elected) (9:00 to 9:30 a.m.)
- A. Dryland, CET, Lieutenant Governor-in-Council Appointee

Regrets:

None

Staff

(In-Person):

- J. Quaglietta, P.Eng., CEO/Registrar
- D. Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
- C. Mehta, Director, Finance
- M. Solakhyan, Director, Governance
- J. Vera, Director, Licensing
- M. Feres, Manager, Council Operations (Secretariat)
- E. Chor, Research Analyst (Secretariat)
- G. Pedregosa, Council and Committee Coordinator (Secretariat)
- A. Vijayanathan, Council and Committee Coordinator (Secretariat)

Staff

(Virtual):

- A. Dixit, P. Eng., VP, Corporate Operations and Digital Transformation
- A. Viola, P.Eng., VP, Regulatory Operations and Deputy Registrar



D. Smith, Director, External Relations

Guests

(In-Person): C. Bellini, P.Eng., Ontario Director, Engineers Canada
H. Brown, Brown & Cohen
T. Kirkby, P. Eng., Ontario Director, Engineers Canada
L. Lukinuk, Parliamentary Services

Guests

(Virtual): A. Arenja, P.Eng., Ontario Director, Engineers Canada
N. Hill, P.Eng., President, Engineers Canada
M. Sterling, P.Eng., Ontario, Engineers Canada
S. Perruzza, CEO, OSPE
C. Whitney, Ministry of the Attorney General

Council convened at 9:00 a.m. on Friday, May 3, 2024.

CALL TO ORDER

Notice having been given and a quorum being present, Past President Fraser called the meeting to order at 9:00 a.m. and made procedural announcements related to the conduct of the meeting.

12713 – APPROVAL OF AGENDA

Moved by Councillor Shelske, seconded by Councillor Roberge:

That:

- a) The agenda, as presented to the meeting at C-563-2, Appendix A be approved as presented; and**
- b) the Chair be authorized to suspend the regular order of business.**

CARRIED
Recorded vote

For: 23

Against: 0

Abstain: 0

Absent: 1

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge

F. Saghezchi

S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

12714 – DECLARATION OF CONFLICTS OF INTEREST

There were no conflicts of interest declared.

12715 – APPOINTMENT OF COUNCIL MEETING CHAIR

Since 2011, Council has had a process for selecting a Council Meeting Chair, a role separate from that of President. The current role of the Chair is described in the Governance Manual approved by Council at its March 2023 meeting. The core responsibility of the Chair is to propose the agenda for, and preside over, Council meetings.

Those wishing to put their name forward for the position of Council Meeting Chair for the 2024-2025 term submitted their names prior to the meeting. At its meeting of April 15, 2024, the Governance and Nominating Committee did not make a recommendation for this position.

It was noted that there were five expressions of interest received:

- Vicki Hilborn, P.Eng., West Central Region Councillor
- Fred Saghezchi, P. Eng., President-elect
- Pappur Shankar, P. Eng., West Central Region Councillor
- Randy Walker, P. Eng., Councillor-at-large
- Gregory Wowchuk, P. Eng., President

Councillor Hilborn withdrew her candidacy for consideration prior to the commencement of the meeting. Councillors Shankar and Walker also withdrew their names for consideration prior to the voting process during the meeting. No additional nominations were received from the floor, leading to the closure of the nominations. Although President-elect Saghezchi was not present during the vote, it was noted that his candidacy would be considered in the ensuing vote.

The confidential voting process was conducted through the platform ElectionRunner and the outcome of the vote led to President Wowchuk being officially declared as the Council Meeting Chair for the term 2024-2025.

[F. Saghezchi joined the meeting at 9:15 a.m.]

Council then voted to ratify their vote.

Moved by Councillor Chiddle, seconded by Councillor Panesar:

That Gregory P. Wowchuk, P.Eng., be appointed the Council Meeting Chair for the 2024-2025 Council year or until his successor is appointed.

CARRIED
Unanimous consent

For: 24 **Against: 0** **Abstain: 0** **Absent: 0**

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
F. Saghezchi
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

President Wowchuk assumed his duties as the newly elected Council meeting Chair.

12716 – APPOINTMENT OF CHAIR TO REGIONAL COUNCILLORS COMMITTEE

The Regional Councillors Committee (RCC) has been designated as a board committee. The Terms of Reference for the RCC prescribe that the Committee be composed of the ten elected members from each of the five regions. Because of the composition, its membership and operations are aligned to the Council year. Non-board committees are aligned with the calendar year.

The Terms of Reference also require that the chair is to be elected by and from among members of the RCC for a one-year term. The Committees and Task Forces Policy requires that chairs of committees be ratified by Council.

Following the Annual General Meeting, the RCC appoints a Chair for the ensuing Council year and the appointment is ratified by Council at its first meeting of the new term.

Moved by Councillor Roberge, seconded by Councillor Schelske:

That Pappur Shankar, P.Eng., be appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2025 Annual General meeting.

CARRIED
Unanimous consent



For: 24

Against: 0

Abstain: 0

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

P. Shankar accepted his role as RCC Chair, expressed his gratitude to the Council, and shared remarks focused on continuing the committee's successful efforts and fostering collaboration with both RCC members and staff.

12717 – APPOINTMENT OF VICE PRESIDENT

Clause 3(1)2 of Regulation 941 under the Professional Engineers Act requires that Council appoint a Vice President from among the Councillors who are members of the Association - that is either elected by the members under s.3(2)(a) of the Act or appointed by the Lieutenant Governor in Council under s.3(2)(b) of the Act.

Those wishing to be considered for the position of Vice President (appointed) submitted their names prior to the meeting. On April 15, 2024 the Governance and Nominating Committee (GNC) met to consider expressions of interest but made no recommendation.

The Chair advised that four expressions of interest were received. Councillors Chiddle, Roberge and Shankar removed their names from consideration. Councillors Lwin, MacFarlane and Walker remained on the ballot. The Chair asked for further nominations. None being received, nominations were then declared closed.

Councillors Lwin, MacFarlane and Walker spoke to their candidacy. The Election Runner platform was then used to conduct the secret vote. After the election was closed, it was announced that the successful candidate was Councillor Lwin.

Council voted to ratify the results of the confidential vote.

Moved by Councillor Elshaer, seconded by Councillor Shankar:

That Nanda Lwin, P.Eng., be appointed as Vice President for the 2024-2025 Council year.

**CARRIED
Unanimous consent**

For: 24 Against: 0 Abstain: 0 Absent: 0

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

12718 – APPOINTMENT OF COUNCILLORS TO GOVERNANCE COMMITTEES FOR 2024-2025

At its meeting on April 30, 2021, Council formally approved the establishment and initial mandates of four (4) new governance committees. The current terms of reference are described in Section 2.3.3.2 of the PEO Governance Manual approved by Council at its March 2023 meeting. Councillors were invited to specify preferences for serving on governance committees. The President, President-elect, and Past President are ex officio members of each governance committee.

On April 15, 2024 the Governance and Nominating Committee (GNC) met to consider expressions of interest and agreed on recommendations to each committee. Individual preferences were accommodated to the extent possible and efforts were made to ensure a reasonable (though not precisely even) distribution of Councillors on each committee. Councillors were provided with the opportunity to revise their preferences before Council finalized the appointments.

Audit and Finance Committee (AFC)

Council discussed the proposed membership of the Audit and Finance Committee, consisting of five (5) Councillors as well as the three (3) ex officio members.

Councillor Hilborn requested that her name be added for consideration of membership on the Audit and Finance Committee.

Moved by Councillor Chiddle, seconded by Councillor Mandel:

That Vicki Hilborn, P. Eng., be added to the proposed membership for the Audit and Finance Committee.

CARRIED
Unanimous consent

For: 24 **Against: 0** **Abstain: 0** **Absent: 0**

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

Council then voted on the original motion, as amended.

Moved by Councillor Senaratne, seconded by Councillor Chiddle:

That the Audit and Finance Committee be composed of Council members Lorne Cutler, P.Eng., Vicki Hilborn, P.Eng., Paul Mandel, George Nikolov, P.Eng., Sherlock Sung, and Randy Walker, P.Eng., for the 2024-2025 Council year.

CARRIED
Unanimous consent, as amended

For: 24 **Against: 0** **Abstain: 0**

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer



R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

Governance and Nominating Committee (GNC)

Council discussed the membership of the Governance and Nominating Committee as proposed the committee at its April 15, 2024 meeting, consisting of four (4) Councillors as well as the three (3) ex officio members, as well as the governance committees' expression of interest (Eoi) from Councillor Elshaer, appointed at the April 5, 2024 Council meeting and whose Eoi was submitted after the GNC meeting. It was proposed that Councillor Elshaer be considered for appointment to the GNC.

Moved by Councillor Roberge, seconded by Councillor Shankar:

That the Governance and Nominating Committee be composed of Council members Ahmed Elshaer, P.Eng., Nanda Lwin, P.Eng., Susan MacFarlane, P.Eng., Ravinder Panesar, P.Eng., and Glen Schjerning, P.Eng., for the 2024-2025 Council year.

CARRIED
Unanimous consent

For: 24 **Against: 0** **Abstain: 0** **Absent: 0**

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar



L. Roberge
F. Saghezchi
S. Schelske
G. Schjerner
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

Human Resources and Compensation Committee (HRCC)

Council discussed the proposed membership of the Human Resources and Compensation Committee, consisting of five (5) Councillors as well as the three (3) ex officio members.

Moved by Councillor MacFarlane, seconded by Councillor Sung:

That the Human Resources and Compensation Committee be composed of Council members Andy Dryland, CET, Luc Roberge, P.Eng., Scott Schelske, P.Eng., Uditha Senaratne, P.Eng., and Pappur Shankar, P.Eng., for the 2024-2025 Council year.

**CARRIED
Unanimous consent**

For: 24 Against: 0 Abstain: 0 Absent: 0

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerner
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

Regulatory Policy and Legislation Committee (RPLC)

Council discussed the proposed membership of the Regulatory Policy and Legislation Committee, consisting of six (6) Councillors as well as the three (3) ex officio members.

Moved by Councillor Cutler, seconded by Councillor Shelkse

That the Regulatory Policy and Legislation Committee be composed of Council members Guy Boone, P.Eng., Chantal Chiddle, P.Eng., Hannah Ehtemam, P.Eng., Vicki Hilborn, P.Eng., Michelle Liu, P.Eng., and Leila Notash, P.Eng., for the 2024-2025 Council year.

CARRIED
Unanimous consent

For: 24**Against: 0****Abstain: 0****Absent: 0**

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

12719 – APPOINTMENT OF GOVERNANCE COMMITTEE CHAIRS

As set out in each committee's Charter, Council appoints the Chairs for each of the four governance committees. On April 15, 2024 the Governance and Nominating Committee (GNC) met to discuss expressions of interest received and made no recommendations.

AFC Chair

Councillors Cutler, Mandel, and Walker initially submitted their names for consideration. Subsequently, Councillor Mandel withdrew his candidacy. There were no additional self-nominations from the floor for the

position AFC Chair, and nominations were officially closed. Both Councillors Cutler and Walker then presented their qualifications and visions in support of their candidacies.

The Election Runner platform was then used to conduct the secret vote. After the election was closed, it was announced that the successful candidate was Councillor Cutler.

The Chair noted that ratification of this election will occur after all elections have concluded for governance committee chairs.

GNC Chair

Councillor MacFarlane and Notash had initially submitted their names for consideration. However, Councillor Notash withdrew her candidacy as she was not a member of the GNC. The Chair then inquired whether there were any self-nominations from the floor for the position of GNC Chair. No additional nominations were presented. The Nominations were then declared closed. As a result, Councillor MacFarlane was unanimously acclaimed as GNC Chair.

Councillor MacFarlane expressed her gratitude to the Council and shared remarks focused on continuing the committee's successful efforts and fostering collaboration with both GNC members and staff.

The Chair noted that ratification of this appointment will occur after all elections have concluded for governance committee chairs.

HRCC Chair

Councillor Roberge was noted as the sole candidate having expressed interest in the position of HRCC Chair. The Chair asked if there were any self-nominations from the floor for the position of HRCC Chair. No further expressions of interest were received.

Councillor Roberge was acclaimed as HRCC Chair. He thanked Council and made remarks related to building on the committee's successes to date and working in collaboration with the members of the HRCC and staff.

The Chair noted that ratification of this appointment will occur after all elections have concluded for governance committee chairs.

RPLC Chair

Councillors Chiddle, Hilborn, and Notash were recognized as having expressed their interest in the position of RPLC Chair. Councillors Chiddle and Notash withdrew their names from consideration. The Chair inquired if there were any self-nominations from the floor for the same position. No additional expressions of interest were received and nominations were officially closed.

Councillor Hilborn was acclaimed as RPLC Chair. She expressed her gratitude to her fellow Council members and delivered remarks emphasizing her commitment to building upon the committee's existing successes and enhancing collaboration with both RPLC members and staff.

Council proceeded to the ratification of the election of the AFC Chair and the appointments by acclamation of the GNC, HRCC, and RPLC Chairs.

Moved by Vice President Boone, seconded by Councillor Mandel:

1. That Lorne Cutler, P.Eng., be appointed Chair of the Audit and Finance Committee for the 2024-2025 Council year or until his successor is appointed.
2. That Susan MacFarlane, P.Eng., be appointed Chair of the Governance and Nominating Committee for the 2024-2025 Council year or until her successor is appointed.
3. That Luc Roberge, P.Eng., be appointed Chair of the Human Resources and Compensation Committee for the 2024-2025 Council year or until his successor is appointed.
4. That Vicki Hilborn, P.Eng., be appointed Chair of the Regulatory Policy and Legislation Committee for the 2024-2025 Council year or until her successor is appointed.

CARRIED
Unanimous consent

For: 24**Against: 0****Abstain: 0****Absent: 0**

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
G. Nikolov
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

12720 – APPOINTMENTS TO THE EXECUTIVE COMMITTEE

The Executive Committee is required by sections 10 and 11 of the *Professional Engineers Act*. It has the powers and duties set out in section 11 of the Act and section 29 of Regulation 941 under the Act.

The composition of the Executive Committee is set out in section 28 of the Act. It includes the president, the president-elect, the immediate past-president, the two vice-presidents and one or more members of Council which Council appoints from time to time. Pursuant to s.28(1.1), if only one additional member of Executive Committee is appointed, that person must be a member of Council appointed by the Lieutenant Governor in



Council (LGA). That person may be either a member or a non-member of the Association. If more than one member is to be appointed, at least one must be an LGA.

[G. Nikolov left the meeting at 10:15 a.m.]

Council discussed its options to appoint only one (1) additional member in order to satisfy the legal requirement, or to appoint more than the minimum required.

Moved by Councillor Shelske, seconded by Councillor Roberge:

1. That the number of Executive positions to be appointed from amongst the members of Council under s.28(1)(e) of Regulation 941 be:

a) fixed at one (1), who for greater clarity must be a member of Council appointed by the Lieutenant Governor in Council;

OR

b) fixed at two (2), and in this circumstance, at least one position must be filled by a member of Council appointed by the Lieutenant Governor in Council;

OR

c) fixed at five (5), and in this circumstance, at least one position must be filled by a member of Council appointed by the Lieutenant Governor in Council.

1 c) CARRIED
Recorded vote

One: 3

C. Chiddle
P. Mandel
F. Saghezchi

Two: 2

S. MacFarlane
R. Walker

Five: 17

G. Boone
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung

Abstain: 1

G. Wowchuk

Absent: 1

G. Nikolov

It was noted that the first election will relate to satisfying the requirement that one appointment must be a Lieutenant Governor in Council (LGA) appointee. Council was advised that, of the expressions of interest

received, three (3) are LGA's and are thus eligible candidates, namely Councillors Cutler, Schelske, and Senaratne.

The Chair asked if there were any self-nominations from the floor for the LGA appointment to the Executive Committee. No further expressions of interest were received. Councillor Cutler withdrew his name from consideration. Nominations were declared closed. Councillors Schelske and Senaratne spoke to their candidacies.

The Election Runner platform was then used to conduct the secret vote. After the close of the election, Councillor Senaratne was declared the successful candidate.

The Chair noted that ratification of this election will occur after determining all appointments to the Executive Committee.

The second phase of the discussion related to Council's decision to make four additional appointments over the minimum requirement. Council was advised of the remaining eligible candidates, namely: Councillors Chiddle, Cutler, Ehtemam, Elshaer, Hilborn, MacFarlane, Notash, Panesar, Roberge, Schjerning, Shankar and Walker.

The Chair asked if there were any self-nominations from the floor for the additional appointment to the Executive Committee. No further expressions of interest were received. Nominations were declared closed. Councillors Chiddle, Cutler, MacFarlane, Notash, Roberge, and Walker withdrew their names from consideration. The remaining nominees spoke to their candidacies.

The Election Runner platform was then used to conduct the secret vote. After the close of the election, the results showed that the four successful candidates were Councillors Ehtemam, Elshaer, Hilborn, Schjerning.

Council proceeded to the ratification of the elections to determine the composition of the Executive Committee.

Moved by Councilor Roberge, seconded by Councillor Notash:

That Shahandeh Hannah Ehtemam, P.Eng., Ahmed Elshaer, P.Eng., Vicki Hilborn, P.Eng., Glen Schjerning, P.Eng., and Uditha Senaratne, P.Eng., be appointed as members of the Executive Committee for the 2024-2025 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941.

CARRIED
Unanimous consent

For: 23

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
L. Notash
R. Panesar

Against: 0

Abstain: 0

Absent: 1

G. Nikolov



L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

A motion was subsequently proposed to ensure due process by mandating the destruction and clearance of all ballots.

Moved by Councillor Sung, seconded by Councillor Senaratne:

That the electronic ballots used for all secret voting be deleted following the meeting.

CARRIED
Unanimous consent

For: 23

Against: 0

Abstain: 0

Absent: 1

G. Nikolov

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

12721 – APPOINTMENT OF ELECTED COUNCILLOR TO THE DISCIPLINE COMMITTEE

The Discipline Committee exercises a core regulatory function defined under the *Professional Engineers Act* and must do so in accordance with the Act, the *Statutory Powers and Procedures Act* and the general requirements of administrative law. Its required membership is set out in the *Professional Engineers Act*. Council is responsible for appointing members of the committee in some categories, subject to the approval of the Attorney General.

The requirement for Council to appoint an elected Councillor to the Discipline Committee to comply with s.27(1)1 of the Act is the sole exception to Council's 2021 direction that, as of the 2022 AGM, Councillors would no longer serve on non-governance committees. On April 15, 2024 the Governance and Nominating Committee (GNC) met to discuss expressions of interest from elected councillors and made no recommendation.

Past President Fraser and Councillor Roberge submitted their names for consideration. The Chair asked if there were any self-nominations from the floor. There were none and nominations were declared closed. Past President Fraser removed their name from consideration.

Councillor Roberge was formally recognized as the appointed member to the Discipline Committee. During his acceptance speech, Councillor Roberge articulated his reasons for wishing to serve on the committee.

Moved by Councillor Schelske, seconded by Councillor Chiddle:

That Luc Roberge, P.Eng., be appointed as a member of the Discipline Committee for the 2024-2025 Council year, in accordance with s.27(1)1 of the *Professional Engineers Act*.

CARRIED
Unanimous consent

For: 23

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

Against: 0**Abstain: 0****Absent: 1**

G. Nikolov

12722 – COUNCILLOR QUESTIONS

There were responses and discussion related to Councillors' questions, including the following areas:

Engineering Dimensions Magazine

Councillors questioned whether there had been discussions about reintroducing hard copies of the Engineering Dimensions magazine while continuing to preserve its digital presence. In response, staff confirmed that the reintroduction of hard copies of the magazine is under consideration, alongside budgetary reviews to determine the costs and logistics involved in this process.

AGM Feedback

AGM details were requested regarding the attendance numbers and costs associated with 2023's AGM and 2024's AGM. Staff provided a brief overview of the 2023's AGM vs the 2024 AGM costs and attendance, outlined below:

2023 Annual General Meeting (virtual only)

- 403 Attendees
- Cost: \$22 249

2024 Annual General Meeting (virtual and in-person)

- 108 Attendees (In person)
- 349 Attendees (Virtual)
- \$270 000

Executive Committee

Suggestions were presented to explore ways in which the Executive Committee could enhance its effectiveness and efficiency in meeting the needs of the Council.

Staff advised the Council that this topic could be addressed both at the Governance and Nominating Committee (GNC) and the Executive Committee. It was noted, however, that between the committees only the GNC was positioned to deliver a recommendation for Council's consideration.

The newly appointed Chair for the GNC also informed Council that a proposal for a new process to have Councillors bring their submissions to any governance committee would also be discussed at the GNC.

Plenary Sessions

A request had been made to ensure that the plenary schedule be established in advance and that it adhere to the time allocations specified in the 2024 election guide.

President Wowchuk indicated a preference for fewer plenary sessions for this term. He indicated that he would like to understand Council's needs before scheduling any plenary sessions.

Expense Reimbursement Policy

It was suggested that the meal reimbursement policy for councillors be updated to align with current practices. Additionally, it was noted that the existing policy does not comprehensively detail all the options available to councillors.

Staff confirmed that they would review this policy at the AFC as it is will be proposed for inclusion on the committee's work plan for the 2024-2025 term.

EIT Program

There was also interest in the possibility continuing the discussions or receiving additional feedback regarding the status of the EIT program. It was also noted that members were dissatisfied with the lack of communication on this matter. Staff confirmed that the EIT program has been included on a draft RPLC workplan for 2024-2025, scheduled for Council approval at its June meeting.

Councillors expressed concerns about postponing the plenary discussion for this to later in the year. It was proposed that the plenary session could commence earlier than initially suggested in the Fall. Additionally, it was mentioned that different timings for the plenary session could be beneficial.

Councillor Training

It was noted that it would be beneficial for councillors to be equipped with additional training resources upon their appointments to their governance committees.

Past Initiatives

It was noted that councillors would like to have the opportunity to review previous initiatives that were not brought forward to Council meetings in the past.

Reporting Harassment and Violence

Councillors inquired about the established procedures for addressing any incidents of harassment or violence they might encounter during their tenure on Council.

The current President and staff advised councillors that any incidents of harassment or violence in the workplace should be promptly reported directly to the President or the CEO Registrar.

12723 – MOTION TO MOVE IN CAMERA

Moved by Councillor Mandel, seconded by Councillor Sung:

That Council move in-camera at 1:21 p.m.

CARRIED
Unanimous consent

For: 23

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
P. Mandel
S. MacFarlane
L. Notash
R. Panesar
L. Roberge
F. Saghezchi
S. Schelske

Against: 0**Abstain: 0****Absent: 1**

G. Nikolov



G. Schjerner
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

All staff and guests left the meeting except J. Quaglietta and L. Lukinuk.

There being no further business, the meeting concluded at approximately 3:55 p.m.

These minutes consist of 19 pages and minutes 12713 to 12723 inclusive.

Gregory P. Wowchuk, P.Eng., Chair

Decision Note – Approval of Committee Membership Changes

Agenda Item Number	C-562-2.2(a)
Purpose	To bring forward committee membership changes requiring Council approval
Strategic/Regulatory Focus	Committee membership to support PEO's regulatory focus
Motion	That Council approve the changes to Committee Membership as presented.

Summary

Council is asked to approve committee changes.

Public Interest Rationale

Statutory committees assist PEO in meeting the principal object of the association in accordance with the *Professional Engineers Act* (PEA).

Background

Council has the responsibility for ensuring that the committees required in the PEA (s. 10) are continued so they can do the work of governing the profession and protecting the public in accordance with PEO's principal object "to regulate the practice of professional engineering and to govern...in order that the public interest may be served and protected". Under the Regulation the COC Chair and Vice-Chair's re-appointment must be approved by Council. Under the regulation new or returning committee members must be approved by Council.

Next Steps

The Committee membership rosters will be updated following approval by Council.

Approval of new Chair / Vice-Chair:

First/Last Name	Re-appointment Dates	Committee / Task Force
Nicholas Sylvestre-Williams, P.Eng.	May 2024 – December 2024	Complaints Committee (COC) Chair
Dave Uren, P.Eng.	May 2024 – December 2024	Complaints Committee (COC) Vice-Chair

New or Returning Members:

First/Last Name	Dates	Committee / Task Force
David Kiguel	May 2024 – Dec 2024	Experience Requirements Committee (ERC)
Evelyn Spence	2024-2027	Discipline Committee (DIC)

Prepared By: Arun Dixit, Vice-President, Digital Transformation & Corporate Operations

Information Note – Committee Membership Changes

Agenda Item No.	C-564-2.2(b)
Purpose	To inform council of the committee membership changes since the last council meeting.
Strategic/Regulatory Focus	Committee membership to support PEO's regulatory focus.

Summary

Resignations and other changes to committee membership lists not requiring Council approval since the last Council meeting.

Public Interest Rationale

To inform the public of updates in committee membership.

Background

Changes to committee membership not requiring Council approval are presented for information.

Committee and Task Force Resignations/Retirements/Passings:

First/Last Name	Date of Change	Committee / Task Force
Peter Frise, P.Eng.	May 2024	Complaints Committee (COC) Chair leaving position and returning as a regular member

Prepared By: Arun Dixit, Vice-President, Digital Transformation & Corporate Operations

Decision Note – Consulting Engineer Designation Applications

Agenda Item Number	C-564-2.3(a)
Purpose	Pursuant to subsection 61(2) of Regulation 941 under the <i>Professional Engineers Act</i> , the Consulting Engineer Designation Committee (CEDC) may make recommendations to Council in respect of all matters relating to application for designation as a consulting engineer. The CEDC makes the following recommendations.
Strategic/Regulatory Focus	Consulting Engineer designation
Motion	(requires a simple majority of votes cast to carry) 1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1. 2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.
Attachments	Appendix A – Report of the Consulting Engineer Designation Committee Appendix B – Legal Implications

Summary

The Consulting Engineer Designation Committee submits the following recommendations to Council. All applications were reviewed by PEO staff, the Regional Subcommittees of CEDC and later approved by CEDC on May 23, 2024.

Public Interest Rationale

One of PEO's key roles is to confer the 'Consulting Engineer' designation upon professional engineers who meet specific criteria. This designation acknowledges engineers who have demonstrated a high level of expertise and experience in delivering engineering consulting services, often surpassing the requirements for obtaining a Professional Engineer (P.Eng.) license. The consulting designation directly relates to PEO's principal mandate of regulating the practice of professional engineering and governing its members to serve and protect the public interest. By designating or re-designating only qualified professionals with the 'Consulting Engineer' designation, PEO ensures that those individuals possess the necessary qualifications, competence, and ethical standards to provide engineering consulting services to the public.

Background

Pursuant to subsection 61(2) of Regulation 941, the Consulting Engineer Designation Committee may make recommendations to Council on all matters related to the designation, as described in the Regulation. Decisions are made by Council itself.

Considerations

Examinations

With respect to initial applications for designation, clause 56(1)(d) of the Regulation refers to a requirement for applicants to pass examinations prescribed by Council or to have been exempted from such exams. There are currently no examinations set for this purpose. The request to exempt from examinations is hence a formality required by the wording of the Regulation.

The Regulation does not reference any examination requirement for redesignation as a consulting engineer.

Designation Requirements

Subsection 56(1) of the Regulation sets out the criteria for an applicant's initial designation as a consulting engineer. Failure to meet one or more of these criteria are grounds for denying the application.

The designation or redesignation expires five years from the date it is issued and the criteria for redesignation are set out in subsection 57(2) of the Regulation. Failure to meet one or more of the criteria are grounds for denying the application for redesignation.

Permission to Use the Title

Section 68 of the Regulation sets out the conditions for granting permission for a holder of a certificate of authorization to use the title "consulting engineer" or an approved variation in its business style. Failure to meet the conditions is a basis for denying a request for permission to use the title in connection with the applicant's Certificate of Authorization.

Stakeholder Engagement

Not applicable.

Recommendation(s)

Council is asked to accept the recommendations of the Consulting Engineer Designation Committee (CEDC) as set out above.

Next Steps

The applicants will be informed of the Council's decision by the CEO/Registrar, in accordance with section 58 of the Regulation.

Prepared By: Ian Daniels, P.Eng., Registration Officer; and Imelda Suarez, Staff Support

To the 564th Meeting of the Council of
Professional Engineers Ontario

REPORT OF THE CONSULTING ENGINEER DESIGNATION COMMITTEE

Chair: Adrian Pierorazio, P.Eng.

- 1. The Committee has reviewed the following applications for DESIGNATION** and recommends to Council that these **7** applicants be exempted from examinations pursuant to Section 56(2) of O.Reg.941 and that they be considered for **DESIGNATION AS CONSULTING ENGINEER**, having met the requirements pursuant to Section 56(1) of O.Reg.941:

#	P.Eng.	Company Name	Licence #
1.1	Gao, Peng	Soil Engineers Ltd.	100207146
1.2	Girard, Duane	GHD Limited	90438672
1.3	Hecimovic, Paul	The Odan/Detech Group Inc.	100126980
1.4	Kierstead, Justin	TBT Engineering Ltd	100181072
1.5	Krysa, Stephen	Pretium Engineering Inc.	100079064
1.6	MacDougall, Stephen	Brown & Beattie Ltd.	100149100
1.7	Shalaby, Abdalla	GEI Consultants Ltd.	100203290

- 2. The Committee has reviewed the following applications for REDESIGNATION** and recommends to Council that these **39** applicants be granted **REDESIGNATION AS CONSULTING ENGINEER**, having met the requirements pursuant to Section 57(2) of O.Reg.941:

#	P.Eng.	Company Name	Licence #
2.1	AbuOmar, Mazen	Leen Consulting Inc.	90543703
2.2	Ansari, Nadir	Brian Isherwood & Associates Ltd.	90232026
2.3	Attia, Magdy	Sigma Can Engineering Inc.	90455031
2.4	Beltrame, Robert	Atkinson Engineering Inc.	90472911
2.5	Bhutta, Salman	Engtec Consulting Inc.	100013765
2.6	Brock, John	Framatome Canada Ltd.	90467978
2.7	Catt, Gerald	Catt Engineering Service	7193014
2.8	Cifoni, Paolo	Trafalgar Engineering Ltd.	90099250
2.9	Crozier, Christopher	CF Crozier & Associates Inc.	90350117
2.10	Dengler, David	Building Innovation Inc.	90404674

2.11	Dinca, George	Sigma Research Inc.	100030996
2.12	Forbes, Stephen	Mars Group Ltd.	14577506
2.13	Frenette, Robert	TBT Engineering Limited	90260910
2.14	Harkonen, Harold	Nordmin Engineering Ltd.	90299520
2.15	Howard, Gary	Safety and Forensic Engineering Inc.	20550505
2.16	Hulley, Michael	Profound Engineering	90335084
2.17	Janzen, Timothy	985846 Ontario Inc. (o/a) MET Energy Systems	21852553
2.18	Jones, Simon	BluePrint2Build	90396193
2.19	Kadkhodaie, Reza	RK Energy Consultants Ltd.	100067113
2.20	Liu, Bo (David)	GeoPro Consulting Ltd.	100107874
2.21	Long, Robert	Long Environmental Consultants Ltd.	27330018
2.22	Lorenowich, John	JML Engineering Ltd.	27396506
2.23	Lotter, Norman	Flowsheets Metallurgical Consulting Inc.	90531807
2.24	Mamiza, Nabil	GTA Design & Engineering	100119298
2.25	Mickelson, Eric	TBT Engineering Limited	90462284
2.26	Morash, Stephen	WMI & Associates Ltd.	90296450
2.27	Moses, David	Moses Structural Engineers Inc.	90431719
2.28	Myatt, Michael	Chorley + Bissett Ltd.	100097735
2.29	Nalezty, Reginald	DCSC Architect + Engineer	33493016
2.30	Nielissen, Kyle	Forefront Engineering Inc.	100155232
2.31	Preston, Christopher	iRing INC - Datamine	37395019
2.32	Rosenblitt, Michael	MARENG Engineering Services Inc.	39681507
2.33	Sharma, Rakesh	GSS Engineering Consultants Ltd.	90282211
2.34	Turner, Charles	Charles G. Turner & Associates Ltd.	90244898
2.35	Van Ryn, William	Tatham Engineering Limited	90256264
2.36	Warner, Royan	VE Collective Inc.	90304692
2.37	Wood, David	David F. Wood Consulting Ltd.	90417742
2.38	Yerushalmi, Albert	Eden Engineering & Design Inc	100070815
2.39	Zuccaro, Marco	EMC Group Limited	100083723

CONSULTING ENGINEER DESIGNATION APPLICATIONS

C-564-2.3(a)
Appendix B

Legal Implications/Authority

1. Pursuant to Section 56(2), Council has the authority to exempt an applicant from any of the examinations required by section 56(1) to be taken by an applicant for a Consulting Engineer Designation if Council is satisfied that the applicant has appropriate qualifications.

Pursuant to Section 56(1) Council **shall** designate as a Consulting Engineer every applicant for the Designation who meets the requirements set out in Section 56(1)(a-d). As a result, there does not appear to be any discretion for Council to refuse applicants who meet the requirements.

2. Pursuant to Section 57(2) Council **shall** redesignate as a Consulting Engineer every applicant who meets the requirements of section 57(2) (a-c). As a result, there does not appear to be any discretion for Council to refuse applicants who meet the requirements.

Decision Note – Consulting Engineer Designation Applications

Agenda Item Number	C-564-2.3(b)
Purpose	Pursuant to subsection 61(2) of Regulation 941 under the <i>Professional Engineers Act</i> , the Consulting Engineer Designation Committee (CEDC) may make recommendations to Council in respect of all matters relating to application for designation as a consulting engineer. The CEDC makes the following recommendations.
Strategic/Regulatory Focus	Consulting Engineer designation
Motion	(requires a simple majority of votes cast to carry) 1. That Council declines the applications for designation as a Consulting Engineer, as presented to the meeting at C-564, Appendix A, Sections 1 and 2.
Attachments	Appendix A – Report of the Consulting Engineer Designation Committee Appendix B – Legal Implications Appendix C – Interpretive Guideline

Summary

The Consulting Engineer Designation Committee submits the following recommendations to Council. All applications were reviewed by PEO staff, the Regional Subcommittees of CEDC and later approved by CEDC on May 23, 2024.

Public Interest Rationale

One of PEO's key roles is to confer the 'Consulting Engineer' designation upon professional engineers who meet specific criteria. This designation acknowledges engineers who have demonstrated a high level of expertise and experience in delivering engineering consulting services, often surpassing the requirements for obtaining a Professional Engineer (P.Eng.) license. The consulting designation directly relates to PEO's principal mandate of regulating the practice of professional engineering and governing its members to serve and protect the public interest. By designating or re-designating only qualified professionals with the 'Consulting Engineer' designation, PEO ensures that those individuals possess the necessary qualifications, competence, and ethical standards to provide engineering consulting services to the public.

Background

Pursuant to subsection 61(2) of Regulation 941, the Consulting Engineer Designation Committee may make recommendations to Council on all matters related to the designation, as described in the Regulation. Decisions are made by Council itself.

Considerations

Examinations

With respect to initial applications for designation, clause 56(1)(d) of the Regulation refers to a requirement for applicants to pass examinations prescribed by Council or to have been exempted from such exams. There are currently no examinations set for this purpose. The request to exempt from examinations is hence a formality required by the wording of the Regulation.

The Regulation does not reference any examination requirement for redesignation as a consulting engineer.

Designation Requirements

Subsection 56(1) of the Regulation sets out the criteria for an applicant's initial designation as a consulting engineer. Failure to meet one or more of these criteria are grounds for denying the application.

The designation or redesignation expires five years from the date it is issued and the criteria for redesignation are set out in subsection 57(2) of the Regulation. Failure to meet one or more of the criteria are grounds for denying the application for redesignation.

Definition of "Primarily Engaged"

The Interpretive Guideline, which includes the definition of "Primarily Engaged" (clause 6 and along with clauses 1, 3, 5, and 9 of the attached Appendix C), as noted in Section 60 of Regulation 941, made under the Professional Engineer's Act, is interpreted as "the member's main employment is the delivery of Professional Engineering Services to the public as a consultant."

Permission to Use the Title

Section 68 of the Regulation sets out the conditions for granting permission for a holder of a certificate of authorization to use the title "consulting engineer" or an approved variation in its business style. Failure to meet the conditions is a basis for denying a request for permission to use the title in connection with the applicant's Certificate of Authorization.

Reasons to Refuse

Reasons for refusal to designate or redesignate are outlined in the Interpretive Guideline (clause 11 of the attached Appendix C) and listed below:

- Not primarily engaged as per Section 56(1)(b), Section 57(2)(b) and Section 60.
- Lacks the two years continuous and most recent experience on a certificate of authorization or equivalent.
- Lacks the necessary experience as per Section 56(1)(c) and 57(2)(c) at a level sufficiently senior to demonstrate business experience.
- Inadequate or incomplete information and references.
- Unsatisfactory reference.

Stakeholder Engagement

Not applicable.

Recommendation(s)

Council is asked to accept the recommendations of the Consulting Engineer Designation Committee (CEDC) as set out above.

Next Steps

The applicants will be informed of the Council's decision by the CEO/Registrar, in accordance with section 58 of the Regulation. The motion for a declined application does not need to be brought into the open session.

Prepared By: Ian Daniels, P.Eng., Registration Officer; and Imelda Suarez, Staff Support

To the 564th Meeting of the Council of
Professional Engineers Ontario

REPORT OF THE CONSULTING ENGINEER DESIGNATION COMMITTEE

Chair: Adrian Pierorazio, P.Eng.

1. The Committee has considered the following application for **DESIGNATION** and recommends that the application be **DECLINED**.

#	P.Eng.	Address	Licence #
1.1	Franz, Reyburn	Steckley Consulting Engineers Inc.	100554496

The CEDC recommends to the Council of the Association that Mr. Franz's application for designation be DECLINED because he does not currently meet the requirement for designation due to his lack of experience with Ontario projects, as captured in Section 56(1)(c) under Regulation 941.

2. The Committee has considered the following application for **DESIGNATION** and recommends that the application be **DECLINED**.

#	P.Eng.	Address	Licence #
2.1	Green, Lawrence	Green Engineering Inc.	100043301

The CEDC recommends to the Council of the Association that Mr. Green's application for designation be DECLINED because he does not currently meet the requirement for designation with respect to being in independent practice, as captured in Section 56(1)(b) and Section 60(a)(b) under Regulation 941 and as outlined in the interpretive guideline.

CONSULTING ENGINEER DESIGNATION APPLICATIONS

C-564-2.3(b)
Appendix B

Legal Implications/Authority

1. Pursuant to Section 56(2), Council has the authority to exempt an applicant from any of the examinations required by section 56(1) to be taken by an applicant for a Consulting Engineer Designation if Council is satisfied that the applicant has appropriate qualifications.

Pursuant to Section 56(1) Council **shall** designate as a Consulting Engineer every applicant for the Designation who meets the requirements set out in Section 56(1)(a-d). As a result, there does not appear to be any discretion for Council to refuse applicants who meet the requirements.

2. Pursuant to Section 57(2) Council **shall** redesignate as a consulting engineer every applicant who meets the requirements of section 57(2) (a-c). As a result, there does not appear to be any discretion for Council to refuse applicants who meet the requirements.

INTERPRETIVE GUIDELINE

101-40 Sheppard Avenue West
Toronto, ON M2N 6K9
Tel: 416 224-1100
800 339-3716
Fax: 416 224-8168

www.peo.on.ca
Enforcement Hotline:
416 224 9528 Ext. 1444

Interpretive Guideline

Update Adopted by the
Consulting Engineer Designation Committee
At their meeting on 23rd day of October, 2014
Chair: Eric Nejat, P. Eng.

1. An applicant for designation must be currently in independent practice in Canada, i.e., offering and/or providing professional engineering services on an arms-length basis. Example: design/build contractors/engineers may not meet this requirement.
2. Provided an applicant for designation complies with Sections 56 and 60 of the Regulations, then the applicant need not reside in Ontario. If no services have been provided in Canada during the most recent two years, the candidate may be required to provide proof of having offered services, such as advertisements, proposals, or contact letters.
3. An applicant for designation must have been continuously engaged in independent practice in Canada over the last two years. The committee can recommend to council that it consider granting designation where the candidate has less than two years in independent practice. Reasons must be given for such a recommendation. A career change into independent practice after many years of engineering and business experience at senior levels in industry and/or previous experience in independent practice may qualify the applicant for consideration with less than two years of independent practice.

The matter of independent practice may be established when there is evidence that the applicant holds a certificate of authorization from any Canadian Province. For applicants having licensure in Quebec (where no certificates of authorization exist), the resume may be used to establish the extent of independent practice. Unless the applicant indicates an intention to work in a consulting engineering firm holding a certificate of authorization, the designation shall be issued on the condition that the applicant is named on a certificate of authorization issued by PEO.

4. An applicant for designation who has been employed on a full time basis with holders of a Certificate of Authorization and has been listed thereon for the two most recent years may be considered.
5. The two years of experience in independent practice required under Section 56(1)(b) may be considered as part of the overall five years required by Section 56(1)(c). This experience must demonstrate technical and business skill satisfactory to the committee supported by references and/or interviews. Experience is to be verified by 3 professional engineers of which at least one should be a Designated Consulting Engineer. Four references will be required if there is no Consulting Engineer Designation reference of which one must be licenced in Ontario.
6. "Primarily Engaged" as noted in Section 60 of Regulation 941, made under the Professional Engineer's Act is interpreted as "the member's main employment is the delivery of Professional Engineering Services to the public as a consultant."
7. The applicant's experience in independent practice need not necessarily be gained in a consulting firm. Such exceptions may include Research and Development organizations, and service-oriented units of industrial firms.
8. Applicants who are essentially government employees or who work exclusively for government on an employment contract basis are not considered to be in independent practice.
9. Contracting and design/build do not constitute "independent practice" with respect to a firm and the granting of permission to use the title "Consulting Engineers"; or a variation thereof would be inappropriate. Further, any version which suggests the firm has superior skills will be disallowed, including "Consulting Professional Engineers".
10. An applicant for redesignation whose employer is a Canadian firm should be considered even though he may at the time of application be doing the bulk of his work outside Canada.
11. Reasons for refusal to designate or redesignate an applicant may include:
 - Not primarily engaged as per Section 56(1)(b) and Section 60
 - Lacks the two years continuous and most recent experience on a certificate of authorization or equivalent.
 - Lacks the necessary experience as per Section 56(1)(c) and 57(2)(c) at a level sufficiently senior to demonstrate business experience.
 - Inadequate or incomplete information and references.
 - Unsatisfactory reference.
12. Professional and character references must have known the applicant for at least two years.

Information Note – President’s Report

Agenda Item Number	C-564-3.1
Purpose	To inform Council of the recent activities of the President.
Strategic/Regulatory Focus	
Motion	No motion required.
Attachments	

President Wowchuk will provide a report on his recent PEO activities at the meeting.

Information Note – CEO/Registrar’s Report

Agenda Item Number	C-564-3.2
Purpose	CEO/Registrar Quaglietta will present the CEO/Registrar’s Report to Council.
Strategic/Regulatory Focus	
Motion	None
Attachments	Appendix A – CEO/Registrar’s Report



Professional Engineers
Ontario

CEO/ REGISTRAR'S REPORT

C-564-3.2
Appendix A

JUNE 21, 2024



INTRODUCTION

PEO has a rich history of regulating the practice of professional engineering and governing licence holders to serve and protect the public interest, and June 14 marks the organization's 102nd anniversary. PEO's Council, our board of directors, under the Act, is wholly dedicated to protecting the privilege of self-regulation that is granted to us by the province. I have every confidence that we are ready for any challenge or development that the future may hold, thanks to the commitment of our Council to strengthen our role as a regulatory body that puts the public interest first. I look forward to working with our 2024–2025 Council in moving PEO forward in a direction in which we can all be proud and where our stakeholders find value. I wish to welcome back our returning Councillors and thank our new councillors for your interest in serving PEO during this transformative time.



(l to r) President Gregory P. Wowchuk, P.Eng., FEC; Jennifer Quaglietta, MBA, P.Eng., ICD.D; Attorney General Doug Downey, LLB, LLM, and Past President Roydon Fraser, PhD, P.Eng., FEC, at the AGM on April 20 in Barrie, ON.

Annual General Meeting

On April 20, PEO held its hybrid Annual General Meeting (AGM) at Horseshoe Resort in Barrie, ON. This was PEO's first AGM since 2019 to have an in-person component. We had 349 participants join us in person and virtually. The AGM was an opportunity to share our operational achievements and to engage with licence holders, many of whom were PEO volunteers and included over 50 Chapter representatives. We were delighted to welcome Attorney General

Doug Downey, LLB, LLM, whose encouraging remarks reminded us of the important role that engineers play in making Ontario a world-class place to call home. President Gregory P. Wowchuk, P.Eng., assumed the presidency from Past President Roydon Fraser, PhD, P.Eng., FEC, and PEO's 2024–2025 Council was officially sworn in.



West Central Region Councillor Pappur Shankar, P.Eng., FEC; Windsor-Essex Chapter Chair Hanan El-Sayed, PhD, P.Eng.; Western Region Councillor Susan MacFarlane, PhD, P.Eng.; Jennifer Quaglietta, MBA, P.Eng., ICD.D; 2024 Order of Honour inductee Haris Ahmadzai, P.Eng., FEC, and West Central Region Councillor Ravinder Panesar, P.Eng., FEC, at PEO's AGM



(l to r) Jennifer Quaglietta, MBA, P.Eng., ICD.D, participates in a panel discussion at the 30 by 30 Conference, which was moderated by Jessica Vandenberghe, P.Eng. (Alberta), FEC, FGH (Hon), assistant dean, community and culture, faculty of engineering and computer science at the University of Victoria (r).

Engineers Canada's 2024 Spring Meeting and Annual Meeting of Members

During the week of May 21, President Wowchuk and I, along with selected staff, travelled to Winnipeg, MB, to represent PEO at Engineers Canada's Spring Meeting and Annual Meeting of Members. On May 23, all 12 engineering regulators endorsed the National Statement of Collaboration, which reflects our renewed commitment to work together to address national and international barriers to mobility for engineers and engineering entities, to further advance public safety, and to increase regulatory efficiency.

30 by 30 Conference: Turning Knowledge into Action for Gender Equality

I was honoured to participate in this year's 30 by 30 Conference, hosted by Engineers Canada, which had the theme of "Turning Knowledge into Action for Gender Equality." I participated in a panel discussion with regulatory leaders, where we discussed our findings over the past five years and strategies we need to adopt

if we are to meet our target in six years. I left the panel discussion and workshop motivated and optimistic about achieving this goal, given the amount of work underway across the country.

The conference began with a review of results from a formal evaluation of the 30 by 30 initiative, and although well underway, 30 by 30 was noted to be at risk of meeting its gender parity goal. For example, it was alarming to hear that 81 per cent of female students drop physics between Grade 10 and Grade 12, compared to 66 per cent of male students. Additionally, it was disappointing to see that women are 11 per cent less likely to enroll in engineering post-secondary education programs and that female students constituted 24 per cent of undergraduates in 2020. However, once in an engineering program, 82 per cent of female students remain in the program as compared to a smaller portion of their male peers. All to say, there is much more to do on this front.



Ontario Engineering Project Awards Gala

On May 9, PEO's VP Policy & Governance & Chief Legal Officer and I attended the Ontario Engineering Project Awards, presented annually by the Association of Consulting Engineering Companies Ontario (ACEC-Ontario), one of Ontario's engineering advocacy bodies. The awards highlight outstanding projects by ACEC-Ontario members, as well as the important role of consulting engineering firms and engineers.

PEO's EDI Framework

In 2022, PEO established its Anti-Racism & Equity (ARE) Code to codify certain commitments to advance its fairness, human rights, and public interest obligations under the law. The eight principles included in the ARE Code, together with PEO's values, mission and vision, are reflected in our EDI Framework which will serve as a foundation to inform strategies and decision-making regarding all organizational activities, including: licensing and registration; complaints, discipline, compliance and enforcement; professional standards, professional development, education and guidance; stakeholder engagement; governance, transformation and strategic activities; and staff functions, chapter functions, and many others.

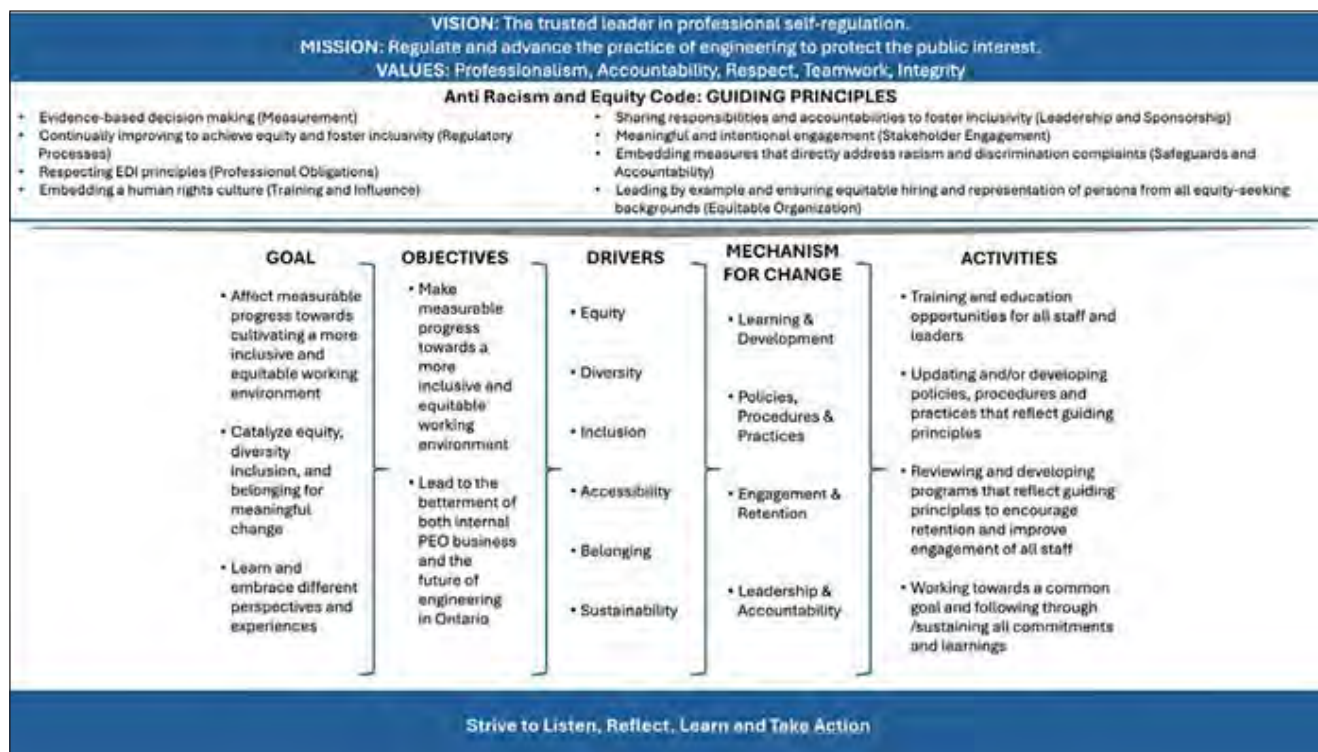


Figure 1: A chart outlining PEO's ARE Code and how it serves as a guideline for PEO's operations.

OPERATIONAL PLAN STATUS REPORT

PEO's 2023–2025 strategic plan includes the four goals of modernizing processes, improving governance, optimizing organizational performance and collaborating with stakeholders. In support of achieving goals within the strategic plan, the operational plan

includes 21 initiatives for 2024. As of June 2024, 5 per cent of these initiatives have been completed, with an additional 24 per cent more than half completed against progress plans for the year.

Figure 2: PEO's 2024 operational plan document as of June 2024.

			Status				
Goals	Sub Goals	Activities	NYS	< half	> half	Done	
1. Improve licensing processes	1.1 Create fair, transparent, accessible and efficient application process	1.1.1 FARPACTA tech solution - Phase 1 & 2					
		1.1.2 FARPACTA process (licensing and compliance)					
	1.2 Review licensing processes; implement changes	1.1.3 Change management and communications					
		1.2.2 Implement mandatory CPD - Phase 2 (business rules, sanctions)					
2. Optimize organizational performance	1.3. Ensure licensing reflects EDI values	1.3.1 EDI - Phase 1 (audit, supports)					
		2.2.1 Digital transformation roadmap					
	2.2. Ensure adequate IT; data collection/mgt	2.2.2 Data governance model					
		2.3 Review/improve comms & business processes; ensure reflects EDI values	2.3.1 Organizational EDI strategy				
	2.3.2 HR high performance team roadmap						
	2.3.3 Modernize payroll processes						
	2.3.4 Communications strategy (value, EDI)						
	2.3.5 Modernize budget processes						
	2.3.6 Review financial controls						
	2.3.7 Develop Customer Service Model						
	3.1 Ensure councillor & ELT orientation		3.1.2 Review/revise board orientation				
	3. Implement governance improvement program	3.2 Ensure committee/council evidence for decision-making	3.2.2 RM framework				
3.3 Establish metrics for governance performance		3.3.1 Review governance committee evaluations					
4. Refresh vision; ensure stakeholders see PEO value		4.1 Dialogue with members & stakeholders	4.1.3 Stakeholder engagement session(s)				
	4.2 Undertake research	4.2.1 Legislative/reg/legal review					
		4.3.1 Draft new vision					
		4.3. Develop proposed vision for consultation	4.3.2 Post vision consultation				
Status Counts:				10%	61%	24%	5%

IMPROVING THE LICENSING PROCESS

1.1 Create Fair, Transparent, Accessible and Efficient Application Process

1.1.1 FARPACTA Tech Solutions

In support of PEO's FARPACTA roadmap and in support of continued operational improvements, PEO staff continue to implement changes to our application portal to enhance the applicant experience, including a streamlined process for transfer applications set for delivery in late 2024. This will automate various components of the process, resulting in an application process that is efficient and easier to use, has greater stability and security and will help continue to ensure compliance with regulatory standards.

1.1.2 FARPACTA Process (Licensing and Compliance)

PEO reached a key milestone in April, when the Licensing team approved the first four non-CEAB applicants for licensure in the FARPACTA-compliant process. In addition, Licensing continues to meet the registration timelines under FARPACTA. Notably, PEO is surpassing the six-month requirement and making registration decisions in approximately three months, on average, from the receipt of complete applications.

As a result of continued progress against the Inventory Management Plan, the total number of legacy applicants decreased substantially to 24,868 as of May 1, primarily due to the closure of inactive applications. Of these applicants, the number of processable legacy files is approximately 20,000, excluding applicants that haven't yet accumulated 48 months of engineering experience.

65

Average clearance rate of files per week

In addition, the number of files awaiting initial academic assessment was 1767 on May 13. Under the assumption that assessments continue at their current rate of 65 files per week, on average, the projected completion is tentatively by late November of this year.

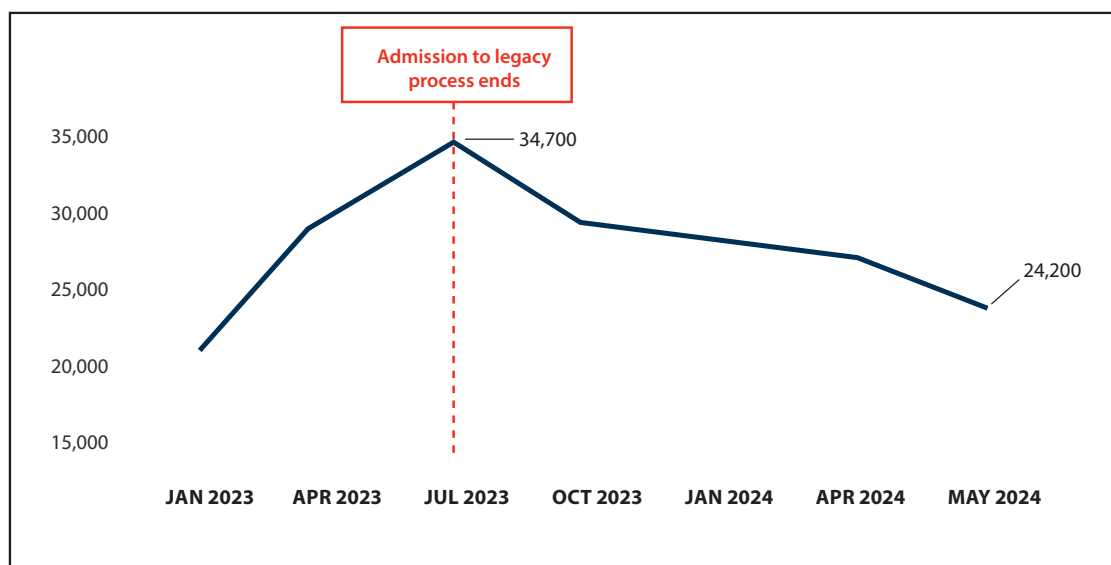
OPTIMIZE ORGANIZATIONAL PERFORMANCE

2.2 Ensure Adequate IT; Data Collection/Management

2.2.1 Digital Transformation Roadmap and

2.2.2 Data Governance Model

In support of PEO's digital transformation roadmap and in a continued effort to strengthen cybersecurity, staff have introduced numerous operational improvements to enhance threat and risk monitoring and response functions. Further, we continue the journey to strengthen our architecture in alignment with international cybersecurity standards, including the National Institute of Standards and Technology Cybersecurity Framework and ISO 27001. Additionally, cybersecurity awareness training is now offered to all Council members.



*including those awaiting to complete their 48 months of engineering experience.

Figure 3: Total number of legacy P.Eng. applicants per quarter.

As part of PEO's data governance initiatives, we are continuing to evolve our organizational data warehouse to enable the generation of key insights to inform planning and decision making. Initial results of these efforts include additional reporting and dashboard capabilities to support organizational business intelligence.

2.3 Review/Improve Communication and Business Processes; Ensure They Reflect EDI Values

2.3.5 Modernize Budget Processes

As part of several ongoing projects to support the operationalization of the current strategic plan, a web-based budgeting tool has been implemented for the preparation of PEO's budgets effective this year. The tool includes expanded capabilities to support financial modelling and forecasting and will support improved efficiency of the budgeting processes, as well strengthening PEO's evidence-based approach to budget management.

IMPLEMENT GOVERNANCE IMPROVEMENT PROGRAM

3.2 Ensure Committee/Council Evidence for Decision-Making

3.2.2 Risk Management Framework

In February, Council approved PEO's Enterprise Risk Management Policy (ERM) in support of an effective enterprise risk-management program. Per Council's decision, its role is to oversee a comprehensive ERM program to monitor key risks to organizational objectives, with the executive leadership team being responsible for identifying, assessing and operationalizing the program. Since February, staff have created a risk register that will provide a summary of strategic, organizational risks. The risk register supports effective risk management through regular reviews and analysis of risks and their corresponding controls and mitigations. As decided by Council, the risk register will be presented and discussed at the November meeting of the Audit and Finance Committee, with a subsequent review by Council.

REFRESH VISION; ENSURE STAKEHOLDERS SEE PEO VALUE

4.1 Dialogue With Members and Stakeholders

4.1.3 Stakeholder Engagement Session(s)

PEO's Strategic Stakeholder Advisory Group (SSAG) held its inaugural meeting on May 29. The SSAG is a new and intentional way to engage with its stakeholders to support its regulatory policy development process. The group received orientation on practices for advising effectively on regulatory policy and PEO's policy development framework and was given an overview of corporate priorities and structure, including the responsibilities of the Policy and Governance division and External Relations department.

The 14 volunteers selected will serve a two-year term and will be engaged as needed to discuss and review information related to key regulatory policy initiatives, such as the engineering intern program and mandatory continuing professional development. The SSAG will help staff assess the validity and thoroughness of various policy approaches that might be under consideration, as well as provide feedback, identify potential gaps or areas for concern and help ensure that a diversity of stakeholder perspectives is captured.

SSAG members were drawn from various areas of Ontario's engineering community. The aim is to reflect the diversity of the profession as well as to include members of traditionally underrepresented disciplines. The inaugural members of the SSAG are:

- Iad Abdul-Rahman, PhD, P.Eng, PMP, PLP, AME, aviation consultant, Aviation Leed Consulting Company;
- Parisa Bahrami, P.Eng., PMP, CCE, clinical engineer, Children's Hospital of Eastern Ontario;
- Sneha Bernard, P.Eng., project lead, Natural Resources Canada;
- Mymoon Bhuiyan, engineering student, McMaster University;
- Colleen Follis, P.Eng., responsible tailings facility engineer, Vale Base Metals;
- Dalia Hanna, PhD, P.Eng., PMP, associate dean, School of Social and Life Science, Sheridan College;
- Inga Hipsz, P.Eng., regional vice president, CSA Group;
- Anil Lal, P.Eng., manager, engineering & technical services, TSSA;
- Andrew Naassan, P.Eng., field engineering manager, Bruce Power;
- Joshua Pope, P.Eng., founder, board member and CEO, Trajekt Sports Inc.;
- Stephanie Price, P.Eng., FEC, CAE, executive director, Federation of Medical Regulatory Authorities of Canada;
- Joel Primeau, P.Eng., HBDP, president and chief instructor, Delta Competence
- Eva Wu, P.Eng., lead software engineer, PICCO Engineering Ltd.; and
- Kaoru Yajima, P.Eng., PE (Oregon), senior project engineer, Regional Municipality of Waterloo



3/4

Quarterly indicators reporting green, or favourable.

GOVERNANCE SCORECARD

The Governance Scorecard plays a key role in the management and oversight of PEO's operational activities and priorities. The Governance Scorecard reports on 12 quantitative indicators aligned to PEO's core functions of Regulatory Operations, Policy, Strategy and Finance and Talent Management and Corporate Administration.

The Q1 2024 Governance Scorecard outlines the targets and thresholds for all 12 indicators. In addition, this scorecard reports on four quarterly indicators from January to March 2024. Three of the four indicators are reporting green, or favourable, against their target; and one as yellow, or slightly below target. The remaining eight indicators are not reportable for this period and further updates on these indicators will be provided throughout the year.

The PEO Governance Scorecard continues to improve accountability, transparency and evidence-based decision-making processes across the organization. In Q2, several PEO departments began development of cascading operational scorecards with industry-informed benchmarks to support modernization and organizational effectiveness initiatives.



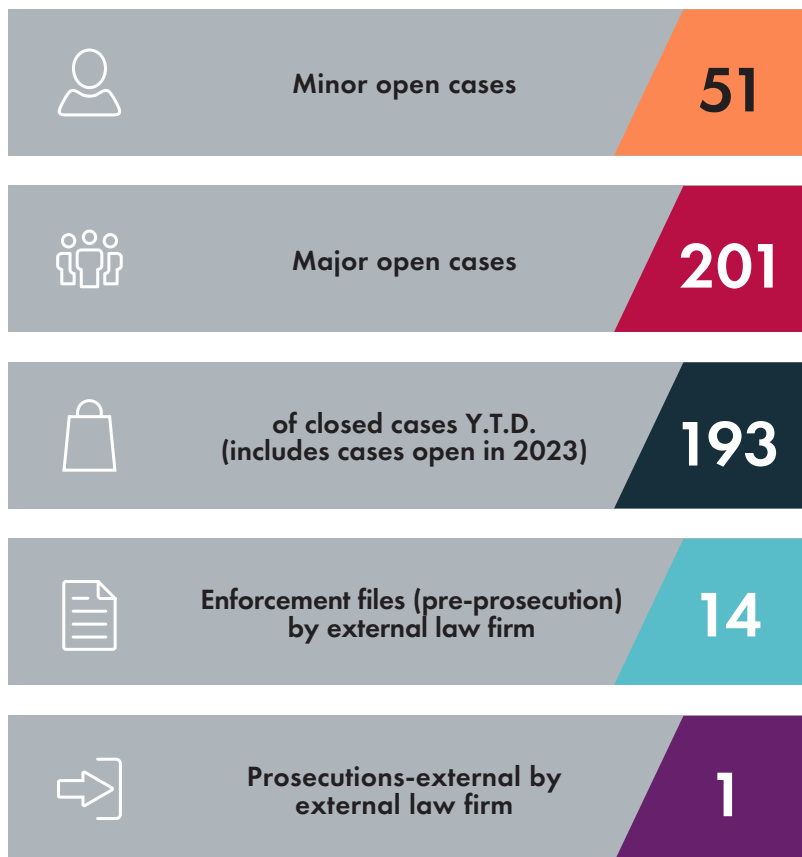
Figure 4: Governance Scorecard.

Unlicensed Practice

In co-operation with the Complaints and Investigations team, Unlicensed Practice continues to evaluate improvements to reporting processes in support of providing timely metrics and the efficient deployment of investigative and prosecution resources.

Unlicensed Practice continues to diligently pursue prosecution of an unlicensed individual facing multiple allegations of defrauding the public by holding themselves out as an engineer to secure renovation contracts. This individual has been evasive since last year, having been previously convicted for similar activities in 2018. The hearing took place May 28, 2024.

Notably, PEO had a considerable enforcement victory when Mr. Justice Callaghan awarded costs of over \$88,000 to PEO from another unlicensed individual who was passing himself an engineer and using an engineer's seal. "His actions are clearly a flagrant and deliberate snub to the statutory intent of the Act and a violation of his undertaking," Justice Callaghan wrote in his decision. "His actions are not only confusing to the public but potentially harmful to those who rely on him for engineering services for which he is neither licensed, insured nor regulated."



	2022	2023	2024 (April 30)
Complaints Committee (COC) Caseload			
Filed Complaints ¹ not disposed of by COC at previous year-end	105	120	160
Complaints Filed (PEA s. 24. 1(a)) during the Year	96	90	32
Total Caseload in the Year	201	210	192
Total Filed Complaints Disposed of by COC in the Year (for details see COC's <i>Disposition of Complaints</i> below)	81	50	5
Total Filed Complaints Pending for COC Disposition (for details see <i>Status of Active Filed Complaints</i> below)	120	160	187
COC's Disposition of Complaints			
Direct that the matter be referred, in whole or in part, to the Discipline Committee. (PEA s. 24. 2(a))	13	11	0
Direct that the matter not be referred. (PEA s. 24. 2(b))	35	30	5
Take such action as COC considers appropriate in the circumstances and that is not inconsistent with this Act or the regulations or by-laws. (PEA s. 24. 2(c))	33	9	0
COC's Timeliness Regarding the Disposition of the Complaint²			
Complaint disposed of within 90 days of filing	0	0	0
Complaint disposed of 91–180 days of filing	3	1	0
Complaint disposed of after more than 180 days of filing	78	49	5
COC Processing Time – Days from Complaint Filed to COC Disposition (12 mo. rolling avg.)			
Average # Days	554	509	614
Minimum # Days	154	176	252
Median # Days	414	427	594
Maximum # Days	1766	1761	1761

Figure 5: Complaints and Investigations Statistics

¹ Signed Complaint Form filed with the registrar.

² Days from Complaint Filed to date COC Decision is signed by COC chair.

STATUS OF ACTIVE COMPLAINTS

Active Filed Complaints–Total		187
Complaints filed more than 180 days ago	140	140
Pending Approval and Reason regarding COC Decision	75	
Complaints under active consideration by COC	22	
Completed Investigation ready for COC consideration	7	
Regulatory Compliance Investigation	36	
Complaints filed 91–180 days ago	18	18
Pending Approval and Reason regarding COC Decision	0	
Complaints under active consideration by COC	0	
Completed Investigation ready for COC consideration	1	
Regulatory Compliance Investigation	17	
Complaints filed within the past 90 days	29	29
Pending Approval and Reason regarding COC Decision	0	
Complaints under active consideration by COC	0	
Completed Investigation ready for COC consideration	0	
Regulatory Compliance Investigation	29	

Figure 6: Status of Active Filed Complaints

Review by Complaints Review Councillor (PEA s. 26. (s))

Where a complaint respecting a member of the Association or a holder of a certificate of authorization, a temporary licence, a provisional licence or a limited licence has not been disposed of by the Complaints Committee within 90 days after the complaint is filed with the registrar, upon application by the complainant or on her own initiative the complaints review councillor may review the treatment of the complaint by the COC.

Glossary of Terms

Complaint Filed–Signed Complaint Form filed with the registrar.

Complaints and Investigation Statistics as at April 30, 2024

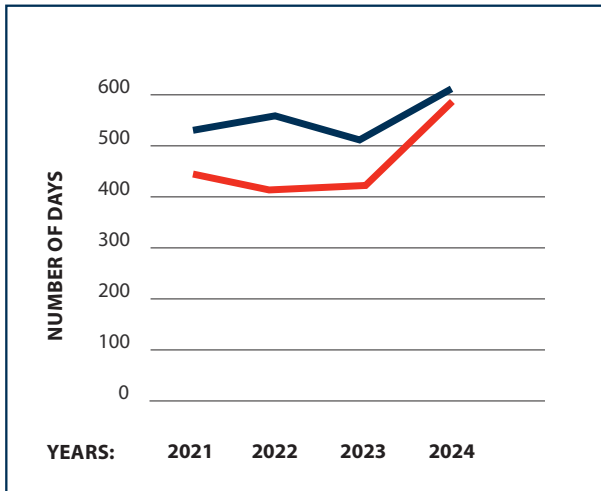


Figure 7: Complaint File Processing Times as of April 30, 2024

— AVERAGE # DAYS
— MEDIAN # DAYS

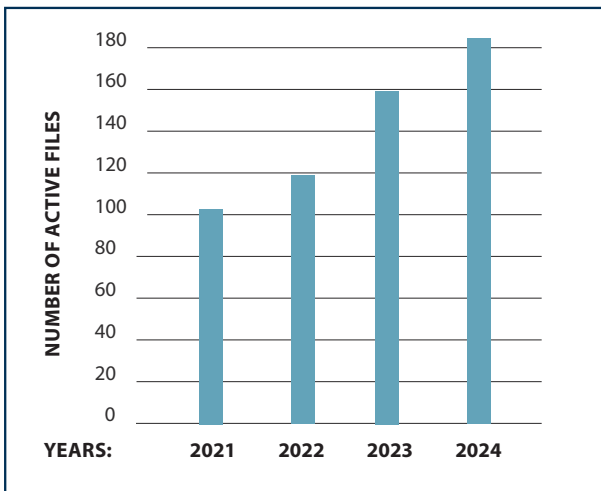


Figure 8: Number of Active Complaints Files, Year End 2021–2023 and YTD 2024

FINANCE

For the three months ending March 31, 2024, revenues earned amounted to \$8.8 million, while expenses incurred totaled \$7.4 million, resulting in an excess of revenue over expenses of approximately \$1.3 million, as shown in Figure 9. The \$200,000 favorable variance in revenue is largely attributable to a higher-than-expected investment income.

Total expenses for the three months ending March 31, 2024, amounted to \$7.4 million, compared to a budgeted spend of \$8.1 million, resulting in a favourable variance of \$640,000. This favourable variance

is mainly due to lower expenses incurred by PEO chapters and lower-than-expected spend-on-purchased services and volunteer business expenses.

Figure 10 shows cash reserves of approximately \$10.9 million and an investment portfolio of \$29.8 million as of March 31, 2024, in comparison to cash reserves of \$8.6 million and an investment portfolio of \$27.8 million, respectively as of March 31, 2023.

	2024 Actual	2024 Budget	Variance Actual vs Budget
TOTAL REVENUES	\$8,764,523	\$8,602,688	\$161,835
Operations expenses	\$6,940,212	\$7,492,909	\$552,697
Sp. projects and strategic plan exp.	\$485,412	\$573,031	\$87,619
TOTAL EXPENSES	\$7,425,624	\$8,065,940	\$640,316
EXCESS OF REV OVER EXP	\$1,338,899	\$536,749	\$802,150

Figure 9: Revenues and expenses as of March 31, 2024.


	2024 Actual	2023 Actual	Variance Actual Vs Actual
Cash	\$10,852,054	\$8,622,363	\$2,229,691
Other current assets	\$625,486	\$759,805	-\$134,319
Marketable securities	\$29,774,637	\$27,839,664	\$1,934,973
Capital assets	\$26,915,368	\$28,095,320	-\$1,179,952
TOTAL ASSETS	\$68,167,545	\$65,317,152	\$2,850,393
Current liabilities	\$15,061,792	\$15,695,023	\$633,231
Long-term debt	-	\$90,705	\$90,705
Employee future benefits	\$12,061,100	\$13,260,100	\$1,199,000
Net assets	\$41,044,653	\$36,271,324	\$4,773,329
TOTAL LIABILITIES & NET ASSETS	\$68,167,545	\$65,317,152	\$2,850,393

Figure 10: Assets and liabilities as of March 31, 2024.

Remissions and Resignations

As of March 31, 2024, the data in Figure 11 shows that the total number of P.Engs in fee remissions was approximately 12,855, in comparison to 13,352 as of the same period in 2023. The number of resignations as of March 31, 2024, was 444 as compared to 776

resignations as of March 31, 2023. Additionally, the number of P.Engs as of March 31, 2024, remained largely unchanged at approximately 87,452 in comparison to 87,489 reported on March 31, 2023.



	YTD March 2024	YTD March 2023
Members seeking remission	917	775
Total members in fees remission	12,855	13,352
Members resigned	444	776
Total P.Engs	87,452	87,489

Figure 11: Estimated Remissions and Resignations as of March 31, 2024.

CUSTOMER SERVICE

In the first quarter of 2024, PEO's Customer Service Level One Team addressed 12,536 tickets (11,484 emails, 944 calls and 108 walk-in requests) and were able to resolve 69 per cent of all inquiries at the first point of contact. Data collected by the Customer Service Level One Team continues to be shared across PEO departments to support information sharing, process improvements, and the identification of opportunities to address issues and better serve our customers.

Reporting capabilities now include the results of a post-response survey for queries to sent to the Customer Service team. Preliminary results to this voluntary survey are promising, with respondents indicating a 100 per cent post-resolution satisfaction rate.

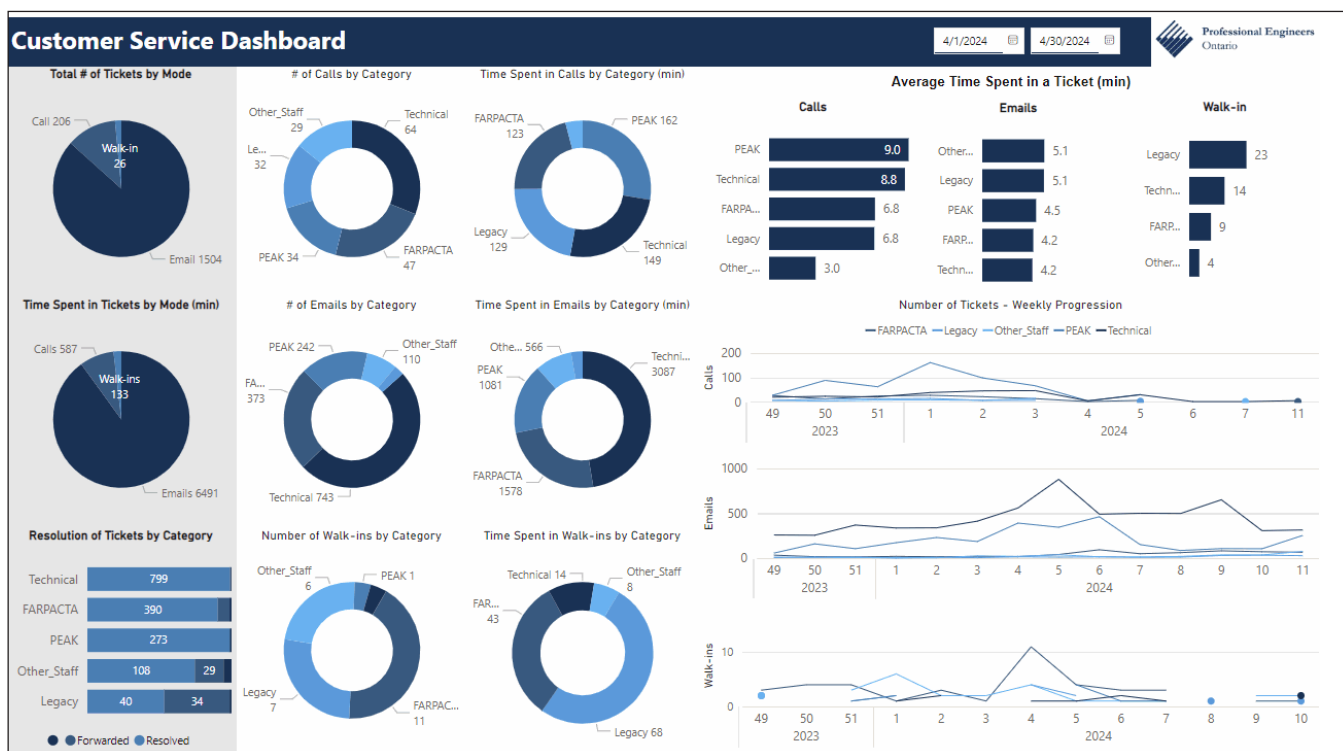


Figure 12: Customer Service Dashboard

Continuing Professional Development

METRICS FOR	JUNE 2024	2023 YEAR END
	* fee remissions exempt from PEAK	* incl. fee remissions
Total eligible users	73, 135	82, 317
Completed Practice Evaluation and Professional Practice Model at least once this year	73.9% completed PE and PPM 5.3% in progress 20.8% not yet started	76.5% completed PE and PPM 23.5% did not complete
Compliance	5.3% with all 3 elements 90% with only 2 elements	51% with all 3 elements *
Declaration	66.7% practising 12.5% not practising 20.8% no declaration	63% practising 20% not practising 17% no declaration

Figure 13: PEAK Participation as of June 2024.

We are approaching the midpoint of the second year of our mandatory CPD program, PEAK. As of late May 2024, PEAK compliance has increased to a point where nearly 80 per cent of eligible licence holders have started the first two elements, the Practice Evaluation (PE) and the Professional Practice Module (PPM), with the vast majority having completed both elements. Additionally, 6 per cent of those eligible have reported all of their assigned CPD hours, which do not need to be reported until year end.

The most recent email reminder, which was sent to eligible licence holders on May 16, generated a 2 per cent increase in compliance in approximately one week. This improvement is expected to continue as mailed reminders are received by those without valid email addresses. Additional email and paper reminder notices will continue to be sent at regular intervals, and compliance will be tracked accordingly.

Meanwhile, plans for enforcement of PEAK obligations in the coming months through administrative suspensions and, eventually, audits are progressing. Administrative suspensions will not be imposed until efforts to achieve compliance have been exhausted and the level of compliance itself is sufficiently high to provide assurance that all eligible licence holders are at least aware of the obligation, even if they have chosen not to comply. PEAK questions continue to be addressed via the Customer Service team, with significant issues being escalated to PEAK staff.

PEO has also signed a memorandum of understanding with a number of other provincial and territorial regulators to help facilitate the mutual recognition of applicable CPD hours for applicants licensed in multiple Canadian jurisdictions. There will be operational mechanisms in place to facilitate this and to ensure that the quality of PEAK is not diluted.



CHAPTERS

Event Engagement Model

The North Bay Chapter, together with OACETT's Near North Chapter, co-hosted their 53rd Annual Engineering Symposium on April 19. This year's theme, *Engineering in a World With Artificial Intelligence*, included an exciting slate of speakers who shared insights with the events' over 100 attendees. The symposium provided an excellent opportunity for networking and inspired discussions on AI from many perspectives. This was the first opportunity for the executive leadership team to visit to the Northern Region under our new Event Engagement Model (EEM), which we unveiled last fall. Americo Viola, P.Eng., vice president of regulatory operations and deputy registrar; and Arun Dixit, P.Eng., vice president of digital transformation and corporate operations attended the symposium with the latter serving as one of the events' speakers.

Moreover, we continue to exceed our year-to-date EEM targets, which 9 visits having been completed by the end of June.

REGION	2024 TARGET	2024 ACTUAL
East Central	2	2
Eastern	2	2
Northern	2	1
West Central	2	3
Western	2	2
ALL CHAPTERS	12	9

Figure 14: Event Engagement Model numbers. Regions visited and planned visits as of June 2024.

AT THE 2024
HALFWAY POINT



Visit each region twice:
9/10 regional visits



Visit 12 Chapters:
9/12 Chapters visited



EVERY MOMENT MATTERS

In honour of National Volunteer Week, PEO recognizes and thanks our volunteers, including those who serve on Council, committees and their subcommittees, task forces and the Government Liaison Program; and PEO chapter leaders and volunteers, as well as those who represent PEO on external boards and advisory groups and participate in chapter-sponsored programs.



NATIONAL VOLUNTEER WEEK
APRIL 14-20, 2024

Volunteer Week

April 14 to 20 was National Volunteer Week, with Volunteers Canada commemorating the occasion with the hashtag #EveryMomentMatters. Over 900 individuals make the intentional decision to give their time, expertise and moments to PEO. To acknowledge these contributions and offer messages of gratitude, a special thank-you gift was sent to all volunteers. Additionally, PEO produced a special video, which featured thank you greetings from the CEO/Registrar and Past President Roydon Fraser and was shared through our social media channels and played at our AGM.

Volunteer Service RECOGNITION

In honour of National Volunteer Week, PEO recognizes and thanks our volunteers, including those who serve on Council, committees and their subcommittees, task forces and the Government Liaison Program; and PEO chapter leaders and volunteers, as well as those who represent PEO on external boards and advisory groups and participate in chapter-sponsored programs.



NATIONAL VOLUNTEER WEEK APRIL 14-20, 2024

Discussion Note – “Visioning for Relevance” Initiative

Agenda Item No.	C-564-3.3
Purpose	
Strategic/Regulatory Focus	
Motion	
Attachments	Appendix A – Vision Statements & Interpretive Document: Visioning 2050

Past President Fraser will discuss the report at Appendix A at the meeting.

Vision Statements & Interpretive Document

Visioning 2050

FOR:

**Professional Engineers of Ontario
Council Review**

June 20-21, 2024



**Professional Engineers
Ontario**

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Visioning 2050 in Review

The Professional Engineers Ontario (PEO) is engaged in a comprehensive visioning process, Visioning 2050, facilitated by Crestview Strategy, to help chart the path forward as a regulator that will meet the needs of the future of the profession. This initiative aims to refresh PEO's vision to ensure relevance and value for all stakeholders. A good vision statement is goal-oriented, inspiring, and widely accepted by an array of stakeholders.

As part of this process, the following objectives are being considered to ensure the effectiveness of the vision statement:

- **Audacious, Ambitious, and Inspiring.** The vision should be bold and motivating.
- **Self-Regulation.** It should clarify the role of self-regulation at PEO.
- **Measurable Metrics or Goals.** The vision should include clear, measurable goals.
- **Decision-Making Aid.** It should assist Council in making and guiding decisions.
- **Appealing Readability.** The vision should be well-written and resonate positively with readers.

In the initial phase during fall 2023, 99 PEO member volunteers were organized into 10 advisory groups. In the span of 3 months, 60 meetings were held. These groups generated 62 preliminary vision statements, from which 10 common themes were identified. The top five themes were Empowerment and Excellence in Engineering, Equity, Diversity, and Inclusivity, Public Safety and Trust, Leadership in Innovation and Change, and Self-governance. This phase demonstrated the passion and insight of the advisory group members and laid the groundwork for the subsequent stages.

Phase 2 commenced in winter 2023, focusing on developing an interpretive document based on the identified themes. The advisory groups were consolidated from 10 to 3, with the number of volunteers decreasing to 47. The members that remained were dedicated and committed to the process, taking time out of their busy schedules to meet with their fellow volunteers. During this phase, each group continued to refine and rank the vision statements through multiple rounds. The top 20 statements were presented to the Working Group, complemented by analyses of their themes and language. The themes were then ranked and interpreted, forming the basis of the interpretive document.

By spring 2024, Phase 3 was underway, with the focus on finalizing the vision statement and interpretive document. The advisory groups were tasked with interpreting and providing feedback on the assigned themes. They were prompted to come up with challenge questions to test and refine the vision statements. This phase involved extensive stakeholder engagement, including PEO's Council, chapters, OSPE, and student organizations. A total of 96 survey responses highlighted the importance of crafting a vision that resonates with stakeholders, promotes diversity, empowers engineers, and ensures public trust and safety.

The working group then met in person to iterate upon the advisory groups' seven statements to encapsulate PEO's core values and future aspirations. These vision statements were then sent back to the advisory groups to rank their top two, which are presented below. Again, the ultimate goal is to deliver a vision statement that meets the test of objectives to be goal-oriented, audacious, inspiring, and widely accepted by a diverse array of stakeholders, guiding PEO in its mission to regulate the engineering profession in the public interest.

Working Group Shortlisted Statements

Working group members were asked to rank and provide commentary on a final iteration of Phase 3 vision statements. Set out below are the ranked top two vision statements. Please note that the words underlined reflect those the Working Group found impactful and necessary, while the words in brackets reflect those the Working Group wanted to change.

Statement 1

Self-regulated [trustees] of the engineering profession protecting and enhancing public safety.

Interpretative Component

Self-regulated

- The ability to maintain self-governance of the profession; to govern itself without external interference, maintaining independence in its regulatory practices.
- Holding members accountable for their actions through internal mechanisms, ensuring compliance with established rules and ethical guidelines.
- Encouraging ongoing development and adherence to best practices within the profession, driven by internal review and feedback processes.
- Ensure public trust is maintained through professional standards; the ability to maintain autonomy to address evolving challenges.

Trustees

- Individuals or bodies entrusted with the responsibility of overseeing and safeguarding the interests and integrity of the profession.
- Upholding a commitment to act in the best interest of the profession and public, with a duty to maintain ethical standards and accountability.

Enhancing

- Implementing and evolving new technologies, methodologies, or safety protocols that improve safety outcomes in engineering applications.

- Increasing public knowledge and awareness of safety issues and the role of engineering in mitigating them.
- Proactively identifying and addressing potential safety issues before they become significant threats.

Statement 2

A **prosperous**, safe and sustainable future by diverse practitioners **anticipating change** (and disruption) with innovative responsibility.

Interpretative Component

Prosperous

- Proper direction and actions are being taken to ensure the satisfaction of the public.
- Prosperity affects the process of licensing policies as it ensures alignment with the impact of engineering.
- Considers and incorporates Indigenous school of thought, such as Seven Generations.
- Understand that there must be a balance between what is aspirational and what is measurable to track movement.
- Ensures that equity, equality, and inclusivity are considered.
- A profession that anticipates disruptions and embraces change.
- Safety of the impact to the public is a fiduciary obligation and built into the work of professional engineers.

Anticipating change

- Embodies a proactive and forward-looking approach as opposed to a reactive approach.
- Predict and prepare for future trends and potential disruptions.
- Establishing foresight enables individuals and organizations to seize opportunities and mitigate risks effectively.
- Develop innovations that will strengthen engineering as a profession and bring multiple benefits to the community.

Advisory Group Shortlisted Statements

Advisory group members were asked to rank and provide commentary on a final iteration of Phase 3 vision statements. A total of 43 out of 62 advisory group members participated in the survey. Set out below are the ranked top two vision statements. Please note that the words in brackets reflect key words of each statement as identified by advisory group members.

Statement 1

[Trusted] [technical leaders] [protecting the public] and [embracing change] towards a [sustainable future].

Interpretative Component

Trusted

- Being entrusted by the public to do what's right; to act ethically in the best interests of the public.
- Seen as ethical and transparent, fostering confidence in actions and intentions.
- Perceived as a subject matter expert of the profession with a proven track record of competence.
- Recognized widely for their positive impact and leadership within the profession.
- Ensures rigorous education, ongoing competency assessments, and standard setting practices to foster continual trust of the public in an evolving technological landscape.

Technical leaders

- Leaders who possess deep knowledge in specific technical fields.
- Individuals who drive technological advancement and innovation within the profession.
- Subject matter experts that shape the discourse and direction of technology within the profession.

Protecting the public

- Ensuring that public interests are paramount.
- Upholding ethical standards and practices that prevent harm and promote the welfare of the community.
- Enabling culture that is capable of judging and whistleblowing what is not.

Embracing change

- Being open and responsive to new trends, technologies, and practices.
- Actively seeking and implementing new solutions and improvements.
- Fostering an organizational or societal mindset that is positive towards change and evolution.
- Strengthening the ability to manage and thrive through changes and disruptions.
- Exploring opportunities and innovations that strengthen the profession and bring societal benefits.

Sustainable future

- Focusing on practices and technologies that minimize environmental impact and support long-term ecological health.
- Ensuring equitable social systems that foster well-being, diversity, and inclusion for current and future generations.
- Developing technologies that are durable, maintainable, and designed with long-term viability in mind.
- Engineering practices move forward while considering innovative approaches. The use of technology in an environmentally and socially responsible manner.

Statement 2

[Self-regulated] [trustees] of the [engineering profession] [protecting] and [enhancing public safety].

Interpretative Component

Self-regulated

- The ability to maintain self-governance of the profession; to govern itself without external interference, maintaining independence in its regulatory practices.
- Holding members accountable for their actions through internal mechanisms, ensuring compliance with established rules and ethical guidelines.
- Encouraging ongoing development and adherence to best practices within the profession, driven by internal review and feedback processes.
- Ensure public trust is maintained through professional standards; the ability to maintain autonomy to address evolving challenges.

Trustees

- Individuals or bodies entrusted with the responsibility of overseeing and safeguarding the interests and integrity of the profession.

- Upholding a commitment to act in the best interest of the profession and public, with a duty to maintain ethical standards and accountability.
- Providing direction and oversight, ensuring the profession's activities align with its core values and objectives.

Engineering profession

- Encompassing all areas of engineering, including their respective specialties.
- The collective group of individuals who are educated, trained, and licensed to practice engineering.
- The standards and codes of conduct that govern the behavior and decisions of engineers, emphasizing their responsibility to society.

Protecting public safety

- Identifying, evaluating, and minimizing risks associated with engineering projects to ensure they do not harm the public.
- Adhering to safety regulations, codes, and best practices to ensure the safety and well-being of the community.
- Making decisions that prioritize the health, safety, and welfare of the public above other considerations or personal gain.

Enhancing public safety

- Implementing new technologies, methodologies, or safety protocols that improve safety outcomes in engineering applications.
- Increasing public knowledge and awareness of safety issues and the role of engineering in mitigating them.
- Proactively identifying and addressing potential safety issues before they become significant threats.

Appendix 1 – Themes

Please see below the list of emerging themes with some highlights of the discussion stemming from the Advisory Groups for consideration.

Empowerment and Excellence in Engineering: *highlighting the focus on empowering engineers and fostering a pursuit of excellence.*

- Rooted in the confidence that an engineer's professional guidance is valued and prioritized, especially when compared to non-licensed or less trained individuals. This confidence stems from a commitment to rigorous and transparent licensing standards by PEO, underpinned by a dedication to public safety and professional integrity, driving excellence in engineering practices.
- PEO enhances this confidence by offering continuous learning opportunities on cutting-edge technologies, ethical considerations, and societal challenges post-licensing.
- Encompasses not only the technical work performed by engineers but also the quality of governance within the PEO.
- Empowerment is also derived from the public's trust and recognition of the essential role engineering plays in society. This trust is built and expanded upon through ongoing education, practical experience, mentorship, and tutoring, broadening engineers' skills and achievements.

Examples:

- Does it make a difference for someone who owns a business? Does it make it more competitive?
 - Thoughts:
 - It would come down to someone who has a P.Eng. license or not.
 - P.Eng. license helps get a high professional position.
 - Being part of PEO gives you a competitive advantage.
- Why would someone want to be licensed by PEO?
 - PEO as a regulator is the custodian of the professional standards and the governor of them so somebody that has the P.Eng. designation is the only one that can sign engineering documents that can withstand the scrutiny of the public and the law.
 - Thoughts:
 - You are becoming a part of a community of professionals with the same goals and standards.
 - A licensure that's recognized and lends its members credibility.
 - Stay up to date with recent advancement in engineering and tech.
 - Engineering students taking courses (undergraduate), after finishing their degree, they get an EIT license. What is the process for that? To show how much it's valid to have a P.Eng.
 - Canadian universities are accredited by the accreditation board and it's about the courses and not the instructors.

- Manufacturing exemption. The P.Eng. didn't help in this space. Why would someone who operates on the manufacturing exemption or in a not very regulated part of engineering want to get a P.Eng. license?
 - If you work for a manufacturing company in Ontario, you don't have to be a professional engineer.
 - It's the industrial exemption.
 - They tried to overturn it but that was not successful.
 - It's a symbolic on what it represents: the P.Eng.
 - Professional engineers with a stamp mean you are ensuring that the public is safe.
 - Manufacturing engineers don't go through the same process they go through Canadian Standard Association, and they deal with the safety of the public.
 - Professional engineers who are designers are different.
- Academic engineering: Professors and instructors don't need to be licensed.
 - P.Eng. license not needed for someone who wants to stay in academia.
- Does the public understand the difference between a licensed engineer and "engineer" and how the word is used (ex. Difference between doctor and nurse - PhD vs medical doctor)
- An engineer can connect the dots between theory and practice.
- Mutual respect for different education and talent areas
- Do we need to start calling ourselves something else?
- The role of the Professional Engineers of Ontario is to safeguard the title of Professional Engineers - the designation to only those who are qualified. PEO is the guardian and the title (we need to denote the difference)
 - Can bring forward the humility - people are not prone to saying they are a PEng vs Eng. - denoting between PEng and Eng. when speaking to their role as a sense of pride.
 - The word "Professional" does not have the same construct today that it did 20-30 years ago where it was quite specific to certain professions - the meaning has changed.
 - People assume the ring means PEng not Eng. - PEng provides the extra layer of legitimacy.
- Good examples of fostering excellence:
 - Chapters are a good way to encourage and foster excellence.
 - Mentorship licensing.
 - Peak program.

Equity, Diversity, and Inclusivity: *the commitment to fostering an equitable, diversity and inclusive engineering community.*

- Licensing practices should solely focus on competence and excellence, ensuring that advancements in the profession mirror the evolving societal landscape towards greater inclusivity. Continuous education post-licensing plays a crucial role in this.

- Emphasizing "Inclusivity, Diversity, and Equity" underscores the important role the PEO plays in promoting fairness, openness, and a welcoming environment.
- Cultivating an engineering culture that champions diversity is essential for sparking innovation, enhancing productivity, and increasing overall satisfaction within the field.

Examples:

- Empowering women and girls to pursue engineering careers and leadership roles.
- Seeing it in practice - at school, meetings, organizations.
- If everything goes well re. EDI it will disappear because it will just be.
- Acknowledge the gap between licensing requirements between locally educated and internationally educated to close that perceived gap in licensing.
 - Is there universal acceptance for licensing by exam? Same examination program for everybody.
 - EDI for the individual and the education.
- How does accreditation fit into this to enable EDI and provide certainty? Equivalency of education is hard to demonstrate so how do we make this easier?
- Do not assume the level of progress being made for women in engineering / not specific to gender either.
- We can't waste talent because of roadblocks that prevent the diversity of opinions, experiences, and expertise (Engineers are problem solvers and you need diversity in opinion to solve the problem for everyone).
- Higher weight on competency - and prevent unconscious bias (This could be training in practice to reduce unconscious bias).

Public Safety and Trust: *imperative to uphold public safety and sustain trust in engineers.*

- Trust in professional engineers, as recognized by the PEO, is vital for public safety and confidence.
- Adherence to a strict code of ethics by professional engineers reinforces their commitment to public safety.
- Enhancing public understanding of the engineering profession through forums and awareness initiatives is crucial to uphold the integrity of the term 'engineer', thereby safeguarding public safety against potential misuse.
- The embodiment of professionalism in engineering through rigorous education, ongoing competency assessments, and standard-setting practices ensures the continual trust of the public in an evolving technological landscape.

Examples:

- We must comply with standards that provide safety. Our essential work is not to provide something that endangers people and the environment. Engineers must stay up to date on standards, getting the public to trust engineers.

- If the public knows that the products and services were provided by licensed professional engineers, then their trust in what they are buying and using is enhanced.
 - Nothing should be out for any kind of performance without the stamp of a professional engineer, this makes sure that the owner, not only the engineer is liable as well.
 - There is a liability associated with any product and service so by having the stamp of professional engineers on development and implementation of products and services the risk of becoming liable is diminished.
 - It's not the risk, but it's understanding the product is acceptable is the point. There is risk in any product.
 - Products have different regulators depending on what they are (cars=transport Canada). These are not stamped engineering products. Things that impact public safety, there are things that are legislated and things that aren't. This is not definitive. Legislated products are legislated for a reason. You want to identify the importance and the motivation.
 - As Vision 2050 we're talking about macro level: stamp. Micro level: things are more nuanced. The idea is that it must be done by people who are licensed.
- It's also about advancing the standards and dealing with new things and tech as they are evolving.
- AI in society and while the government may regulate it, as professional engineers do we need to update our code and ethical guidelines to acknowledge AI and the risks / ethics.
- To have public trust, the public must understand what it means to be an engineer, the ethics, the training and the responsibility.
- It's the obligation to ethics and responsibility - the buck stops here (ex, AI).
- Engineering is broad and what does the profession also need protection from.
- Ex. PEng being cut due to budget cuts and cut corners - how can we make it so that corporates understand and respect the level of trust that comes with a PEng. - this is where ethics come in because many aren't trained in ethics or law - so how can public trust be maintained if corporations do not understand the legalities or potential issues.
 - Titles become loose re. AI "research scientist" and where is the engineer to bring ethics to the project.
- Where do we end the responsibility of an engineer?
- Does there need to be guardrails around who can do what and when with what education?
- PEO also has a "limited license" which provides flexibility to obtain a square stamp that defines the practice of his expertise.
- Should we encourage more individuals to seek licensure?
- Should we only license certain areas of practice?
- Having the P.Eng. credential should allow my employer/public to know that I have a safety-first mentality.

- A P.Eng. represents the culmination of engineering education and standards of practice; demonstrates the highest standards of education and articulates the difference between certification and a degree.
- To promote the mandate of PEO and the work of P.Eng.
- PEO should embrace and have oversight of emerging disciplines.
- There must be a higher level of educational attainment before being able to seek licensure.

Leadership in Innovation and Change: *targets stewardship for excellence, innovation, and impactful change, extending from Ontario globally.*

- Engineers serve as key proponents of science and technology for public good.
- Despite exceeding its regulatory scope, the PEO plays a crucial role in shaping policy and practices by leveraging its influential position.
- Through collaboration, PEO enables ethical discussions and evolving standards alongside other professional bodies, promoting advancements in technology ethics and conduct.
- Leadership is crucial in a globally interconnected society, acknowledging that technological outcomes are mutual, affecting both Ontario and the world at large.

Examples:

- Why would someone like to be licensed?
 - Would want to join an organization that is a leader nationally and globally of like-minded professionals.
 - Having access to a group of colleagues to discuss emerging trends and ethical discussions and issues that you're dealing with or to get other opinions.
 - It's a community of other professionals (with the same goals, standards, and values) hence a forum for consultation, advice and guidance.
 - We have communication with designer engineers and engineers in emerging trends/manufacturing.
 - By having this community that doesn't only represent a forum of advice, but it's also nurturing the cooperation between established and emerging ways of doing things/technologies.
 - This encourages new or existing members to update the existing standards and make it compatible to the emerging technologies and this will help PEO stay a leader and relevant.
 - We want to have those standards at the forefront so that PEO is the benchmark for other organizations outside of Ontario as they evolve their processes.
- PEO role in ongoing learning - webinars, training, picking up on evolving technology (i.e. AI) and supporting the education around a particular subject.
- Leadership in the regulatory and external environments evolving.
- It's about fostering growth and continued education (i.e. PEAK).
- What does continuing education mean but also recognize that not everyone is going to be able to know/do it all outside their practice.

- So many people are doing engineering work without regulation and is that needed? Or is being responsible and professional enough to not need regulation/licensing?
- Are there other ways to regulate the industry (re. Certification of the product/innovation vs for the individual).
- Ex. industry exemption - if we can't regulate the people that created the 3D printer, can we regulate the printer?
- Existing regulations in place when things are produced in Canada and tested to certain certification standards.
- Role of standards.
- People trying to do the right thing vs technology countering their actions what are the moral and ethical implications of undoing something someone has put in place? (e.g. unblocking a phone number when the caller believes they have blocked it).

Self-governance: *signifies privilege, emphasizing the engineering profession's commitment to public safety, environmental protection, and economic stability.*

- Through self-governance, the profession earns public trust by setting and upholding professional standards.
- It offers the agility and autonomy to address evolving challenges, empowering the profession to make informed, impartial decisions.

Examples:

- As engineers, self-governance is important because we understand and know what the consequences are or could be.
- Difference between what engineers know and how public policy is developed to achieve certain things (need technical experts to set technical standards and even further to better technical solutions).
- Looking at situational challenges - meaning there can be a specific purpose but if not applied appropriately, it could not achieve the desired outcome.
- Organizations doing things for profit which does not protect the public (how respected are engineers in society and the value of an independent engineer vs corporate lobbying).
- People don't necessarily know what they don't know but who is best placed to determine what it is that should be known.

Ethical Responsibility, Integrity, and Trust: *upholding public trust necessitates engineers to act ethically, with integrity, and responsibility, enforced by PEO to align actions with these values.*

- Trust is fostered by consistently demonstrating integrity, prioritizing public safety, honoring commitments, accepting accountability, and learning from errors.
- Regulatory bodies ensure engineers are accountable, fostering public trust through stringent quality assurance and accountability processes for engineering work.

Examples:

- This can relate to the other themes, where if we don't have regulations, or prevent people from doing certain things, it's the ethical nature of what drives people to make decisions. This is something that should be instilled in PEO members.
- Inherent attribute that is instilled in a designation - professional and ethical to do the right thing if push came to shove.
- Branding of a P.Eng., and the public understands P.Eng. are responsible (i.e. can be a guarantor) and therefore it's implied that a P.Eng. is ethical and trusted, that has integrity, above other professions.
- Different how professional engineers are viewed by people vs how the Government views P.Eng. as a designation that upholds these principles without question.
- Adhering to ethical principles and trust enables a license holder to pursue public safety over personal gain.
- P.Engs. should be involved in the process of updating of regulations to actual needs.
- Meet like-minded individuals who can help guide us along the lines of both professional and social lives in the vein of public safety and trust.

Sustainable and Responsible Innovation: *Advancing sustainable innovation and fostering a future where engineering thrives responsibly.*

- Engineering practices move forward while considering innovative approaches. The use of technology in a sustainable, environmental, and socially responsible manner while protecting the public interest.
- Ensuring requisite scientific and technical knowledge to create and maintain sustainable innovations; and a culture that is capable of judging and whistleblowing what is not.
- The regulator adds additional focus areas and CPD programming to include sustainability.
- Viewing sustainability as an integral part of protecting the public.

Examples:

- When you are "global" you have a voice around the responsibility applied to innovation.
- Sustainability - technical, economic, resources - long-term planning and the ability to look broadly and ability to envision what may happen - good or bad.
- Enriching ethical responsibilities to look at sustainability in a way that makes things better to address external challenges (i.e. Environment).
- Ex. EV plants in Ontario - looking at resourcing lithium but how are we doing that? Is it ethical and sustainable? And the downstream impact of what does that mean to the individual and who is responsible for each of these pieces? How big is the envelope?
- Feasibility vs practicality - who is looking at the whole picture?

Professionalism and Cultural Growth: *Continuing to foster an evolving engineering culture and professionalism.*

- A culture that embodies the 'P' in P.Eng.
- Mitigating cultural toxicity within the profession where reasonably possible.

- Maintaining and where needed, building trust and integrity within the profession.

Examples:

- The word “professional” is used across a variety of jobs and roles - and does not have the same construct that was noted decades ago - profession vs vocation - the use of the term professional has evolved over time.
- May not relevant because it is covered in other themes - the culture is captured under EDI.
- How does the word “professional” apply here?
- How do you relate the two - professionalism and cultural growth?
- The culture of being an engineer - it’s being ethical, responsibility and have integrity.
- How do we define PEOs culture? - to be leaders not followers, to do the right thing above all else - and cultivate this sentiment.
- Professionalism can be enhanced through training and education and foster continuous learning.

Prosperity and Future-Oriented Goals: *Working to build a prosperous and resilient future.*

- A focus on creating a prosperous future for society and the public.
- Considers and incorporates Indigenous school of thought, such as Seven Generations.
- Prosperity for society is to be viewed through an equity and equality lens.
- Understand that there must be a balance between what is aspirational and what is measurable to track movement.
- A profession that anticipates disruptions and embraces change.
- Safety of the impact to the public is a fiduciary obligation and built into the work of professional engineers.

Examples:

- Prosperity is about enabling society to be the best they can be and evolving innovation to make things better.
- This is not about the economics - \$\$ - but what is needed to have a happy successful life that drives contentment.
- Prosperity means different things to different people.
- Future-oriented goals - global change, leadership in technology and where do we want PEO to be by 2050?
- Envisioning where things will go - for better or worse - that’s future-oriented thinking. The word “stewardship” can be unpacked to allude to many of these themes and provides a construct that provides direction on the role of PEng. and PEO.

**Summary Report to Council of Audit and Finance Committee (AFC) Activity
June 21, 2024**

Committee Meeting Date: June 4, 2024

Item/Topic	Discussion Summary	Assigned to	Next Steps	Status ¹	Separate Council Agenda Item?
Role of the Finance Committee	The Committee received a comprehensive overview of the committee's mandate, composition along with their duties and responsibilities.	NA	NA	Complete	No
Items proposed by AFC Chair for Discussion	<p>The committee had a generative discussion on the following topics:</p> <ol style="list-style-type: none"> 1. Development of an evidence-based methodology for predicting/recommending when fee increases are required. 2. Review budget presentation to determine if changes are required. 3. Review of the expense policy including a) process/requirements for considering exceptions; b) review of meal expense amounts; c) review of per diem vs actuals. 4. Meeting schedule <p>With respect to item 1, it was agreed that no action is needed at this time, and that staff is prepared to undertake this research in the budgetary context, when required.</p> <p>Items 2 and 3 will be addressed in the 2024-2025 work plan.</p> <p>Item 4 will be discussed at each meeting to determine if additional meetings are</p>	Staff		Continue	No

¹ Green=Complete; Blue=Continue; Yellow=Modify; Red=Discontinue



Item/Topic	Discussion Summary	Assigned to	Next Steps	Status ¹	Separate Council Agenda Item?
	necessary or to change dates and/or times.				
Review and Approve Annual Workplan	Staff presented the AFC Workplan to committee members. The committee agreed to recommend the workplan for approval, subject to changes in the area of the Expense Reimbursement Policy review.	Staff	Send to Council for approval at next council meeting on June 21, 2024	Continue	Yes
Budget Assumptions	The Committee was provided with a detailed overview of the Budget Assumptions. The committee had an opportunity to engage in discussion and seek clarifications from staff on various aspects of the budget presented.	Staff	NA	Complete	No
Quarterly Review of Financial Statements	The committee was provided with financial statements for the quarter ending on March 31, 2024. The committee took the opportunity to engage with staff and discuss various aspects of the financial statements.	NA	NA	Complete	No

Next Committee Meeting: September 12, 2024

Decision Note – AFC Work Plan for 2024-2025

Item	C-564-4.1
Purpose	To approve the 2024-2025 Work Plan for the Audit and Finance Committee.
Strategic/Regulatory Focus	Governance
Motion	That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-564-4.1, Appendix A, be approved.
Attachments	Appendix A: Draft AFC Work Plan for 2024-2025

Summary

Council is asked to review and approve the 2024-2025 Work Plan for the Audit and Finance Committee (AFC).

Public Interest Rationale

Good governance practice that allows Council to prioritize items that are focused on PEO's mandate and strategic priorities.

Background

Under the governance model adopted by Council, all governance committees propose their annual work plans to Council for approval. The work plan provides a meeting-by-meeting roadmap and general assurance that the organization's key strategic initiatives and the duties and responsibilities of the committee will be addressed in the 2024-2025 term.

At its meeting on June 4, 2024, the AFC reviewed the draft work plan and recommended changes that were all incorporated into the final work plan.

Considerations

- Items have been reviewed by the committee and align with the duties and responsibilities as outlined in the AFC Charter.
- A work plan is a living and flexible document intended to be a framework and provide guidance for the committee's activities. Throughout the year, there may be occasions where Council chooses to or must add, remove, or re-prioritize items and shift business focus based on changing priorities or unforeseen circumstances.

Stakeholder Engagement

N/A

Next Steps

- Work Plan will be updated throughout the year based on the activities, recommendations, and decisions of the committee and Council.

Prepared By: Meg Feres, Manager, Council Operations

AUDIT & FINANCE COMMITTEE: 2024-2025 WORK PLAN

Under the governance model adopted by Council, all governance committees propose their annual work plans to Council for approval. A work plan is a living and flexible document intended to be a framework and provide guidance for the committee's activities. Throughout the year, there may be occasions where Council chooses to or must add, remove, or re-prioritize items and shift business focus based on changing priorities or unforeseen circumstances. Consequently, while respecting the firm deadlines imposed by any relevant legislative or strategic initiatives, it is understood that deadlines and deliverables require some leeway and flexibility to allow for committee feedback which may necessitate revisions at a later meeting.

Meeting 1 (Kick-off) Q2-2024 Date: June 4, 2024			
Items		Description	Status
1.1	Role of the Audit and Finance Committee	Review the role and responsibilities of the AFC	
1.2	Review and Approve Annual Work Plan	Under the governance model, annual work plans are proposed at the beginning of the Council term to Council for approval. New items may be added to the work plan as directed by Council or driven by other priorities.	
1.3	Budget Assumptions for 2025	The budget assumptions for FY 2025 will be presented to the AFC for its input.	
1.4	Quarterly Review of Financial Statements	The quarterly financial statements as of March 31, 2024 will be presented to the AFC with explanations on the key variances.	

Meeting 2 Q3-2024 Date: September 12, 2024			
Items		Description	Status
2.1	Review of 2025 Draft Operating and Capital Budgets	The draft 2025 operating and capital budgets will be presented to the AFC for its input and recommendation that these be presented to Council for its review and input.	
2.2	Risk Management Plan	Review and monitor PEO's risks related to audit, finance, IT, and cybersecurity and the steps taken by PEO to mitigate those risks.	Carried over from 2023-2024 work plan
2.3	Cybersecurity and IT Annual Update	Highlight PEO's focus on Cybersecurity and the strengthening of our Cybersecurity posture in alignment with best practices.	
2.4	Technology Use and Security Policy for Council and Volunteers	Review the proposed policy focused on technology use and security for Council and Volunteers.	
2.5	Review of Expense Reimbursement Policy	Initial discussion to review the policy, identify gaps and areas that could benefit from revision, and provide staff with direction for areas of potential change to be discussed at meeting 4.	
2.6	Quarterly Review of Financial Statements	The quarterly financial statements as of June 30, 2024 will be presented to the AFC with explanations on the key variances.	
2.7	Update on Investments	<p>An update on PEO's operating investment portfolio will be presented to the AFC.</p> <p>Presentation by External Fund Manager on the performance of the investment portfolio and on risks or changes, if any, are necessary to the portfolio <i>Statement of Investment Policies and Procedures</i> ("SIPP").</p>	
2.8	Update on Pension Plan	An update on the key items discussed at the pension committee meeting will be presented to the AFC.	

Meeting 3 Q4-2024 Date: November 12, 2024			
Items		Description	Status
3.1	Presentation of 2024 Audit Plan	The partner from Deloitte will present the audit plan for FY 2024 for the audit of PEO's financial statements, the Common Area Statements for the building, and PEO's pension fund statements, to the AFC. In addition, the auditor will also seek input from the AFC on any additional area/s it may wish to have the auditor focus on during the year-end audit.	
3.2	2025 Draft Operating and Capital Budgets	After incorporating feedback (if any) from Council, the draft 2025 operating and capital budgets will be presented to the AFC for its input and recommendation that these be presented to Council for approval at its Nov meeting.	
3.3	Quarterly Review of Financial Statements	The quarterly financial statements as of September 30, 2024 will be presented to the AFC with explanations on the key variances.	
3.4	Update on Pension Plan	An update on the key items discussed at the pension committee meeting will be presented to the AFC.	
3.5	Update on Investments	An update on PEO's operating investment portfolio will be presented to the AFC.	
3.6	Cybersecurity "Tabletop" Exercise	In alignment with cybersecurity standards, conduct a mock disaster exercise to test procedures to aid in the preparation for critical decision-making.	

3.7	PEO's Risk Register	<p>Review PEO's risk register that will provide a high-level summary of the strategic risks to the organization, including information related to risk owner (including PEO's governance committees as appropriate), risk ratings, and key controls. Further to AFC's review, the risk register will be presented to Council at its November meeting.</p> <p>Note: item 2.2 above is related to financial/IT risks only.</p>	
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Meeting 4

Q1-2025

Date: March 20, 2025

Items		Description	Status
4.1	Presentation of 2024 Audit Report	The auditor will present the results of the year-end audit and audit findings to the AFC.	
4.2	2024 Audited Financial Statements	The auditor will present the draft audited financial statements for FY 2024 to the AFC for its review and recommendation that these be presented to Council for approval. Staff will answer questions on the financials and variances.	
4.3	Auditor for FY2025	The AFC is expected to recommend to Council the re-appointment for Deloitte as PEO's auditor for FY 2025.	
4.4	Review of Expense Reimbursement Policy	Review a proposed revised policy based on feedback from meeting 2 as well as the GNC work on the <i>Council Remuneration Framework</i> .	
4.5	Other Financial Policies	In alignment with the development of a corporate schedule per the Strategic Plan. Depending on what is prioritized, some financial policies can be added to the work plan.	

4.6	Update on Financial Risks	An update on the known financial risks will be presented to the AFC.	
4.7	Update on Pension Plan and 2024 Pension Fund Audit	An update on the 2024 pension fund audit will be presented to the AFC.	
4.8	CEO/Registrar Annual Expense Review	An update on the CEO/Registrar's expenses will be presented to the AFC in an in-camera session.	

Meeting 5 (Close-off) TENTATIVE Q2-2025 Date: April 16, 2025			
Items		Description	Status
5.1	Items carried over from previous meetings	<p>To be determined</p> <p>Note: if no items are carried over from previous meetings, this meeting will be cancelled</p>	

Summary Report to Council of Governance and Nominating Committee (GNC) Activity June 21, 2024

Committee Meeting Date: June 3, 2024

Item/Topic	Discussion Summary	Assigned to	Next Steps	Status ¹	Separate Council Agenda Item?
Role of the Governance and Nominating Committee	The committee reviewed its Charter, including composition, mandate, and roles and responsibilities.	N/A	N/A	Complete	No
2024-2025 Draft GNC Work Plan	The Committee reviewed the 2024-2025 GNC Work Plan and recommended it for approval at the June Council Meeting.	Staff	Recommendation to Council for approval at June 21, 2024	Continue	Yes
Director Accountability Framework and Accompanying Policies	The committee reviewed the proposed Director Accountability Framework and accompanying policies and agreed that a second independent legal opinion would be needed prior to Council approval to address committee member concerns. The chair invited members of the GNC to send in feedback of the proposed framework and accompanying policies prior to obtaining another legal opinion.	Staff	Chair to collect feedback from GNC members on the current proposed Director Accountability Framework and accompanying policies.	Continue	Yes
2025 Election Procedures and Nominating Forms	The committee reviewed procedural changes, forms, and other matters for the 2025 Council election and recommended them for Council approval.	Staff	Recommendation to Council for approval at June 21, 2024	Continue	Yes
PEO 2025 AGM – Date	The Committee reviewed potential dates for the 2025 PEO AGM and recommended that Council approve Saturday, April 26, 2025.	Staff	Recommendation to Council for approval at June 21, 2024	Continue	Yes

Next Committee Meeting: September 10, 2024

¹ Green=Complete; Blue=Continue; Yellow=Modify; Red=Discontinue

Decision Note – GNC Work Plan for 2024-2025

Item	C-564-5.1
Purpose	To approve the 2024-2025 Work Plan for the Governance and Nominating Committee.
Strategic/Regulatory Focus	Governance
Motion	That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-564-5.1, Appendix A, be approved.
Attachments	Appendix A: Draft GNC Work Plan for 2024-2025

Summary

Council is asked to review and approve the 2024-2025 Work Plan for the Governance and Nominating Committee (GNC).

Public Interest Rationale

Good governance practice that allows Council to prioritize items that are focused on PEO’s mandate and strategic priorities.

Background

Under the governance model adopted by Council, all governance committees propose their annual work plans to Council for approval. The work plan provides a meeting-by-meeting roadmap and general assurance that the organization’s key strategic initiatives and the duties and responsibilities of the committee will be addressed in the 2024-2025 term.

At its meeting on June 3, 2024, the GNC reviewed the draft work plan and made no recommendations for changes.

Considerations

- Items have been reviewed by the committee and align with strategic imperatives as well as the duties and responsibilities as outlined in the GNC Charter.
- A work plan is a living and flexible document intended to be a framework and provide guidance for the committee’s activities. Throughout the year, there may be occasions where Council chooses to or must add, remove, or re-prioritize items and shift business focus based on changing priorities or unforeseen circumstances.

Stakeholder Engagement

N/A

Next Steps

- Work Plan will be updated throughout the year based on the activities, recommendations, and decisions of the committee and Council.

Prepared By: Meg Feres, Manager, Council Operations

GOVERNANCE & NOMINATING COMMITTEE (GNC): 2024-2025 WORK PLAN

Under the governance model adopted by Council, all governance committees propose their annual work plans to Council for approval. A work plan is a living and flexible document intended to be a framework and provide guidance for the committee’s activities. Throughout the year, there may be occasions where Council chooses to or must add, remove, or re-prioritize items and shift business focus based on changing priorities or unforeseen circumstances. Consequently, while respecting the firm deadlines imposed by any relevant legislative or strategic initiatives, it is understood that deadlines and deliverables require some leeway and flexibility to allow for committee feedback which may necessitate revisions at a later meeting.

Meeting 1 (Kick-off) Q2-2024 Date: June 3, 2024			
Items		Description	Status
1.1	Role of the Governance and Nominating Committee	Review the role and responsibilities of the GNC	
1.2	Review and Approve Annual Work Plan	Under the governance model, annual work plans are proposed at the beginning of the Council term to Council for approval. New items may be added to the work plan as directed by Council or driven by other priorities.	
1.3	2025 Election Procedures	At its April meeting, GNC received a report by the Central Election and Search Committee (CESC) with a recommendation to implement all proposed changes including by the Chief Elections Officer. GNC agreed with all recommendations and directed staff to incorporate these recommendations in the procedural documents for the 2025 Council Election. In addition, GNC directed staff to propose a new rule imposing a requirement that during the election campaign PEO’s resources (financial, human, etc.) cannot be used to favour or prejudice one or more candidates.	

1.4	CESC Appointment Recommendations	Review appointment recommendations for additional members on the 2024-2025 CESC, made by the penultimate Past President, Past President, and President.	
1.5	Director Accountability Framework and Accompanying Policies	GNC will review final versions of the Director Accountability Framework and its accompanying policies, including the Conflict of Interest Policy and the Anti-Workplace Violence, Harassment and Discrimination Policy, to determine whether to bring the proposal to Council for decision at its June meeting.	
1.6	PEO 2025 AGM - Date	To recommend a date to Council for the 2025 PEO AGM. This information is time sensitive as other PEO activities currently being planned are scheduled to avoid conflicting with the AGM date. A comprehensive 3-year AGM plan will be considered at the September GNC meeting.	

Meeting 2

Q3-2024

Date: September 10, 2024

Items		Description	Status
2.1	Council Election Process Review	<p>The review of Council elections started during the 2023-2024 Council term and continues into the 2024-2025 term. At its April meeting, GNC Council received an update on the ongoing work and directed staff to conduct the necessary policy work to:</p> <ul style="list-style-type: none"> - Propose changes to the composition of the CESC so that it consists of independent volunteers who are non-Council members. - Propose changes to the dual role of the CESC to ensure the committee's sole focus is on complaints that arise during the election period. - Clearly set out the powers and the authority of the CESC and develop complaints review process for CESC. <p>In addition, GNC agreed to explore a suggestion made by a post-2024 election to require at least one year of Council experience</p>	

			prior to being able to run for President. All these proposals will require regulation change.	
2.2	Establishing Metrics for Governance Performance, including principles of equity, diversity and inclusion		This item was identified as a strategic initiative in the 2024 Operational Plan. GNC will be presented a draft framework that will enable Council to objectively evaluate its effectiveness and the effectiveness of its governance committees and to identify opportunities for improvement.	
2.3	Council Remuneration Framework		At its February 2023 meeting, Council directed staff to undertake broad exploration and study, including a variety of options and models based on those used by other regulators, on the Council Remuneration Framework with a report back to the GNC and ultimately Council for further consideration.	Deferred from 2023-2024
2.4	Regional Councillors Committee Terms of Reference		Review suggested changes to the Regional Councillors Committee (RCC) terms of reference and make recommendation to Council.	
2.5	Risk Management Plan		Review and monitor PEO's risks related to governance and the steps taken by PEO to mitigate those risks.	Deferred from 2023-2024 Term.
2.6	PEO AGM – 3-Year Plan		To review and develop a plan for the format and location aspects for the PEO 2025 AGM; and the format, date, and location aspects for 2026 & 2027.	
2.7	Items carried over from previous meetings		To be determined	

Meeting 3 Q4-2024 Date: November 13, 2024				
Items			Description	Status
3.1	Council Election Process Review		Refer to the description in meeting 2 (item 2.1.)	
3.2	Safe Disclosure (Whistle-blower Policy)		At its February 23, 2024 meeting, Council passed a motion referring the Safe Disclosure (Whistle-blower) Policy to the GNC to consider possible improvements to the policy and report back with recommendations, if any, by the end of 2024.	
3.3	Establishing Metrics for Governance Performance, including principles of equity, diversity and inclusion		See description in meeting 2 (item 2.2)	Continued from meeting 2.
3.4	Councillor Training Protocol for 2025		Review and approve an updated Councillor Training Protocol for 2025 outlining the processes, criteria, and rules to support a clear and consistent administrative process to coordinate Councillors' requests. No Council approval of Protocol required. Council approves funding via the 2025 budget.	
3.5	Council Remuneration Framework		See description in meeting 2.	Continued from meeting 2.
3.6	Items carried over from previous meetings		To be determined	

Meeting 4 Q1-2025 Date: February 4, 2025			
Items		Description	Status
4.1	Legal Expenses Framework	At its April 2024 meeting, Council directed staff to develop a framework for the payment by PEO of legal expenses incurred by individuals performing functions under the Professional Engineers Act (e.g., Councillors)	
4.2	Annual Review of Governance Scorecard	Review the specific indicators used in the first year of using the scorecard to ensure they meet Council's needs for evidence-based information in its decision-making processes.	
4.3	Items carried over from previous meetings	To be determined	

Meeting 5 Q1-2025 Date: March 24, 2025			
Items		Description	Status
5.1	Nomination Processes for PEO Appointments to External Organizations	To review nomination processes for appointment to Canadian Engineers Qualification Board (CEQB) and Canadian Engineers Accreditation Board (CEAB). Recommend improvements to Council.	Deferred from 2023-2024 Term.
5.2	Councillor Submissions Mechanism	At its meeting of April 5, 2024, Council passed a motion that the Special Rules of Order provisions dealing with Councillor submissions and the Councillor Submissions Mechanism be reviewed by GNC in April 2025 in order to make recommendations to Council for improvement.	
5.3	Items carried over from previous meetings	To be determined	

Meeting 6 (Close-off) Q2-2025 Date: April 15, 2025			
Items		Description	Status
6.1	Appointments to Committee and Other Board Positions	To recommend appointments to governance committee and other appointments for the 2025/2026 Council term. All recommendations will be approved at the term's inaugural Council meeting.	
6.2	CESC Election Issues Report and Chief Elections Officer Report	To review the reports by the CESC and the Chief Elections Officer and propose changes for the 2026 Council election as needed.	
6.3	Items carried over from previous meetings	To be determined	

Decision Note – 2025 Election Matters

Agenda Item No.	C-564-5.2
Purpose	<p>For Council to decide whether to approve procedural documents for the 2025 Council Election.</p> <p>For Council to decide whether to appoint a Regional Election and Search Committee for each Region per section 13(1) of Regulation 941.</p> <p>For Council to decide whether to appoint the Junior Regional Councillor in each Region as chair of the Regional Election and Search Committee for their Region per section 13(2) of Regulation 941.</p>
Strategic/Regulatory Focus	Governance requirement
Motion	<p>The following requires a simple majority to carry:</p> <p>That Council, with respect to the 2025 Council election:</p> <ul style="list-style-type: none"> a) approves the 2025 Nomination and Voting Procedures, as presented to the meeting at C-564-5.2, Appendix A. b) approves the 2025 Election Publicity Procedures, as presented to the meeting at C-564-5.2, Appendix B. c) approves the 2025 Nomination Form as presented to the meeting at C-564-5.2, Appendix C. d) approves the 2025 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-564-5.2, Appendix D. e) appoints the Regional Election and Search Committees for each Region. f) appoints the Junior Regional Councillor in each Region (Chantal Chiddle, P.Eng., Shahandeh Hannah Ehtemam, P.Eng., Ahmed Elshaer, P.Eng., Vicki Hilborn, P.Eng., Pappur Shankar, P.Eng.) as Chair of the Regional Election and Search Committee for their Region.
Attachments	<p>Appendix A – Draft 2025 Nomination and Voting Procedures</p> <p>Appendix B – Draft 2025 Election Publicity Procedures</p> <p>Appendix C – Draft Nomination Form</p> <p>Appendix D – Draft Nomination Acceptance Forms</p>

Summary

Staff recommend that Council approve the 2025 election procedures and make the RESC appointments required by Regulation 941. Per convention, Council's June meeting is where election procedure approval and RESC appointments occur.

Public Interest Rationale

Ensuring fair and transparent elections, as well as making appointments required by PEO's governing legislation, is in the public interest.

Background

PEO Council elections are held annually in accordance with Regulation 941 under the *Professional Engineers Act*. PEO convention provides that Council annually approves the Nomination and Voting Procedures, Election Publicity Procedures, and Nomination Forms for the following year's election at its June meeting. Council also makes RESC appointments, required by Regulation 941, at its June meeting.

Considerations

Procedural changes for the 2025 Council Election have been proposed in the draft documents available at Appendices A through D. These changes come from the Chief Elections Officer's recommendations, the Central Election and Search Committee's report to GNC, staff proposals, and GNC recommendations that were developed out of GNC's ongoing election review and endorsed by Council.

Stakeholder Engagement

Longer-term election changes will require engagement with stakeholders, including a survey of licence holders as recommended by staff. The aim of this survey will be to understand barriers to participation in Council elections, from voting to standing as a candidate.

Recommendation

Staff recommend the approval of the election procedure documents and that RESC appointments be made to satisfy PEO's election requirements.

Next Steps

As approved by Council, the procedures will be incorporated into the 2025 Council Election Guide.

Prepared By: Sheetal Rawal, Policy Counsel

2025⁴ Nomination and Voting Procedures for Election to the 2025⁴-2026⁵ Council of the Association of Professional Engineers Ontario (PEO)

The 2025⁴ Voting and Election Publicity Procedures were approved by the Council of PEO on June 21³, 2024³.

The Election Publicity Procedures form part of these Nomination and Voting Procedures. *Candidates and prospective candidates are responsible for familiarizing themselves with these procedures. Failure to follow these rules or procedures could result in a nomination being considered invalid.*

Council is required to appoint an independent Chief Elections Officer to “oversee the nomination of Members for election to the Council and the election of and voting for members to the Council” per 11.1 of Regulation 941 made under the Professional Engineers Act. The Chief Elections Officer ensures that nominations, the election, and voting are conducted in accordance with the procedures established by Council.

Candidates and prospective candidates¹ are urged to submit nominations and election material well in advance of published deadlines so that any irregularities may be corrected before the established deadlines. Nominees’ names are made available on PEO’s website as received; all other election material is considered confidential until published by PEO.

1. The schedule for the elections to the 2025⁴-2026⁵ Council is as follows:

Date nominations open	Monday, October 21 ¹⁶ , 2024 ³
Date nominations close	104 p.m., Monday, November 25 ⁴ , 2024 ³
Date PEO’s membership roster will be closed for the purposes of members eligible to automatically receive election material ²	Friday, January 17-5, 2025 ⁴
Date a list of candidates and voting instructions will be sent to members	no later than Monday, January 27 ¹² , 2025 ⁴
Date voting will commence	on the date that the voting packages are sent to members, no later than January 12, 2024Monday, January 27, 2025

¹ A “prospective candidate” is someone seeking nomination and a “candidate” is someone whose nomination has been validated.

² Members licensed after this date may call in and request that election information be provided via telephone or, upon prior written consent by the member for use of their email address, via email.

Date voting closes	4:10 a.p.m., Monday, February 24 16 ⁴⁵ , 202 43 ⁴⁵
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All times noted in these procedures are Eastern Time.

2. Candidates' names will be listed in alphabetical sequence by position on the list of candidates sent to members and on PEO's website. However, the order of their names will be randomized when voters sign into the voting site to vote.
3. A person may be nominated for only one position.
4. A nomination, once withdrawn, may not be re-instated.
5. Nomination papers are to be submitted only by email (elections@peo.on.ca) for tracking purposes. Forms will not be accepted by any other format (e.g. personal delivery, courier, fax). If you have a need for accommodation because of a disability that limits your ability to access electronic communications tools, please contact us via email: elections@peo.on.ca or by telephone: 416-224-1100 or toll-free at 1-800-339-3716 between the hours of 8:30am and 4:30pm.
6. Only nomination acceptance and nomination petition forms completed in all respects, without amendment in any way whatsoever, will be accepted. Please note that the Chief Elections Officer may validate nominations by contacting nominators.
7. Signatures on nomination forms may be hand-signed or electronic.
8. Signatures on nomination petition forms do not serve as confirmation that a member is formally endorsing a candidate or prospective candidate.
9. In the event a candidate or prospective candidate changes their mind on a position and decides to run for a different position after submitting nomination forms, a newly-completed nomination petition form, in addition to a new nomination acceptance form, will be required to be submitted by the deadline for nominations.
10. Prospective candidates should allow sufficient time for their emails to go through the system to ensure that the completed papers are, in fact, received by the Chief Elections Officer by 4:10 a.p.m. on November 24~~5~~⁴⁵, 202~~43~~⁴⁵. In the event of a dispute as to when the forms were sent vs received, a prospective candidate can provide the Chief Elections Officer with a copy of their email to PEO that would indicate the time the nomination forms were sent from their computer. Material must be received by the deadline unless there are exceptional circumstances which warrant an extension. The Chief Elections Officer should consider on a case-by-case basis whether undue hardship or exceptional circumstances exist and how they should be addressed.

Where the Chief Elections Officer has authority to exercise discretion in administering the election, including with respect to the nomination deadline, that discretion shall be exercised in a fair and reasonable manner, within the parameters of their statutory authority and Council-approved procedures, and with a view to maintaining electoral integrity.

11. A candidate must declare in the Nomination Acceptance Form that they will complete the PEO mandatory compliance training for volunteers if elected. This compliance training is free and online. This training helps ensure PEO compliance with the *Accessibility for Ontarians with Disabilities Act* and the Workplace Violence and Harassment requirements of the *Occupational Health and Safety*

Act. It also minimizes the risk of interruption to Council's work by ensuring those elected for office have completed the requisite training. Those who have already completed PEO's mandatory compliance training for volunteers in previous roles will be considered to have completed the training and will not be required to do them again.

12. A candidate must have completed PEO's "Board Basics" orientation by December 31, 2024⁴³. This orientation is free and online. Failure to complete this orientation will result in a notation on the candidates list sent to members and the PEO website indicating that the candidate has failed to comply with this requirement. The orientation must be completed by the deadline unless there are exceptional circumstances which warrant an extension. The Chief Elections Officer should consider on a case-by-case basis whether undue hardship or exceptional circumstances exist and how they should be addressed.
13. Council has appointed a Central Election and Search Committee to:
 - encourage members to seek nomination for election to the Council as President-Elect, Vice President or a Councillor-at-Large;
 - assist the Chief Elections Officer as may be required;
 - receive and respond to complaints regarding the procedures for nominating, electing and voting for members to the Council;
 - conduct an annual review of the elections process and report to the June 2024⁴⁵ Council meeting.
14. Candidates will be advised when a member of the Central Election and Search Committee has declared a conflict of interest should an issue arise that requires the consideration of the committee.
15. Council has appointed a Regional Election and Search Committee for each region to encourage members residing in each region to seek nomination for election to the Council as a Regional Councillor.
16. Council has appointed an independent Chief Elections Officer to oversee the election process and to ensure that nomination, election, and voting are conducted in accordance with the procedures approved by Council.
17. The Chief Elections Officer will be available to answer questions and complaints regarding the procedures for nominating, electing, and voting for members to the Council. Any such complaints or matters that the Chief Elections Officer cannot resolve will be forwarded by the Chief Elections Officer to the Central Election and Search Committee for final resolution. Staff is explicitly prohibited from handling and resolving complaints and questions, other than for administrative purposes (e.g. forwarding a received complaint or question to the Chief Elections Officer).
18. Voting will be by electronic means only (internet and telephone). Voting by electronic means will be open at the same time the electronic election packages are sent out.
19. An independent agency has been designated by Council to receive, control, process and report on all cast ballots. This "Official Elections Agent" will be identified to the members with the voting material.
20. If a candidate withdraws their nomination for election to PEO Council prior to the preparation of the voting site, the Chief Elections Officer shall not place the candidate's name on the voting site of the Official Elections Agent or on the list of candidates sent to members and shall communicate to members that the candidate has withdrawn from the election. If the candidate withdraws from the

election after the electronic voting site has been prepared, the Chief Elections Officer will instruct the Official Elections Agent to adjust the voting site to reflect the candidate's withdrawal.

21. All voting instructions, a list of candidates and their election publicity material will be sent to members by the Official Elections Agent. All voters will be provided with detailed voting instructions on how to vote electronically. Control numbers or other access control systems will be sent to members by email after the election package has been sent out. The Official Elections Agent will send out an eblast with the control numbers (PINs) every Monday during the election period.
22. Election material sent to members electronically will contain information related to the All Candidates Meetings.
23. If the Official Elections Agent is notified that an elector has not received a complete election information package, the Official Elections Agent shall verify the identity of the elector and may either provide a complete duplicate election information package to the elector, which is to be marked "duplicate," by email or provide the voter's unique control number to the voter and offer assistance via telephone. In order to receive such information via email, the elector must provide prior written consent to the use of their email address for this purpose.
24. Elections staff shall respond to any requests for new packages as usual - i.e., if the member advises that they have moved and have not received a package, the member is to be directed to the appropriate section on the PEO website where the member may update their information with Document Management Centre (DMC).
25. DMC staff shall advise elections staff when the member information has been updated; only then shall the elections staff request the Official Elections Agent to issue a replacement package with the same control number.
26. Verification of eligibility, validity or entitlement of all votes received will be required by the Official Elections Agent. Verification by the Official Elections Agent will be by unique control number to be provided to voters with detailed instructions on how to vote by internet and by telephone.
27. Voters need not vote in each category to make the vote valid.
28. PEO will post total votes cast in the election on the PEO website on each Friday of the voting period and will post final vote totals by candidate after voting has closed. No other information related to vote totals will be made available.
29. The Official Elections Agent shall not disclose individual voter preferences.
30. The Official Elections Agent shall keep a running total of the electronic ballot count and shall report the unofficial results to the Chief Elections Officer, ~~who will provide the candidates with the unofficial results as soon as practically possible.~~
31. ~~The Chief Elections Officer here shall be an~~ shall proceed with a automatic recount of the ballots for a given candidate category for election to Council (or bylaw confirmation) where the vote total on any candidate category for election to Council between the candidate receiving the highest number of votes cast and the candidate receiving the next highest number of votes cast is 25 votes or less for that candidate category (or where the votes cast between confirming the bylaw and rejecting the bylaw is 25 votes or less).

32. Certification of all data will be done by the Official Elections Agent.

33. On or before the close of nominations on November ~~24~~²⁵, 202~~4~~³, the President will appoint three members or Councillors, who are not running in the election, as returning officers to:

- approve the final count of ballots;
- make any investigation and inquiry as they consider necessary or desirable for the purpose of ensuring the integrity of the counting of the vote and report the results of the vote to the Registrar not later than three weeks following the date set by the Council for the receipt of the ballots ~~March 8, 2024~~.

34. Returning officers shall receive a per diem of \$250, plus reasonable expenses to exercise the duties outlined above.

~~35~~. Reporting of the final vote counts, including ballots cast for candidates that may have withdrawn their candidacy after the opening of voting to PEO, will be done by the returning officers to the Registrar, who will advise the candidates and Council in writing at the earliest opportunity.

~~35-36~~. A request for a recount may be made by a candidate to the Chief Elections Officer within two days of the reporting of the election results to the Council and persons nominated for the election. Where the Chief Elections Officer determines, through a fair and impartial application of their discretion, that there is a reasonable and genuine possibility that the result of an election may be incorrect, or where the accuracy of an election is reasonably called into question, the Chief Elections Officer shall proceed with the recount.

~~36-37~~. Upon the direction of the Council following receipt of the election results, the Official Elections Agent will be instructed to remove the electronic voting sites from its records.

~~37-38~~. In the event a chapter holds an All Candidates Meeting, the chapter must invite to the meeting all candidates for whom voters in that region are eligible to vote.

~~38-39~~. Candidates for PEO Council may submit expense claims. The travel allowance to enable candidates to travel to chapter events during the period from the close of nominations to the close of voting will be based on the distance between chapters and the number of chapters in each region. Such travel expenses are reimbursed only in accordance with PEO's expense policy.

~~39-40~~. These procedures may only be amended if approved by Council.

~~40-41~~. All questions from, and replies to, candidates are to be addressed to the Chief Elections Officer:

By email: elections@peo.on.ca

**2025~~4~~ Election Publicity Procedures
for Election to the 202~~54~~-202~~65~~ Council of the
Association of Professional Engineers Ontario (PEO)**

Important Dates to Remember

Deadline for receipt of publicity materials for publication in <i>Engineering Dimensions</i> and on the PEO website, including URLs to candidates' own websites	11:59 4 p.m., <u>Sunday</u> December 8, 2023 4
Deadline for submission of candidate material to eblast to members	1. <u>Monday</u> , January 8 20 , 2024 5 —1st eblast 2. <u>Thursday</u> , January 22 30 , 2024 5 —2nd eblast 3. <u>Thursday</u> February 13 5 , 2024 5 —3rd eblast
Dates of ebasts to members	1. <u>Thursday</u> , January 30 15 , 2025 4 2. <u>Tuesday</u> , January 29 February 6 , 2025 4 3. <u>Thursday</u> , February 20 12 , 2025 4
Date of posting period	January 12 <u>Monday, January 27</u> , 2025 4 to <u>Monday</u> , February 24 16 , 2025 4
Dates of voting period	January Monday, January 27 12 , 2024 5 to 4 p.m. <u>10 a.m. Monday</u> , February 16 24 , 2025 4
Dates of All Candidates Meetings	The week of January 13, 2025 4

Note: All times indicated in these procedures are Eastern Time.

- These Election Publicity Procedures form part of the Nomination and Voting Procedures. Candidates are responsible for familiarizing themselves with these procedures. Failure to follow these rules or procedures could result in a nomination being considered invalid.
- Names of nominated candidates will be published on PEO's website as soon as their nomination is verified.
- Names of all nominated candidates will be forwarded to members of Council, chapter chairs and committee chairs and published on PEO's website by Friday, November 29~~7~~, 2024~~3~~.

4. Should a candidate wish to withdraw from the election, their name will remain on the website and the word “withdrawn” will appear beside their name on the PEO website.
5. Candidates will have complete control over the content of all their campaign material, subject to the procedures below, as well as to any applicable legal requirements. Candidate campaign material includes material for publication in *Engineering Dimensions*, additional material on PEO’s website, and material on their own websites.
6. Candidate material is readily available to the public and should be in keeping with the dignity of the profession at all times. Material may be published with a disclaimer.
7. In order to be published by PEO, candidate material must comply with these procedures and with any applicable legal requirements. Prior to candidate material being published by PEO, the Chief Elections Officer must assess the material to determine whether it is compliant. Where the Chief Elections Officer determines candidate material does not comply, the amendment process set out in section 8 should be followed. Where the Chief Elections Officer is of the opinion that candidate material may present a legal risk to PEO, the Chief Elections Officer should seek legal advice from, or in consultation with, the Chief Legal Officer to assist in determining whether the material should be published. For example, if the Chief Elections Officer is concerned that a post may be libelous or in violation of PEO’s human rights obligations, the Chief Elections Officer should consult with the Chief Legal Officer. Depending on the issue, or to avoid any perception of conflict or bias, the Chief Legal Officer may retain external legal counsel on the Chief Election Officer’s behalf. The Chief Elections Officer should provide the candidate an opportunity to amend the materials as set out in section 8. Following the advice of legal counsel, the Chief Elections Officer has the authority to reject the campaign material if the candidate does not amend the non-compliant portion. The Chief Elections Officer should provide reasons to the candidate for the rejection of their material.
8. The Chief Elections Officer is responsible for ensuring that all candidate material (whether for *Engineering Dimensions*, PEO’s website or eblasts) complies with these procedures and any applicable legal requirements. Where it is deemed the material does not satisfy these procedures or any applicable legal requirements, the Chief Elections Officer will, within three full business days from receipt of the material by the Chief Elections Officer, notify the candidate, who is expected to be available during this period by telephone or email. The candidate will have a further two full business days to amend the material to bring it into compliance and advise the Chief Elections Officer of the amendment. Candidates are responsible for meeting this deadline. Should a candidate fail to re-submit material that is compliant within the two-business-day period, the candidate’s material will be published with a notation explaining any necessary amendments by staff or, following legal advice, the Chief Elections Officer may reject it. Where the Chief Elections Officer rejects material, they should provide reasons for the rejection to the candidate.
9. Candidate material may contain personal endorsements provided there is a clear disclaimer indicating that the endorsements are personal and do not reflect or represent the endorsement of PEO Council, a PEO chapter or committee or any organization with which an individual providing an endorsement is affiliated.
10. Candidate material for publication in *Engineering Dimensions* and any additional material they wish to publish on the website must be forwarded to the Chief Elections Officer via email at

elections@peo.on.ca no later than ~~11:59~~⁴ p.m. on Sunday, December 8, ~~2023~~²⁰²⁴, and **must be in accordance with these procedures and Schedule A attached.**

Material must be received by the deadline unless there are exceptional circumstances which warrant an extension. The Chief Elections Officer shall consider on a case-by-case basis whether undue hardship or exceptional circumstances exist and how they should be addressed.

Where the Chief Elections Officer has authority to exercise discretion in administering the election, including with respect to election publicity deadlines, that discretion shall be exercised in a fair and reasonable manner, within the parameters of their statutory authority and Council-approved procedures, and with a view to maintaining electoral integrity.

11. Candidates have the option of using one of two templates to present their election material in *Engineering Dimensions*. Both templates are included in Schedule A of these procedures. The size of both templates is the equivalent of one-half page, including border, in *Engineering Dimensions*.
 - a. Option 1: Candidates using the blank template will have discretion over the presentation of their material, including but not limited to font style, size and effects. Candidates using the blank template will be permitted to include their portrait within the template.
 - b. Option 2: Candidates using the fillable template must provide responses to the questions provided in the allotted space. The presentation of the fillable template is fixed and no modifications will be permitted. Candidates using the fillable template must submit their portrait separately for insertion into the designated location by PEO staff.
12. Candidates shall not use the PEO logo in their election material.
13. Candidates may include links to PEO publications but *not* a URL link to a third party in their material on PEO's website. Links to PEO publications are not considered to be a third party. For clarity, besides links to PEO publications, the only URL link that may be included in a candidate's material on PEO's website is a URL link to the candidate's own website. URL links to other websites are not permitted.
14. Fundraising requests are not permitted in a candidate's material.
15. If campaign material is submitted by a candidate without identifying information, PEO staff are authorized to contact the candidate and ask if they wish to resubmit material.
16. Candidate publicity material will be published as a separate insert in the January/February 2024⁵ issue of *Engineering Dimensions* and to PEO's website in January 2024⁵. Links to candidate material on PEO's website will be included in any electronic mailing to eligible voters.
17. Candidate material will be considered confidential by PEO staff and access to it will be restricted to only the staff members required to arrange for publication until published on PEO's website. All candidates' material will be published to PEO's website at the same time. This procedure does not apply to candidates, who may publish their own candidate material prior to its publication by PEO and after.

18. Candidates may submit updates to their material on PEO's website once during the posting period. Any amendments to a candidate's name/designations are to be considered part of the one-time update permitted to their material during the posting period.
19. Candidates may post more comprehensive material on their own websites, which will be linked from PEO's website during the posting period. Candidates may include active links to their social media accounts (Facebook, Twitter, LinkedIn, etc.) in material appearing in *Engineering Dimensions*, published on PEO's election site (i.e. the 1000-word additional information candidates may submit), or included in an eblast of candidate material. Active links to social media accounts other than the candidate's is not permitted.
20. PEO will provide three group email distributions to members of candidate publicity material beyond the material published in *Engineering Dimensions*. Material to be included in an eblast must be submitted to the Chief Elections Officer at elections@peo.on.ca in accordance with Schedule A. In the event of a dispute as to when the material was sent vs received, the material will be accepted only if a candidate can provide the Chief Elections Officer with a copy of their email to PEO sent from their computer indicating a sent time before the deadline.
21. All material for the eblast messages must be submitted in a Word or Word compatible document only and must not be included as part of the message in the transmission email. Candidates should support their submission with a PDF or scan that shows what the final version of the message should look like. Where the email message is received in a font size or style that is different from the specifications, but otherwise meets all the requirements, the Chief Elections Officer may authorize staff to change only the size and font of the material so it conforms to specifications. Unless expressly authorized by the Chief Elections Officer to change font style and size, staff are prohibited from amending material in any way except with the written permission of the candidate.
22. Candidates are responsible for responding to replies or questions generated by their email message.
23. PEO will provide candidates the opportunity to participate in All Candidates Meetings, which will be held ~~at PEO offices~~ during the week of January 13, 2025⁴. Candidates are encouraged to participate. The All Candidates Meetings will be video recorded for posting on PEO's website. On the day of the first All Candidates Meeting, an eblast will be sent to members announcing that these video recordings will be posted on the PEO website within two business days.
24. Candidate materials from previous elections will remain on PEO's database as part of the record of the election.
25. Caution is to be exercised in determining the content of issues of membership publications published during the voting period, including chapter newsletters. Editors are to ensure that no candidate is given additional publicity or opportunities to express viewpoints in issues of membership publications distributed during the voting period from January 27~~12~~, 2025⁴ until the close of voting on February 24~~16~~, 2025⁴, beyond their candidate material published in the January/February issue of *Engineering Dimensions*, and on the PEO website. This includes photos (with or without captions), references to, or quotes or commentary by, candidates in articles, letters to the editor and opinion pieces. PEO's communications vehicles should be, and should be seen to be, non-partisan. The above does not prevent a PEO publication from including photos of

candidates taken during normal PEO activities (e.g. licensing ceremonies, school activities, GLP events, etc.) provided there is no expression of viewpoints. For greater clarity, no election-specific or election-related articles, including Letters to the Editor and President's Message, are to be included in *Engineering Dimensions* during the voting period. *Engineering Dimensions* or other PEO publications may contain articles on why voting is important.

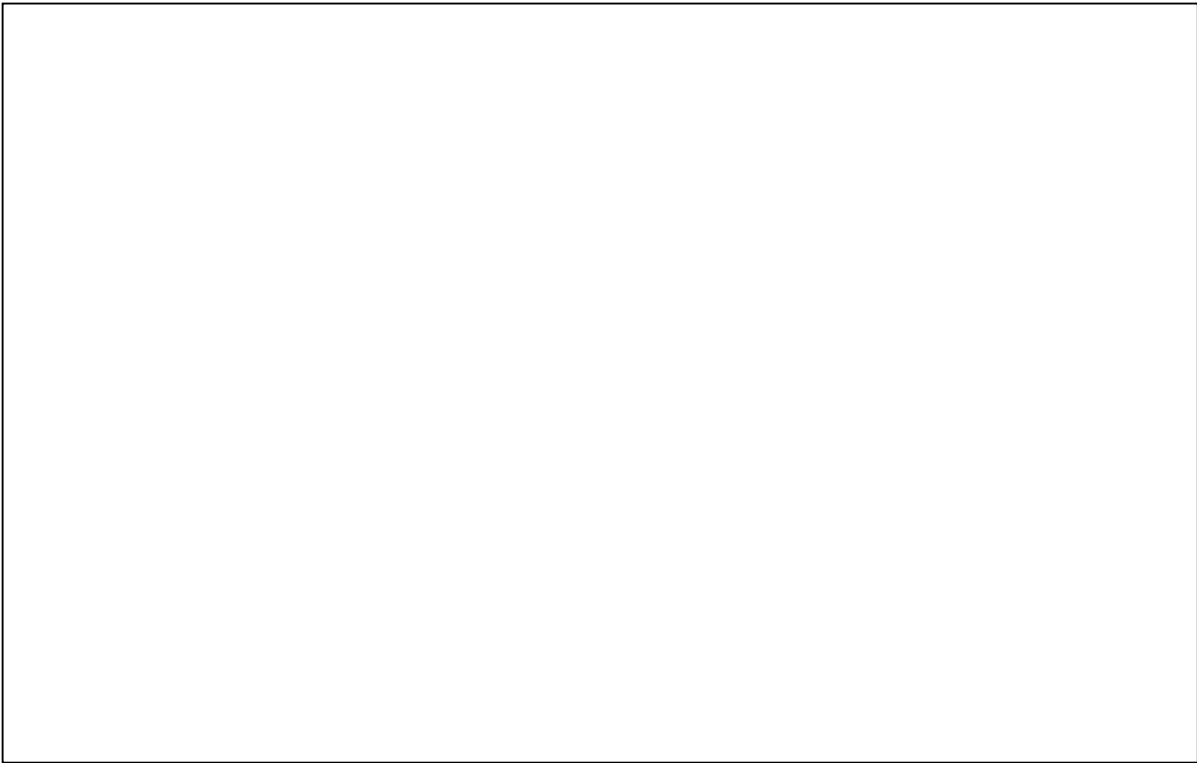
26. PEO's statutorily-mandated regulatory activities and the reasonable publicity of them must continue during an election. However, PEO's resources (financial, human, communications, technological, etc.) must not be used to favour or prejudice any candidate. This rule does not apply to the use of the election travel allowance by candidates.
27. Chapters may not endorse candidates, or expressly *not* endorse candidates, in print, on their websites or through their list servers, or at their membership meetings or activities during the voting period. Where published material does not comply with these procedures, the Chief Elections Officer will cause the offending material to be removed if agreement cannot be reached with the chapter within the time available.
28. Candidates may attend chapter annual general meetings and network during the informal portion of the meeting. Candidates are permitted to attend chapter functions in their current official capacity but are prohibited from campaigning while operating in their official capacity.
29. The Central Election and Search Committee is authorized to interpret the voting and election publicity guidelines and procedures and to rule on candidates' questions and concerns relating to them. Any such complaints or matters that the Chief Elections Officer cannot resolve will be forwarded to the Central Election and Search Committee for final resolution.

Specifications for Candidate Materials


<p>Format for Candidate statements in <i>Engineering Dimensions</i></p>	<p>All submissions will be published with a border. If submissions are received without a border, one will be added as shown on the templates. If submissions do not fit within the chosen template, they will be mechanically reduced to fit.</p> <p>Option 1: Blank template</p> <p>Candidates using the blank template to present their material for publication in <i>Engineering Dimensions</i> must ensure the content fits in the bordered template provided at the end of these specifications. The template dimensions are 6.531 inches wide and 4.125 inches in height</p> <p>All material for publication must be submitted as a PDF document, with images in place for reference, <u>and</u> in Word format only, showing where images are to be placed. No other formats will be accepted.</p> <p>Portraits must also be submitted as specified in the next section.</p> <p>The publications staff needs both a PDF file and Word file of candidate material so they will know how candidates intend their material to look. If there are no difficulties with the material, the PDF file will be used. The Word file is required in case something isn't correct with the submission (just a bit off on measurement, for example), as it will enable publications staff to fix the problem, if possible. A hard and/or digital copy of a candidate's portrait is required for the same reason and for use on the PEO election website.</p> <p>Option 2: Fillable template</p> <p>Candidates using the fillable template must provide responses to the questions provided in the allotted space. The completed template must be submitted as a PDF document.</p> <p>Portraits must be submitted separately, as specified in the portraits section below, and will be added to the template by PEO staff.</p> <p>The presentation of the fillable template is fixed and no modifications will be permitted.</p>
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	<p>The profile template will be available on PEO's elections website, www.peovote.ca</p> <p>A hard and/or digital copy of a candidate's portrait is also required for use on the PEO Elections website.</p>
Portraits/Photographs	<p>Photographs must be at least 5" x 7" in size if submitted in hard copy form so that they are suitable for scanning ("snapshots" or passport photographs are not suitable).</p> <p>Only pictures taken in the last five years will be accepted.</p> <p>If submitted in digital form, photographs must be JPEG-format files of at least 300 KB but no more than 2MB.</p> <p>Candidates can submit a digital photo at the specifications noted, or hard copy as noted, and preferably both. In case the digital file is corrupted or not saved at a sufficiently high resolution, publications staff can rescan the photo (hard copy) to ensure it prints correctly, as indicated on the PDF.</p>
PEO Website (candidates' additional information)	<p>Candidates may publish additional information on PEO's website by submitting a Word or Word-compatible file of no more than 1,000 words, and no more than three non-animated graphics in JPEG or GIF format. Graphics may not contain embedded material.</p> <p>Candidates may post additional material on their own websites. URLs for candidates' websites must be active by December 8, 2024.</p> <p>Candidates may include links to PEO publications but <i>not</i> a URL link to a third party in their material that is to be posted on PEO's website. Links to PEO publications are not considered to be to a third party. For clarity, the only URL link that may be included in a candidate's material on PEO's website, besides links to PEO publications, is the URL to the candidate's own website. Candidates may include active links to their social media accounts (Facebook, Twitter, LinkedIn, etc.)</p>
Eblast material	<p>Candidates are permitted a maximum of 300 words for email messages. Messages are to be provided in 11 pt. Arial font; graphics are not permitted. For clarity, a "graphic" is an image that is either drawn or captured by a camera.</p>
Help	<p>Candidates should contact the Chief Elections Officer (elections@peo.on.ca) if they have questions about requirements for publicity materials.</p>

Option 1: Blank template



Option 2: Fillable template

	Name:	Candidate statement:
	Employer and position:	
	Degree(s), school(s) attended, year(s) of graduation:	
	Employment history:	
	Participation on PEO Council, committee/task forces, chapters:	
	Other professional affiliations and community service:	
Years of registration in Ontario:		



NOMINATION FORM

I, the undersigned, being a member of Professional Engineers Ontario (PEO), do hereby nominate <name of candidate> as a candidate for the volunteer position of <Council office> in the 2025⁴ PEO Council elections.

I attest that:

(i) I have reviewed the roles and responsibilities for the position of <Council office> as published on PEO's website;

(ii) Based on my personal experience of the candidate, I believe they possess the desired attributes of a PEO Councillor in the position of <Council position>.

~~(ii)~~(iii) I understand that I may be contacted by the Chief Elections Officer to validate this nomination.

Name of Nominator _____
(as it appears in PEO's Register)

Nominator's PEO Licence Number _____

Nominator's Address _____

Nominator's Region _____

Nominator's Signature _____

NOMINATION ACCEPTANCE FORM**President-Elect**

THIS FORM MUST BE COMPLETED AND SUBMITTED BY NOVEMBER 25~~4~~, 2023~~4~~ AT 10~~4~~:00~~A~~PM

I, _____, hereby agree to stand as a candidate for election for the volunteer position of **President-Elect** in the 2025~~4~~ elections for Council of Professional Engineers Ontario (PEO), and not to withdraw my candidacy except under exceptional circumstances. If elected, I further agree to serve on Council for a three-year term: as President-Elect (2025~~4~~-2026~~5~~), President (2026~~5~~-2027~~6~~), and Past President (2027~~6~~-2028~~7~~).

I declare that I am a Canadian citizen or have the status of a permanent resident of Canada, and I am currently residing in Ontario.

I declare that the information in this nomination acceptance form and all other information I provided to PEO in support of my nomination and election to PEO Council is true and complete to the best of my knowledge. I understand that a false statement or misrepresentation could result in disciplinary action under the *Professional Engineers Act*.

I declare that I have read and understand the Code of Conduct for Councillors ~~located at section 3.1.8 of the PEO Governance Manual~~ and agree to act in accordance with it if elected.

I declare that I have completed or will complete the PEO mandatory compliance training if elected.

I have completed or will complete the "Board Basics" orientation by December 31, 2024~~3~~.

I declare that I have familiarized myself with the roles and responsibilities of the offices of President-Elect, President, and Past President, and that I am adequately prepared to serve in these capacities.

Signature: _____ Date: _____

PLEASE PRINT OR TYPE YOUR NAME AND DESIGNATIONS AS YOU WISH THEM TO APPEAR ON PEO'S WEBSITE AND IN PRINT

NAME AND DESIGNATIONS: _____

PEO LICENCE NO. _____

PREFERRED MAILING ADDRESS: _____

TELEPHONE: BUS: _____ HOME: _____

FAX: BUS: _____ HOME: _____

PUBLIC E-MAIL ADDRESS: _____

Candidates are required to provide an e-mail address to be used and made public for election purposes only.

NOMINATION ACCEPTANCE FORM**Vice President**

THIS FORM MUST BE COMPLETED AND SUBMITTED BY NOVEMBER 24⁵, 2024³ AT 104:00^APM

I, _____, hereby agree to stand as a candidate for election for the volunteer position of **Vice President** in the 2025⁴ elections for Council of Professional Engineers Ontario (PEO), and not to withdraw my candidacy except under exceptional circumstances. If elected, I further agree to serve on Council for a one-year term (2025⁴-2026⁵).

I declare that I am a Canadian citizen or have the status of a permanent resident of Canada, and I am currently residing in Ontario.

I declare that the information in this nomination acceptance form and all other information I provided to PEO in support of my nomination and election to PEO Council is true and complete to the best of my knowledge. I understand that a false statement or misrepresentation could result in disciplinary action under the *Professional Engineers Act*.

I declare that I have read and understand the Code of Conduct for Councillors ~~located at section 3.1.8 of the PEO Governance Manual~~ and agree to act in accordance with it if elected.

I declare that I have completed or will complete the PEO mandatory compliance training if elected.

I have completed or will complete the "Board Basics" orientation by December 31, 2024³.

I declare that I have familiarized myself with the roles and responsibilities of the office of Vice President, and that I am adequately prepared to serve in that capacity.

Signature: _____ Date: _____

PLEASE PRINT OR TYPE YOUR NAME AND DESIGNATIONS AS YOU WISH THEM TO APPEAR ON PEO'S WEBSITE AND IN PRINT

NAME AND DESIGNATIONS: _____

PEO LICENCE NO. _____

PREFERRED MAILING ADDRESS: _____

TELEPHONE: BUS: _____ HOME: _____

FAX: BUS: _____ HOME: _____

PUBLIC E-MAIL ADDRESS: _____

Candidates are required to provide an e-mail address to be used and made public for election purposes only.

NOMINATION ACCEPTANCE FORM**Councillor-at-Large**

THIS FORM MUST BE COMPLETED AND SUBMITTED BY NOVEMBER 24⁵, 2023⁴ AT 104:00^APM

I, _____, hereby agree to stand as a candidate for election for the volunteer position of **Councillor-at-Large** in the 2024 elections for Council of Professional Engineers Ontario (PEO), and not to withdraw my candidacy except under exceptional circumstances. If elected, I further agree to serve on Council for a two-year term (202⁵4-202⁷6).

I declare that I am a Canadian citizen or have the status of a permanent resident of Canada, and I am currently residing in Ontario.

I declare that the information in this nomination acceptance form and all other information I provided to PEO in support of my nomination and election to PEO Council is true and complete to the best of my knowledge. I understand that a false statement or misrepresentation could result in disciplinary action under the *Professional Engineers Act*.

I declare that I have read and understand the Code of Conduct for Councillors ~~located at section 3.1.8 of the PEO Governance Manual~~ and agree to act in accordance with it if elected.

I declare that I have completed or will complete the PEO mandatory compliance training if elected.

I have completed or will complete the "Board Basics" orientation by December 31, 202⁴3.

I declare that I have familiarized myself with the roles and responsibilities of the office of Councillor-at-Large, and that I am adequately prepared to serve in that capacity.

Signature: _____ Date: _____

PLEASE PRINT OR TYPE YOUR NAME AND DESIGNATIONS AS YOU WISH THEM TO APPEAR ON PEO'S WEBSITE AND IN PRINT

NAME AND DESIGNATIONS: _____

PEO LICENCE NO. _____

PREFERRED MAILING ADDRESS: _____

TELEPHONE: BUS: _____ HOME: _____

FAX: BUS: _____ HOME: _____

PUBLIC E-MAIL ADDRESS: _____

Candidates are required to provide an e-mail address to be used and made public for election purposes only.

NOMINATION ACCEPTANCE FORM**Regional Councillor**

THIS FORM MUST BE COMPLETED AND SUBMITTED BY NOVEMBER 24⁵, 2023⁴ AT 4:10:00^APM

I, _____, hereby agree to stand as a candidate for election for the volunteer position of _____ **Regional Councillor** in the 2025⁴ elections for Council of Professional Engineers Ontario (PEO), and not to withdraw my candidacy except under exceptional circumstances. If elected, I further agree to serve on Council for a two-year term (2025⁴-2027⁶).

I declare that I am a Canadian citizen or have the status of a permanent resident of Canada, and I am currently residing in Ontario in the region in which I stand for election.

I declare that the information in this nomination acceptance form and all other information I provided to PEO in support of my nomination and election to PEO Council is true and complete to the best of my knowledge. I understand that a false statement or misrepresentation could result in disciplinary action under the *Professional Engineers Act*.

I declare that I have read and understand the Code of Conduct for ~~Councillors located at section 3.1.8 of the PEO Governance Manual~~ and agree to act in accordance with it if elected.

I declare that have completed or will complete the PEO mandatory compliance training if elected.

I have completed or will complete the "Board Basics" orientation by December 31, 2024³.

I declare that I have familiarized myself with the roles and responsibilities of the office of Regional Councillor, and that I am adequately prepared to serve in that capacity.

Signature: _____ Date: _____

PLEASE PRINT OR TYPE YOUR NAME AND DESIGNATIONS AS YOU WISH THEM TO APPEAR ON PEO'S WEBSITE AND IN PRINT

NAME AND DESIGNATIONS: _____

PEO LICENCE NO. _____

PREFERRED MAILING ADDRESS: _____

TELEPHONE: BUS: _____ HOME: _____

FAX: BUS: _____ HOME: _____

PUBLIC E-MAIL ADDRESS: _____

Candidates are required to provide an e-mail address to be used and made public for election purposes only.

Decision Note – Date of 2025 Annual General Meeting

Item	C-564-5.3
Purpose	To make a recommendation to Council regarding the date of PEO's 2025 Annual General Meeting (AGM).
Strategic/Regulatory Focus	By-law requirement
Motion	That Council selects Saturday, April 26, 2025 as the date for the 2025 Annual General Meeting.
Attachments	None

Summary

Council is asked to recommend a date to Council for PEO's 2025 AGM. The Governance and Nominating Committee (GNC) has recommended that this date be April 26, 2025. Having a confirmed date for this event by June 2024 will facilitate the planning of other PEO activities which are scheduled to avoid conflicting with the AGM date.

Public Interest Rationale

N/A

Background

Council's specific role in the decision-making process as it relates to the AGM is outlined in Section 17 of PEO's Bylaw No. 1, shown below in *italics*.

17. An annual general meeting of the members of the association shall be called by Council and shall be held at such place and at such time as shall be determined by Council for the purpose of laying before the members the reports of the Council and committees of the association and of informing members of matters relating to the affairs of the association and for the purpose of ascertaining the views of the members present at the meeting on such matters, and other general meetings of the members of the association may be held for the same purposes.

At its meeting on June 3, 2024, the GNC agreed to recommend to Council that this date be April 26, 2025.

Considerations

- For roughly one year, the "PEO Council Calendar of Events" has shown Friday, April 25 and Saturday, April 26 as dates under consideration for the 2025 AGM.
- Neither April 25 nor April 26 conflict with major statutory holidays or observances. Dates in the period April 12-20 would pose challenges in this regard.

Stakeholder Engagement

N/A

Next Steps

- PEO's Council Calendar of Events will be updated to include a confirmed date for the 2025 AGM.
- A comprehensive 3-year AGM plan will be considered at the GNC's and Council's September meetings, starting with the location of the 2025 AGM.

Prepared By: Meg Feres, Manager, Council Operations

Discussion Note – FARPACTA Discussion with Ontario’s Fairness Commissioner

Agenda Item Number	C-564-6.1
Purpose	Presentation and discussion on FARPACTA.
Strategic/Regulatory Focus	
Motion	No motion required.
Attachments	

Irwin Glasberg, Ontario Fairness Commissioner, will deliver a presentation followed by discussion.

Summary Report to Council of Human Resources & Compensation Committee Activity June 21, 2024

Committee Meeting Date: June 4, 2024

Item/Topic	Discussion Summary	Assigned to	Next Steps	Status ¹	Separate Council Agenda Item?
Role of the Human Resources and Compensation Committee	The committee reviewed its Charter, including composition, mandate, and roles and responsibilities.	N/A	N/A	Complete	No
2024-2025 Draft HRCC Work Plan	The Committee reviewed the 2024-2025 HRCC Work Plan and recommended it for approval at the June Council meeting.	Staff	Recommendation to Council for approval at June 21, 2024	Continue	Yes
Update on Other Ongoing Projects	The committee received an update on other ongoing projects pertaining to the Human Resources and Compensation Committee. The Committee reviewed the ongoing status of the Director Accountability Framework and accompanying policies and the current status of the Risk Register.	Staff	Staff will continue to work on the ongoing projects and report back to HRCC at the September meeting	Continue	No
CEO/Registrar Mid-year Performance Review	Mid-year Performance Review discussions took place with the CEO/Registrar (In-Camera)	HRCC	Summary of discussion to be included during the "In Camera Dialogue with CEO/Registrar" item at the June Council Meeting	Continue	Yes (In Camera)

Next Committee Meeting: September 10, 2024

¹ Green=Complete; Blue=Continue; Yellow=Modify; Red=Discontinue

Decision Note – HRCC Work Plan for 2024-2025

Item	C-564-7.1
Purpose	To approve the 2024-2025 Work Plan for the Human Resources and Compensation Committee.
Strategic/Regulatory Focus	Governance
Motion	That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-564-7.1, Appendix A, be approved.
Attachments	Appendix A: Draft HRCC Work Plan for 2024-2025

Summary

Council is asked to review and approve the 2024-2025 Work Plan for the Human Resources and Compensation Committee (HRCC).

Public Interest Rationale

Good governance practice that allows Council to prioritize items that are focused on PEO’s mandate and strategic priorities.

Background

Under the governance model adopted by Council, all governance committees propose their annual work plans to Council for approval. The work plan provides a meeting-by-meeting roadmap and general assurance that the organization’s key strategic initiatives and the duties and responsibilities of the committee will be addressed in the 2024-2025 term.

At its meeting on June 4, 2024, the HRCC reviewed the draft work plan and made no recommendations for changes.

Considerations

- Items have been reviewed by the committee and align with the duties and responsibilities as outlined in the HRCC Charter.
- A work plan is a living and flexible document intended to be a framework and provide guidance for the committee’s activities. Throughout the year, there may be occasions where Council chooses to or must add, remove, or re-prioritize items and shift business focus based on changing priorities or unforeseen circumstances.

Stakeholder Engagement

N/A

Next Steps

- Work Plan will be updated throughout the year based on the activities, recommendations, and decisions of the committee and Council.

Prepared By: Meg Feres, Manager, Council Operations

HUMAN RESOURCES & COMPENSATION COMMITTEE (HRCC): 2024-2025 WORK PLAN

Under the governance model adopted by Council, all governance committees propose their annual work plans to Council for approval. A work plan is a living and flexible document intended to be a framework and provide guidance for the committee's activities. Throughout the year, there may be occasions where Council chooses to or must add, remove, or re-prioritize items and shift business focus based on changing priorities or unforeseen circumstances. Consequently, while respecting the firm deadlines imposed by any relevant legislative or strategic initiatives, it is understood that deadlines and deliverables require some leeway and flexibility to allow for committee feedback which may necessitate revisions at a later meeting.

Meeting 1 (Kick-off) Q2-2024 Date: June 4, 2024			
Items		Description	Status
1.1	Role of the Human Resources and Compensation Committee	Review the role and responsibilities of the HRCC	
1.2	Review and Approve Annual Work Plan	Under the governance model, annual work plans are proposed to Council for approval at the beginning of the Council term. New items may be added to the work plan as directed by Council or driven by other priorities.	
1.3	CEO/Registrar Mid-year Performance Review	Mid-year performance review takes place before the November Council meeting in accordance with the CEO/Registrar Goals and Performance Review Process approved by Council. This review assesses the CEO/Registrar's performance against goals set by the May Council meeting.	

Meeting 2

Q3-2024

Date: September 10, 2024

Items		Description	Status
2.1	CEO/Registrar Performance Evaluation Process & Succession Planning	This item has been on the HRCC's workplan since the 2023-2024 Council term. As per Council's direction, external consultants were retained to complete the work. At this meeting, HRCC will be asked to review the report, including the identified gaps and recommendations. All final recommendations will be reviewed and approved by Council.	
2.2	Risk Management Plan	Review and monitor PEO's risks related to human resources and the steps taken by PEO to mitigate those risks. Further to Council's approval of the Risk Management Policy at its February 2024 council meeting, staff are working to propose a risk register. All risks that are owned by HRCC will be brought to the committee.	
2.3	Annual Organization Succession Planning	Presentation related to PEO leadership roles and strategies that are in place to ensure the continuity of critical roles at PEO.	
2.4	Items carried over from previous meeting	To be determined	

Meeting 3

Q4-2024

Date: November 14, 2024

Items		Description	Status
3.1	CEO/Registrar Year-end Performance Review	<p>The end year review is conducted in accordance with the CEO/Registrar performance review process approved by council and generally includes the following steps:</p> <ul style="list-style-type: none">- CEO/Registrar prepares a year end self-assessment with input from staff- HRCC conducts a full review- Feedback and results are provided by the President to CEO/Registrar- HR Staff create summary for President, who in turn presents to Council for final approval <p>Results approved and Letter to CEO/Registrar provided from President.</p>	
3.2	CEO/Registrar Goal Setting for 2025	<p>Initial discussion. CEO/Registrar goals must be aligned with PEO's strategic plan approved by Council and its regulatory mandate. CEO/Registrar prepares their goals in collaboration with the HRCC. They must be approved by Council at the Feb meeting.</p>	
3.3	Items carried over from previous meetings	To be determined	

Meeting 4 Q1-2025 Date: February 4, 2025			
Items		Description	Status
4.1	CEO/Registrar Goal Setting for 2025	Final discussion. CEO/Registrar goals must be aligned with PEO's strategic plan approved by Council and its regulatory mandate. CEO/Registrar prepares their goals in collaboration with the HRCC. They must be approved by Council at the Feb meeting.	
4.2	Items carried over from previous meetings	To be determined	

Meeting 5 Q1-2025 Date: March 7, 2025			
Items		Description	Status
5.1	Items carried over from previous meetings	To be determined Note: if no items are carried over from previous meetings, this meeting will be cancelled.	

Meeting 6 (Close-off)				
Q2-2025				
Date: April 15, 2025				
Items			Description	Status
6.1	Items carried over from previous meetings		<p>To be determined</p> <p>Note: if no items are carried over from previous meetings, this meeting will be cancelled</p>	

**Summary Report to Council of Regulatory Policy and Legislation Committee (RPLC) Activity
June 21, 2024**

Committee Meeting Date: June 3, 2024

Item/Topic	Discussion Summary	Assigned to	Next Steps	Status ¹	Separate Council Agenda Item?
Role of the Regulatory Policy and Legislation Committee: Orientation to PEO's policy development process.	The committee reviewed its Charter, including composition, mandate, and roles and responsibilities. Committee members also received a comprehensive summary of PEO's Policy Development Process, including the Policy Impact Analysis tool.	N/A	N/A	Complete	No
2024-2025 RPLC Workplan	Staff presented the RPLC Workplan to committee members. Changes were recommended, particularly in the area of Evolutionary Improvements to Admissions.	Staff	Send to Council for approval at next council meeting on June 21, 2024	Continue	Yes
Time Based Experience Requirements: Final Recommendations by Time-Based Experience Working Group run by Engineers Canada	Committee reviewed the concluding recommendations from the Time-Based Experience Working Group run by Engineers Canada.	Staff	NA	Complete	No
Bill 194: "Strengthening Cyber Security and Building Trust in the Public Sector Act, 2024"	Vice President Boone engaged with the committee to seek input on how PEO might approach this issue as well as gathering feedback for submission to the Ontario Government. Committee Chair requested that the Vice President provide clearer guidance regarding their expectations from both the committee and staff.	Vice President Boone	Vice President to provide suggestions on engagement.	Continue	No.

Next Committee Meeting: September 11, 2024

¹ Green=Complete; Blue=Continue; Yellow=Modify; Red=Discontinue

Decision Note – RPLC Work Plan for 2024-2025

Item	C-564-8.1
Purpose	To approve the 2024-2025 Work Plan for the Regulatory Policy and Legislation Committee.
Strategic/Regulatory Focus	Governance
Motion	That the Work Plan for the Regulatory Policy and Legislation Committee, as submitted to the meeting at C-564-8.1, Appendix A, be approved.
Attachments	Appendix A: Draft RPLC Work Plan for 2024-2025

Summary

Council is asked to review and approve the 2024-2025 Work Plan for the Regulatory Policy and Legislation Committee (RPLC).

Public Interest Rationale

Good governance practice that allows Council to prioritize items that are focused on PEO's mandate and strategic priorities.

Background

Under the governance model adopted by Council, all governance committees propose their annual work plans to Council for approval. The work plan provides a meeting-by-meeting roadmap and general assurance that the organization's key strategic initiatives and the duties and responsibilities of the committee will be addressed in the 2024-2025 term.

At its meeting on June 3, 2024, the RPLC reviewed the draft work plan and recommended a few changes that were all incorporated into the proposed work plan.

Considerations

- Items have been reviewed by the committee and align with strategic imperatives as well as the duties and responsibilities as outlined in the RPLC Charter.
- A work plan is a living and flexible document intended to be a framework and provide guidance for the committee's activities. Throughout the year, there may be occasions where Council chooses to or must add, remove, or re-prioritize items and shift business focus based on changing priorities or unforeseen circumstances.

Stakeholder Engagement

N/A

Next Steps

- Work Plan will be updated throughout the year based on the activities, recommendations, and decisions of the committee and Council.

Prepared By: Meg Feres, Manager, Council Operations

REGULATORY POLICY AND LEGISLATION COMMITTEE: 2024-2025 WORK PLAN

Under the governance model adopted by Council, all governance committees propose their annual work plans to Council for approval. A work plan is a living and flexible document intended to be a framework that guides the committee's activities. Throughout the year, there may be occasions where Council chooses to or must add, remove, or re-prioritize items and shift business focus based on changing priorities or unforeseen circumstances. Consequently, while respecting the firm deadlines imposed by any relevant legislative or strategic initiatives, it is understood that deadlines and deliverables require some leeway and flexibility to allow for committee feedback which may necessitate revisions at a later meeting.

Meeting 1 (Kick-off) Q2-2024 Date: June 3, 2024			
Items		Description	Status
1.1	Role of the Regulatory Policy and Legislation Committee (RPLC)	Review the role and responsibilities of the RPLC. Orientation to PEO's Policy Development Framework approved by Council in June 2023 and Legislation Development Process	
1.2	Review and Approve Annual Work Plan	Under the governance model, annual work plans are proposed to Council for approval at the beginning of the Council term (at the June Council meeting). New items may be added to the work plan during the year as directed by Council or driven by other priorities.	
1.3	Final Recommendations by Engineers Canada Time-Based Experience Group	Review and discussion of the final recommendations issued by Engineers Canada's Time-Based Experience Group.	

Meeting 2 Q3-2024 Date: September 11, 2024			
Items		Description ¹	Status
2.1	Practice Standard Revision– Tower Crane Inspections & Request for Regulation Change to O.Reg. 260/08 (Performance Standards)	Presentation of proposed revision to Tower Crane Inspections Practice Standard to reflect changes to O.Reg. 213/91 (Construction Projects under the <i>Occupational Health and Safety Act</i>) for recommendation to Council for approval, along with request for policy approval to make changes to O.Reg. 260/08 (Performance Standards) to refer to revised Practice Standard. Industry stakeholder consultations on proposed revisions to be completed prior to finalization.	
2.2	“Services of the Engineer Acting Under the Drainage Act” Practice Guideline	Recommendation to Council sought to discontinue the 1998 Practice Guideline in favour of referring to the most recent Ministry of Agriculture, Food and Rural Affairs of Ontario publication on the Role of Engineers under the <i>Drainage Act</i> .	
2.3	Professional Practice Guideline Revision(s)	<p>As per a schedule presented to RPLC in August 2023, the following Professional Practice guidelines are currently under review: <i>Assuming Responsibility and Supervising Engineering Work, Professional Engineers Reviewing the Work of another Professional Engineer, Conducting a Practice Review, Human Rights in Engineering Practice, Forensic Engineering Investigations, and The Professional Engineer as an Expert Witness</i></p> <p>Draft revised guideline(s) will be presented to RPLC for recommendation to Council, following gaps analysis and stakeholder engagement and feedback. These presentations will be spread out over three RPLC meetings to allow for adequate time for review.</p>	

¹ General description is provided for each policy project/initiative. Items to be added to individual meeting agendas will be determined before each meeting in consultation with the Committee Chair and will depend on discussions that will take place at each committee meeting.

2.4	Mandatory Reporting	As requested by Council, the <i>Professional Engineers Act</i> (Act) was amended in 2023 to provide Council with the regulation-making authority to require that licence holders provide specified information or documents to the Registrar. Presentation of Policy Impact Analysis for future Act and Regulation changes to support mandatory reporting.	
2.5	Adding Classes of Licences	Staff presentation of Policy Impact Analysis document for future Regulation change to add classes of licences within various licence types to define “practising” and “non-practising”. Currently, PEO relies on its Fee Remission Program to exempt non-practising members and licence holders from mandatory CPD requirements.	
2.6	Fitness to Practice	Presentation of Policy Impact Analysis document for creation of a mechanism in the Act to address concerns about a licence holder’s ability to practise safely as a result of a possible physical or mental condition or disorder. Currently, incapacity issues are dealt with by way of finding an individual incompetent on the ground of incapacity (s. 28(3)(b) of the Act)	
2.7	Enterprise Risk Management – RPLC-owned risks	Review risks “owned” by RPLC and the steps being taken by PEO to mitigate those risks. The Risk Management Policy was approved by Council in February 2024. The Risk Register is under development for Council approval in June 2024.	
2.8	Admissions Guiding principles: proposed framework and next steps	Review of recommendations made from a series of engagement sessions with experts over the summer on the principles that should guide PEO’s admissions.	
2.9	Items carried over from previous meetings	To be determined	

Meeting 3 Q4-2024 Date: November 12, 2024			
Items		Description	Status
3.1	Performance Standards – Tower Crane Inspections – Sealed Regulation (in camera)	For recommendation to Council for approval of a sealed Regulation change to update the Practice Standard on Tower Crane Inspections under O.Reg. 213/91 (Construction Projects under the <i>Occupational Health and Safety Act</i>) to match policy intent from previous RPLC and Council meeting (timing dependent on Ministry of Attorney General)	
3.2	Professional Practice Guideline Revision(s) continued	See item 2.3.	
3.3	PEO's time-based experience requirements: policy review & initial findings	Discussion on the policy review of PEO's time-based experience requirement using the Policy Impact Analysis tool. The review will assess the inherent risks of reducing the current four-year experience requirement, with a report back on the risk assessment and next steps in November 2024.	
3.4	Discussion re the consequences of removal of the Canadian experience requirement from the Regulation	Council's March 2023 motion to eliminate Canadian experience requirement from the regulation includes commitment to further study to explore how PEO will measure impact, including what data need to be collected and analyzed once we have at least a full year of FARPACTA implementation. This is a multi-year exercise, with RPLC / Council oversight, that was presented to RPLC last August. The initial report will be presented to RPLC.	
3.5	Evolutionary Improvements to Admissions: re-evaluating current confirmation Process for non-CEAB graduates	This item was first reviewed by the RPLC in January 2024 to explore the possibility of introducing changes to the current confirmation process. As per Council decision, currently all non-CEAB graduates must successfully complete four confirmatory exams. Staff are collecting and analyzing data on confirmatory exam performance by qualified prospective applicants throughout the year and will report on findings. In addition, a	

			post-implementation status report on the changes to Academic qualifications is to be included.	
3.6	Fitness to Practice		Follow up from item 2.6, pending discussion at that meeting	
3.7	Regulatory Compliance process improvements – policy proposals		Presentation of policy proposals for consideration to improve and speed up the Complaints and Discipline processes arising from the ongoing review of current state processes within the compliance department as well as previous recommendations from the External Regulatory Performance (e.g., introducing interim suspensions for serious allegations, streamlining the process for frivolous & vexatious complaints).	
3.8	Review of Policy Impact Analysis template		At its June 2023 meeting, Council approved PEO's Policy Development Framework. As a result, the Policy Impact Analysis (PIA) tool has been piloted during the past year, and RPLC is being asked for its comment on its utility and areas for improvement to support evidence-based decision-making.	
3.9	Items carried over from previous meetings		To be determined.	

Meeting 4 Q1-2025 Date: February 6, 2025			
Items		Description	Status
4.1	Professional Practice Guideline Revision(s) - continued	See item 2.3.	
4.2	Proposed Regulation Changes to speed up Licensing & Registration and Complaints processes	Staff presentation of proposals for changes to Regulation 941 arising from the Review of current state processes within the licensing and compliance departments to identify opportunities for process improvement (for example, NPPE timing).	
4.3	Future direction of the Engineering Intern Program (EIT)	At its April 2024 meeting, Council passed a motion to defer the discussion of the EIT item to a future Plenary session, or of a future Council meeting, to be decided by the President, as appropriate. In consultation with the President, this plenary has been scheduled for November 28, 2024. Following Council's November Plenary discussion and the direction set by Council, this item will be reviewed by the RPLC.	
4.4	PEO's time-based experience requirements: policy review	See item 3.3.	
4.5	Items carried over from previous meetings	To be determined	

Meeting 5 Q1-2025 Date: March 18, 2025			
Items		Description	Status
5.1	Proposed Act Changes – Regulatory Compliance	See item 3.7.	
5.2	Time-based experience requirements: policy review recommendations	See item 3.3.	
5.3	Emerging Disciplines	Generative discussion on emerging disciplines within PEO’s regulatory mandate. On February 23, 2024, Council passed the following motion: “That PEO Council direct the RPLC to add “Emerging Disciplines” to the RPLC 2024-2025 Work Plan.”	
5.4	Items carried over from previous meetings	To be determined.	

Meeting 6 (Close-off) Q2-2025 Date: April 17, 2025			
Items		Description	Status
6.1	Review Policy Priorities for 2025-2026	To inform development of 2025-2026 work plan.	
6.2	Items carried over from previous meetings	To be determined.	

The “Visioning for Relevance” initiative is a key pillar in PEO’s 2023-2025 strategic plan: “Refresh PEO’s vision to ensure all stakeholders see relevance and value in PEO.” It was launched in June 2023 and is underway. Any items of policy nature that may arise from this initiative will be added to the RPLC work plan as needed.

Information Note (Discussion if required) – Tribunal Activity Report

Agenda Item No.	C-564-9.1
Purpose	To update Council about the activities of the Tribunals Office and related Committees
Strategic/Regulatory Focus	<i>The Tribunals are required under the PEA.</i>
Motion	N/A
Attachments	N/A

Summary

This is a status update on the activities undertaken by the tribunals since the last council meeting.

Public Interest Rationale

Tribunals assists PEO in meeting the principal object of the association in accordance with the Professional Engineers Act, R.S.O. 1990, c. P. 28, s. 2(3).

Background

Tribunals staff work with Committee chairs to arrange and provide training in adjudication for the members of the committee and to support them in all their activities as pre-hearing chairs, panel members and decision writers. The staff and committee members work on improving the materials that parties appearing before them can access.

Activity Update

Discipline Committee:

- The Discipline Committee handbook sub-committee continues to work on updating their handbook.
- A Guide for Self-Represented persons has been published on the website.
- The Committee has 4 hearings scheduled for the summer.
- The Committee held its virtual mid-year meeting that included a one hour training by ILC.

Registration Committee

- Adopted new Rules of Procedure.
- A Guide for Self-Represented persons has been published on the website.

Complaints Review Councillor

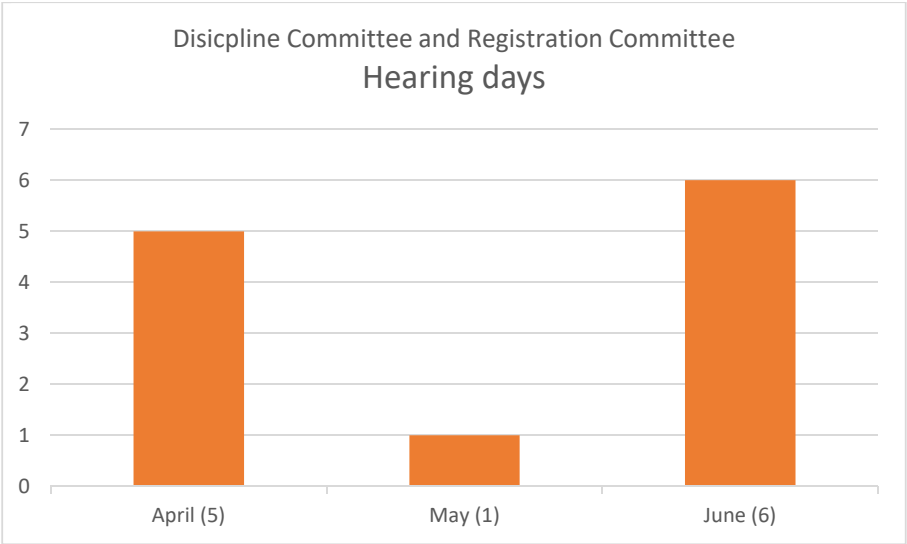
- The Complaints Review Councillor has received 2 requests for review since the last meeting of Council. They are under review by the CRC to see if the matters fit within her mandate.
- Where the CRC investigates, a report is filed for Council's information.

Fee Mediation Committee

- There have been no requests for fee mediation assistance.

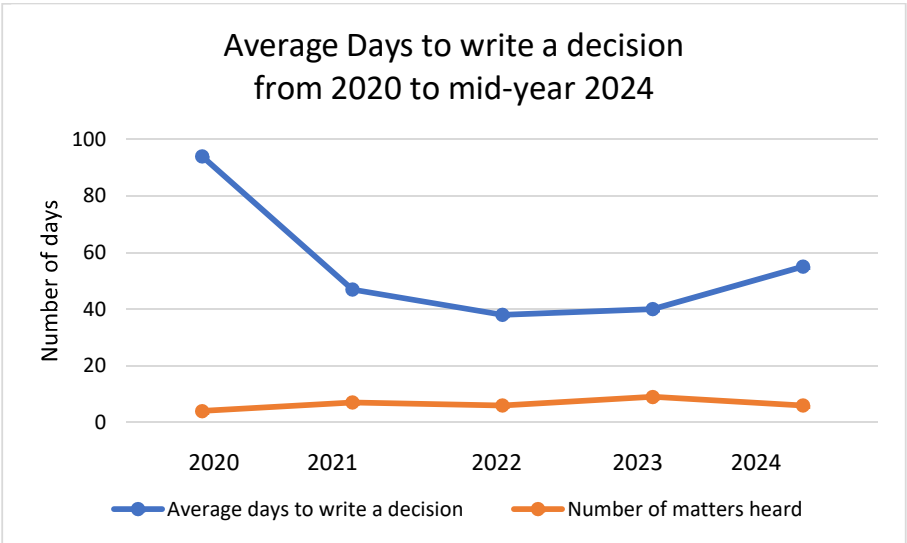
Adjudicator Days since last Council meeting

These are the number of days when the committees have held a hearing or pre-hearing conference.



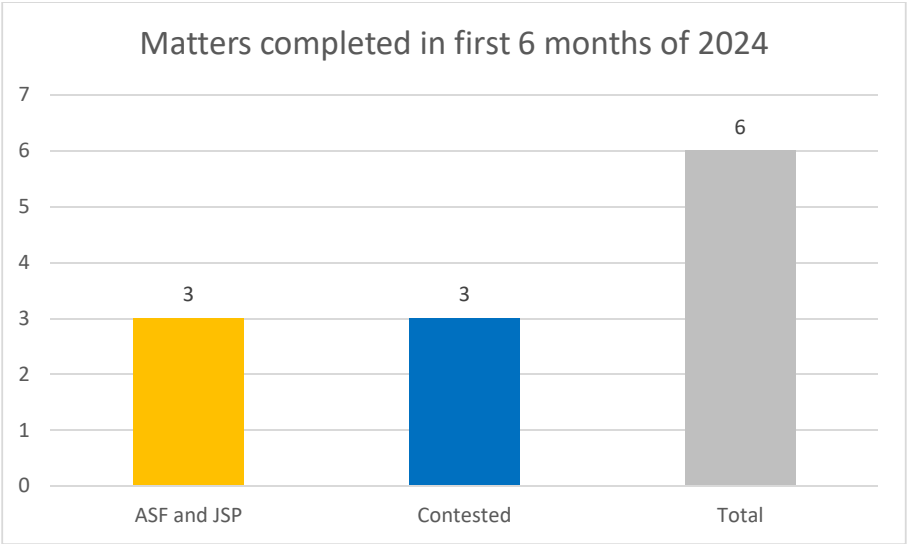
Discipline Committee

Average number of days to provide decision after the end of the hearing.



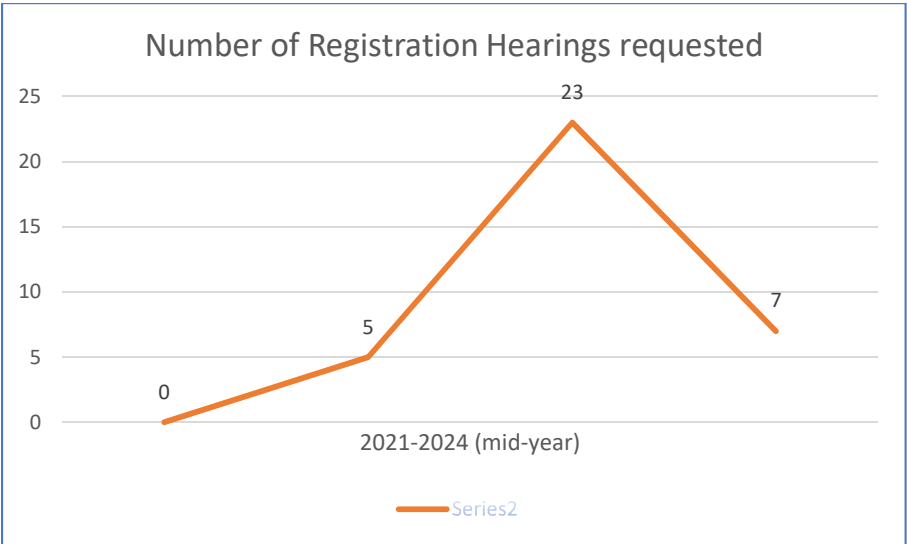
Discipline Committee

Matters completed in the first 6 months of 2024 that were either contested or resolved with the assistance of an Agreed Upon Statement of Facts (ASF) and Joint Submission on Penalty (JSP)



Registration Committee – Requests for hearings.

The number of hearings requested before the Registration Committee.



Information Note – Engineers Canada Directors Report

Agenda Item Number	C-564-10.1
Purpose	To provide an update on the activities of Engineers Canada
Strategic/Regulatory Focus	
Motion	
Attachments	Appendix A – Director’s Update – English Appendix B – Director’s Update - French



Engineers Canada director update May 2024

Engineers Canada Board

On April 3, the Engineers Canada Board met to approve the 2023 audited financial statements and recommend to the Members approval of the National Statement of Collaboration. Immediately following the Board meeting, the three (3) Engineers Canada presidents finalized the Spring Board Meeting and AMM agendas.

An email was sent out in April with important details about the Engineers Canada spring meetings, which will be held in Winnipeg, MB, from May 21–25, with the option for participants to attend some of the meetings virtually. Please refer to the [meeting microsite](#) for any additional information required.

The FAR Committee reviewed the audited financial statements, the appointment of the auditors, long-term procurement contracts, the annual corporate risk profile, the current work plan and outcomes for 2023-2024, and recommendations for the 2024-2025 FAR Committee.

The Governance Committee reviewed revisions to certain Board policies, recommended opportunities for Board development for the HR Committee's consideration, reviewed the current work plan and outcomes for 2023-2024, and finalized recommendations for the 2024-2025 Governance Committee.

The HR Committee met in April to review the Board self-assessment report, Director onboarding, and the final report for 2023-2024 committee contributions, including recommendations for the 2024-2025 HR Committee work plan. The committee also

discussed nominations to the Board, the 2024-2025 HR Committee, and the CEAB.

Strategic Priority 1.1: Investigate and Validate the Purpose and Scope of Accreditation

The Futures of Engineering Accreditation (FEA) project has reached a major milestone: The Purpose of Accreditation and Academic Requirement for Licensure Task Forces delivered their findings and recommendations to the project Steering Committee. These recommendations further build on the concepts that served as the basis for the Fall consultations with the regulators, the CEAB, the CEQB, and Engineering Deans Canada.

The next milestone will be the development of the Path Forward Report which is the project's ultimate deliverable. That work was formally kicked off with a two-day co-design session April 17-18 in Toronto.

Strategic Priority 2.1: Accelerate 30 by 30

Registration is now open for the 2024 30 by 30 Conference: Turning Knowledge Into Action for Gender Equity in Engineering, being held on Wednesday, May 22, 2024, in Winnipeg, MB, in advance of the Engineers Canada spring meetings and Annual Meeting of Members (AMM). To register, visit the [conference website here](#).

In April, Engineers Canada participated on a panel held by the University of Toronto (U of T) Office of Diversity, Inclusion and Professionalism, the U of T Engineering Career Centre, and U of T's GradSWE (Society of Women Engineers) in recognition of International Women's Day and National

Engineering Month (NEM) alongside panelists from erthos Inc., Microsoft, and Thinkingbox. While on the panel, we shared updates on Engineers Canada's work, including Engineers Canada's launch of Pathway to Engineering.

Engineers Canada participated virtually in the World Federation of Engineering Organizations (WFEO) Women in Engineering (WiE) Committee meeting. WFEO WiE members, including Canada, shared strategies, tactics and progress made. The WFEO WiE Committee has selected four themes for 2024-2027 globally: Theme 1 - Engineering Workforce Capacity-building to increase diversity and inclusivity in the future skills pipeline; Theme 2 - Engineering Workforce Capacity-building to encourage retention of women and increase in women's opportunities in leadership roles; Theme 3 - Strategic Indicators; Theme 4 - Working in Partnership to address the United Nations' Sustainable Development Goals (UNSDGs), with particular emphasis on Goal 5 (i.e., Gender equality) and its relationship with the other UNSDGs. Engineers Canada co-leads Theme 3 in collaboration with the WFEO WiE Committee member from Switzerland.

An Engineers Canada staff member moderated the panel on "Navigating the Landscape – Personal Journeys and Industry Frontiers" at Agents of Change, a national forum led by Electricity Human Resources Canada (EHRC) which brought together Canada's electricity sector leaders regarding IDEA (Inclusion, Diversity, Equity, and Accessibility) in the workplace. The electricity sector is one of Canada's largest employers of engineers. EHRC is one of Engineers Canada's strategic partners. Engineers Canada is a signatory to the EHRC Leadership Accord on Gender Diversity.

Strategic Priority 2.2: Reinforce trust and the value of licensure

At the end of February, we launched Pathway to Engineering, a new resource to help engineering graduates better understand the

licensure process, grow their professional network, and understand the advantages of earning their P.Eng.

As part of the launch of this new platform, Engineers Canada held the first of its Exchanges webinar series, discussing the topic: "You have your engineering degree... now what?" For this first session, we spoke with recent engineering graduates about their academic journey, work experiences, life after graduation, and how they are using their engineering knowledge to contribute to today's biggest challenges. To watch a recording of the webinar, click [here](#).

Accreditation Board (CEAB)

The CEAB has concluded the final visit of the 2023/2024 visit cycle. Decisions for programs visited in Fall 2023 and Spring 2024 will be made at the May 31-June 2 meeting in Ottawa.

The CEAB held a virtual meeting to advance their workplan. Agenda items included revisions from the Policies and Procedures Committee to the CEAB's Conflict of Interest Guideline, moving the deadline to submit a Request for Accreditation to July 1st rather than January 1st (six months earlier), and the consultation report on the CEAB 30 by 30 Working Group. The CEAB also discussed a thought paper on accreditation criteria related to the licensure status of faculty.

Qualifications Board (CEQB)

The CEQB is soliciting feedback on:

- Engineers Canada Draft general direction for a guideline on emerging disciplines

The CEQB Practice Committee approved a recommendation that the regulator Guideline on character investigations be rolled into the public Guideline on good character. This recommendation stems from a survey that 7 out of 12 regulators responded to on the revision approach.

The CEQB Syllabus Committee reviewed consultation feedback on the revised Building engineering syllabus and approved it ready for final CEQB approval. The committee also approved the draft revised Petroleum engineering syllabus for consultation. When this document is released for consultation in the coming weeks, we would ask for careful consideration by your jurisdiction's experts in Petroleum engineering.

At the last CEQB meeting, they approved multiple motions for their next steps:

- The revised Building Engineering Syllabus will be posted to the Engineers Canada website
- The revised Guideline on assuming responsibility for the work of engineers-in-training is to be recommended for Board approval in October
- The draft revised Guideline on good character (with principles of character investigations) is to be sent for regulator consultation
- Draft Regulators Guideline on fitness to practice is to be sent for regulator consultation
- Terms of reference for a new CEQB Foresight Committee, tasked with horizon watching on practice and qualifications issues, were approved. If regulators would like to recommend members for this committee, please contact Ryan Melsom, Manager, Qualifications, at ryan.melsom@engineerscanada.ca
- CEQB appointed two 50-30 champions, tasked with reviewing CEQB procedures and policies to better align them with the goals and objectives of the Board's 50-30 policy, adopted in May 2021.
- The CEQB reached consensus on its consultation approach for the 2025 CEQB work plan. CEQB representatives

will facilitate discussions on national work that the regulators would like to see undertaken.

In early April, the CEQB also held a workshop on risk-based assessment of non-CEAB applicants.

Belonging and Engagement

In early March, Engineers Canada presented at the Canadian Federation of Engineering Students' (CFES) annual Canadian Engineering Competition (CEC), hosted this year by the University of Calgary. Over 200 students from across Canada participated in CFES CEC. Competition categories include Consulting, Debate, Design, Engineering Communications, Programming, and Re-engineering. The CFES is one of our strategic partners.

Engineers Canada also presented at CFES' annual Conference on Sustainability in Engineering (CSE), hosted this year by Toronto Metropolitan University with the theme of the "Essential Engineer". Over 200 students from across Canada participated in CFES CSE.

In early March, staff members of Engineers Canada and our Indigenous Advisory Committee Chair participated in meetings of the American Indian Science and Engineering Society (AISES) in Canada National Gathering. AISES in Canada grew from the Canadian Indigenous Advisory Council to AISES (CIAC), created in 2018 out of the identification by AISES and an Engineers Canada working group of the need to have Canadian representation in decision-making to help AISES serve Canadian members more fully. Saturday March 2 saw the signing of Articles of Incorporation for AISES in Canada.

Regulatory Affairs

Regarding APEGA's case involving the "software engineer" title, Engineers Canada submitted an application for intervenor status in January 2024, however, the matter has not yet been

heard. The court in Alberta has received a separate application for mootness from the respondents, as anticipated. Engineers Canada is actively monitoring and consulting with APEGA's external lawyers on the best strategy. It is anticipated that the cases for intervenor status and mootness will be heard concurrently, in June or later. If you have any questions, please do not hesitate to contact Light Go (light.go@engineerscanada.ca).

Public Affairs and Government Relations

Engineers Canada and our Public Affairs Advisory Committee (PAAC) met regarding the proposed 2024-2025 PAAC workplan, along with proposed updates to selected existing national position statements.

In early April, Engineers Canada published an op-ed titled "[It's time to get serious about climate adaptation](#)." This op-ed was published as part of the Infrastructure Policy Briefing in The Hill Times. The op-ed calls for the federal government to take action in Budget 2024 to prepare Canada's infrastructure for more frequent and intense extreme weather events. If you do not subscribe to The Hill Times but would like to view the op-ed, please reach out to Nathan Durham, Manager, Public Affairs at nathan.durham@engineerscanada.ca.

The federal government announced its intention to fund several new housing and infrastructure policy measures in Budget 2024; Engineers Canada has a recent [media release](#) exploring what Budget 2024 means for Canadian engineers. Engineers Canada [responded](#) to several of these announcements which were aimed at expanding the role of pre-fabrication and pre-approved designs in the housing construction process. This response echoed [our comments](#) to the federal government on their proposal for a new national Housing Design Catalogue.



Compte rendu à l'intention des administrateurs et administratrices d'Ingénieurs Canada Mai 2024

Conseil d'Ingénieurs Canada

Le 3 avril, le conseil d'Ingénieurs Canada s'est réuni afin d'approuver les états financiers audités de 2023 et recommander aux membres l'approbation de l'Énoncé national de collaboration. Immédiatement après la réunion du conseil, les trois présidents d'Ingénieurs Canada ont finalisé les ordres du jour définitifs de la réunion du conseil et de l'assemblée annuelle des membres.

Un courriel contenant d'importants détails sur les réunions de printemps d'Ingénieurs Canada, qui se tiendront à Winnipeg, au Manitoba, du 21 au 25 mai, a été envoyé en avril. Les participants auront le choix de participer virtuellement à certaines réunions. Veuillez consulter le [microsite des réunions](#) du conseil pour toute autre information complémentaire.

Le Comité FAGR a examiné les états financiers audités, la nomination des auditeurs, les contrats d'approvisionnement à long terme, le profil annuel de risques de l'organisation, le plan de travail actuel, les résultats pour 2023-2024 et les recommandations à l'intention du Comité FAGR de 2024-2025.

Le Comité sur la gouvernance a examiné les révisions de certaines politiques du conseil, recommandé des possibilités de développement du conseil à l'attention du Comité des RH, examiné le plan de travail actuel et les résultats pour 2023-2024 et finalisé les recommandations à l'intention du Comité sur la gouvernance 2024-2025.

Le Comité RH s'est réuni en avril pour examiner le rapport d'autoévaluation du conseil, l'intégration des administrateurs et administratrices, ainsi que le rapport final sur les contributions du comité de 2023-2024, qui comportait des recommandations pour le plan de travail du comité de 2024-2025. Le comité a également discuté des nominations au conseil, au Comité RH de 2024-2025 et au BCAPG.

Priorité stratégique 1.1 Examiner et valider le but et la portée de l'agrément

Le projet Avenir de l'agrément en génie (AAG) a franchi une étape essentielle : les Groupes de travail sur le but de l'agrément et l'exigence de formation pour l'obtention du permis d'exercice ont présenté leurs conclusions et leurs recommandations au Comité directeur du projet. Ces recommandations sont fondées sur les concepts qui ont servi de base aux consultations de l'automne avec les organismes de réglementation, le BCAPG, le BCCAG et Doyennes et doyens d'ingénierie Canada.

Le prochain jalon sera l'élaboration du rapport sur la voie à suivre, le dernier produit livrable du projet. Ce travail a été lancé officiellement dans le cadre d'une séance de conception conjointe de deux jours les 17 et 18 avril à Toronto.

Priorité stratégique 2.1 : Accélérer l'initiative 30 en 30

Vous pouvez désormais vous inscrire à la Conférence 30 en 30 de 2024, intitulée Transformer les connaissances en actions au profit de l'équité des genres dans le domaine du génie, qui a lieu le

mercredi 22 mai 2024 à Winnipeg, au Manitoba, avant les réunions du printemps et l'assemblée annuelle des membres (AAM). Pour vous inscrire, visitez le [site Web de la conférence ici](#).

En mars, Ingénieurs Canada a participé à un panel organisé par le Bureau de la diversité, de l'inclusion et du professionnalisme de l'Université de Toronto, le Centre des carrières en génie de l'Université de Toronto et sa GradSWE (Society of Women Engineers) pour marquer la Journée internationale des femmes et le Mois national du génie (MNG), aux côtés de panélistes de erthos Inc., de Microsoft, et de Thinkingbox. Nous y avons fait le point sur les travaux d'Ingénieurs Canada, notamment le lancement de son programme Parcours vers l'ingénierie.

Ingénieurs Canada a participé virtuellement à une réunion du Comité des femmes en génie (WiE) de la Fédération mondiale des organisations d'ingénieurs (FMOI). Les membres du Comité WiE de la FMOI, dont le Canada, ont échangé sur leurs stratégies, leurs tactiques et les progrès réalisés. Le Comité WiE de la FMOI a choisi quatre thèmes pour 2024-2027 à l'échelle mondiale, à savoir : Thème 1 - Renforcement des capacités de la main-d'œuvre en génie pour améliorer la diversité et l'inclusivité dans les compétences des futur.e.s ingénieur.e.s ; Thème 2 - Renforcement des capacités de la main-d'œuvre en génie en vue d'encourager la rétention des femmes et d'améliorer leurs possibilités d'assumer des rôles de dirigeantes ; Thème 3 - Indicateurs stratégiques ; Thème 4 - Collaborer afin de réaliser les Objectifs de développement durable des Nations Unies (ODDNU), avec un accent particulier sur l'Objectif 5 (Égalité entre les sexes) et son rapport avec les autres ODDNU. Ingénieurs Canada codirige le thème 3 en collaboration avec le membre suisse du Comité WiE de la FMOI.

Un membre du personnel d'Ingénieurs Canada a animé un panel sur le thème : « Navigating the Landscape – Personal Journeys and Industry Frontiers » (Se retrouver dans le paysage - parcours personnels et frontières de l'industrie) au forum Agents du changement, un forum national dirigé par Ressources humaines, industrie électrique du Canada (RHIEC) qui a rassemblé les chefs de file du secteur de l'électricité du Canada autour du sujet de l'IDEA (inclusion, diversité, équité et accessibilité) en milieu de travail. Le secteur de l'électricité est l'un des plus grands employeurs d'ingénieurs au Canada. RHIEC est l'un des partenaires stratégiques d'Ingénieurs Canada. Rappelons qu'Ingénieurs Canada est signataire de l'Accord de leadership sur la diversité des genres de RHIEC.

Priorité stratégique 2.2 : Renforcer la confiance et la valeur du permis d'exercice

À la fin de février, nous avons lancé Parcours vers l'ingénierie, une nouvelle ressource pour aider les diplômé.e.s en génie à mieux comprendre le processus d'obtention du permis d'exercice, à élargir leur réseau professionnel et à comprendre les avantages de l'obtention du titre d'ingénieur (P. Eng ou ing.).

Dans le cadre du lancement de cette nouvelle plateforme, Ingénieurs Canada a organisé le premier webinaire de la série Échanges, sur le thème « Vous avez votre diplôme en génie... et maintenant? » Pour cette première séance, nous avons discuté avec des diplômé.e.s récent.e.s de leur parcours universitaire, de leurs expériences de travail, de la vie après l'obtention du diplôme et de la façon dont ils utilisent leurs connaissances en génie pour contribuer à faire face aux plus grands défis d'aujourd'hui. Pour visionner l'enregistrement du webinaire, cliquez [ici](#).

Bureau canadien d'agrément des programmes de génie (BCAPG)

Le BCAPG a effectué sa dernière visite du cycle 2023-2024. Les décisions concernant les programmes ayant fait l'objet de visites à l'automne 2023 et au printemps 2024 seront prises lors de la réunion qui aura lieu du 31 mai au 2 juin à Ottawa.

Le BCAPG a tenu une réunion virtuelle pour faire avancer son plan de travail. Parmi les points à l'ordre du jour, mentionnons des révisions du Comité des politiques et des procédures à la ligne directrice sur les conflits d'intérêts du BCAPG, l'avancement de l'échéance pour présenter une demande d'agrément au 1^{er} juillet plutôt que le 1^{er} janvier (soit six mois plus tôt) et le rapport de consultation sur le Groupe de travail 30 en 30 du BCAPG. Le BCAPG a également discuté d'un document de réflexion sur les normes d'agrément en ce qui concerne le droit d'exercice des membres du corps professoral.

Bureau canadien des conditions d'admission en génie (BCCAG)

Le BCCAG sollicite des commentaires sur :

- L'ébauche d'une orientation générale d'un guide d'Ingénieurs Canada sur les nouvelles disciplines

Le Comité sur l'exercice de la profession du BCCAG a approuvé une recommandation visant à intégrer le Guide sur les enquêtes sur la moralité à l'intention des organismes de réglementation dans le Guide public sur la bonne moralité. Cette recommandation découle d'une enquête sur l'approche de la révision à laquelle 7 organismes de réglementation sur 12 ont répondu.

Le Comité sur le programme d'examens du BCCAG a examiné les commentaires issus des consultations sur le programme d'examens de génie du bâtiment et l'a approuvé en vue de son approbation finale par le BCCAG. Le Comité a également approuvé la révision du programme d'examens de génie pétrolier pour consultation. Une fois ce document envoyé pour consultation dans les prochaines semaines, nous demanderons que les experts du génie pétrolier de votre zone de compétence l'examinent attentivement.

Lors de sa dernière réunion, le BCCAG a approuvé plusieurs motions pour les prochaines étapes :

- La version révisée du programme d'examens de génie du bâtiment sera publiée dans le site d'Ingénieurs Canada ;
- La version révisée du Guide public Assumer la responsabilité du travail de l'ingénieur stagiaire sera recommandée à l'approbation du conseil en octobre ;
- L'ébauche de la version révisée du Guide sur la bonne moralité (avec les principes directeurs pour les enquêtes sur la moralité) sera soumise à la consultation des organismes de réglementation ;
- L'ébauche du Guide sur l'aptitude à l'exercice à l'intention des organismes de réglementation sera envoyée pour consultation auprès des organismes de réglementation ;
- Le mandat d'un nouveau Comité de prospective du BCCAG, chargé de surveiller l'horizon sur les questions relatives aux conditions d'admission et à l'exercice, a été approuvé. Les organismes de réglementation qui souhaitent recommander des membres pour ce comité sont priés de communiquer avec Ryan Melsom, gestionnaire, Compétences professionnelles à ryan.melsom@engineerscanada.ca.

- Le BCCAG a nommé deux champions du Défi 50-30, qui seront chargés de réviser les politiques et procédures du BCCAG afin de mieux les aligner sur les objectifs de la politique du conseil concernant le Défi 50-30, adoptée en mai 2021.
- Le BCCAG est parvenu à un consensus sur son approche de consultation pour le plan de travail de 2025. Les représentants du BCCAG faciliteront des discussions sur le travail que les organismes de réglementation aimeraient voir entrepris à l'échelle nationale.

Au début d'avril, le BCCAG a également organisé un atelier sur l'évaluation fondée sur les risques des candidats issus de programmes non agréés par le BCAPG.

Appartenance et Engagement

Au début de mars, Ingénieurs Canada a donné une présentation à la Compétition canadienne d'ingénierie (CCI) de la Fédération canadienne étudiante de génie (FCEG) qui s'est tenue cette année à l'Université de Calgary. Plus de 200 étudiant.e.s de tout le Canada ont participé à la CCI de la FCEG. Parmi les catégories de compétition, mentionnons : Consultation, Débat parlementaire, Conception, Communications en ingénierie, Programmation et Réingénierie. La FCEG fait partie de nos partenaires stratégiques.

Ingénieurs Canada a également donné une présentation à la Conférence annuelle sur la durabilité en ingénierie (CDI), organisée cette année par l'Université métropolitaine de Toronto, dont le thème était « L'ingénieur essentiel ». Plus de 200 étudiant.e.s de tout le Canada ont participé à la CDI de la FCEG.

Au début de mars, des membres du personnel d'Ingénieurs Canada et la présidente de notre Comité consultatif autochtone ont assisté aux réunions annuelles de l'American Indian Science and Engineering Society (AISES) au Canada. L'AISES au Canada s'est développé à partir du Conseil consultatif autochtone canadien (CCAC), créé en 2018 après que l'AISES et un groupe de travail d'Ingénieurs Canada eurent établi la nécessité d'avoir une représentation canadienne dans le processus décisionnel pour aider l'AISES à mieux répondre aux besoins de ses membres canadiens. Le samedi 2 mars, les Statuts de prorogation de l'AISES au Canada ont été signés.

Affaires réglementaires

Ingénieurs Canada a soumis une demande de statut d'intervenant en janvier 2024 pour l'affaire contre l'APEGA concernant le titre « ingénieur en logiciel ». Toutefois, l'audience n'a pas encore eu lieu. Le tribunal de l'Alberta a reçu comme prévu une demande distincte des intimés pour que la cause soit considérée comme étant théorique. Ingénieurs Canada suit activement l'affaire et consulte les avocats externes de l'APEGA sur la meilleure stratégie. Il est prévu que les deux affaires, à savoir, la demande du statut d'intervenant et la demande relative au caractère théorique seront entendues simultanément en juin ou plus tard. Si vous avez des questions à ce sujet, n'hésitez pas à communiquer avec Light Go à light.go@engineerscanada.ca.

Affaires publiques et relations gouvernementales

Ingénieurs Canada et notre Comité consultatif des affaires publiques (CCAP) se sont réunis pour discuter du plan de travail proposé du CCAP pour 2024-2025, ainsi que des révisions proposées de certains énoncés de principe nationaux.

Au début d'avril, Ingénieurs Canada a publié un article d'opinion intitulé : « [It's time to get serious about climate adaptation](#) » (Il est temps de prendre l'adaptation climatique au sérieux). Cet article a été publié dans The Hill Times dans le cadre du breffage sur la politique relative aux infrastructures. L'article exhorte le gouvernement fédéral à prendre des mesures dans le cadre du Budget de 2024 pour préparer les infrastructures du Canada à des événements météorologiques plus fréquents et plus extrêmes. Si vous n'êtes pas abonné.e au Hill Times mais souhaitez consulter l'article, veuillez communiquer avec Nathan Durham, gestionnaire, Affaires publiques à nathan.durham@engineerscanada.ca.

Le gouvernement fédéral a annoncé son intention de financer plusieurs nouvelles mesures concernant les logements et les infrastructures dans son Budget de 2024. Ingénieurs Canada a récemment publié un [communiqué de presse](#) explorant la signification du Budget de 2024 pour les ingénieurs canadiens. Ingénieurs Canada a publié des commentaires [en réponse](#) à l'annonce de ces mesures visant à accorder une plus grande place à la préfabrication et aux conceptions préapprouvées dans le processus de construction de logements. Ces commentaires font écho à [nos commentaires](#) au gouvernement fédéral sur sa proposition d'un nouveau catalogue national de conception de logements.

Decision Note – Recommendations for Addressing the Truth and Reconciliation Calls to Action: Final Report

Agenda Item No.	C-564-10.2
Purpose	For Council to receive a report and recommendations for addressing the Truth and Reconciliation Commission's (TRC) Calls to Action and increasing indigenous representation in engineering in Ontario prepared by Indigenous & Community Engagement (ICE).
Strategic/Regulatory Focus	Governance/strategic
Motion	That Council accepts the recommendations outlined in the report entitled <i>Recommendations for addressing the TRC Calls to Action and Increasing Indigenous Representation in Engineering in Ontario</i> and directs staff to integrate them into PEO's EDI Action Plan.
Attachments	Appendix A – Final report

Summary

Council is presented with a report and recommendations for addressing the TRC Calls to Action. This work was conducted by indigenous consultants, ICE, to implement a council motion passed in April 2022, directing Anti-Racism and Equity Working Group (AREWG) to evaluate PEO's role in TRC and accountabilities to answer the Calls to Action through engagement with Indigenous Peoples, licence holders, and other communities in Ontario. All recommendations in the final report are in line with the commitments that Council has already made under the Anti-Racism and Equity (ARE) Code.

Public Interest Rationale

Addressing TRC's Calls to Action serves PEO's mandate of governing the engineering profession in the public interest.

Background

In April 2022, PEO Council passed the following motion:

That Council – recognizing Indigenous Peoples' constitutionally protected right of self-determination – tasks the AREWG with the allocation of appropriate people, finances, resources and time to evaluate PEO's role in Truth and Reconciliation and accountabilities to answer the Calls to Action through meaningful engagement with Indigenous Peoples, members, and Communities in Ontario; to work towards developing policy approaches led by Indigenous Peoples; and to regularly provide updates to Council throughout the year and to the membership at every AGM.

In August 2023, ICE was retained to complete this work.

AREWG received the final report in May 2024 which they agreed to share with Council.

Considerations

Please see the final report at Appendix A.

Stakeholder Engagement

As noted in the report, a comprehensive consultation was conducted by ICE to ensure engagement with indigenous engineers and indigenous firms in Ontario that offer engineering services.

- Those who identified an interest were then interviewed virtually. Semi-structured interview guides were utilized to ensure consistency while allowing for flexibility to explore emerging themes. Interviews offered qualitative, personal insights into the experiences and challenges faced by Indigenous engineers.
- Surveys were distributed electronically through email lists, social media channels, and partner organizations' networks. Surveys provided quantitative and qualitative data on the current state of representation and perceptions within the engineering community.
- The focus group invitees were identified based on those who participated in interviews/ identified that they would be interested.

Recommendation

All recommendations made by ICE are consistent with the commitments made under the ARE Code by Council. It is proposed that these recommendations be integrated into PEO's EDI Action Plan.

Next Steps

As directed by Council, the recommendations will be incorporated into PEO's EDI Action Plan.

Prepared By: Kay Mehrizi, Manager, Equity, Diversity & Inclusion

Recommendations for addressing the TRC Calls to Action and Increasing Indigenous Representation in Engineering in Ontario

Prepared for the Professional Engineers of Ontario

Draft - June 13, 2024





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1 Introduction

1.1 Purpose of the Project and Report

The Professional Engineers of Ontario (PEO) retained Indigenous and Community Engagement (ICE) Inc. to be the Indigenous Initiatives Consultant to support PEO in identifying challenges and opportunities related to the representation of Indigenous Peoples as Engineers in Ontario; as well we to co-create policy approaches to answer the Truth and Reconciliation Commission (TRC) Calls to Action as they relate to PEO's Code of Ethics and Anti-racism and Equity Code.

Diversity and inclusion are not just ethical imperatives but essential components for fostering innovation and driving sustainability. A significant gap persists in the representation of Indigenous peoples as engineers in Ontario, and this work looked to identify some reasons for this, including areas directly related to PEO's mandate as well as areas PEO can exert influence to make changes.

This report provides an overview of the secondary research undertaken as well as the approaches to engagement to identify:

- Themes / insights learned; and
- Recommendations for next steps.

This has allowed ICE to gathered perspectives that are outlined within to:

- Guide PEO in answering the TRC Calls to Action; and
- Contribute to a vision statement for PEO's Indigenous Initiatives.

By identifying the barriers, examining best practices, and offering actionable recommendations, this report aims to catalyze meaningful change within the PEO and the wider engineering community in Ontario. Through collaborative efforts and inclusive initiatives, Indigenous voices and perspectives helped to identify opportunities to improve Ontario's engineering landscape for Indigenous peoples, enriching both the profession and Indigenous communities alike. We approached this task assuming that the focus is on Indigenous Peoples from what we now know as Canada, but PEO should also consider representation of those who identify as Indigenous from other countries.

This report is prepared on the premise that PEO supports the protection of Rights and interests of Indigenous peoples and reconciliation efforts and recognizes that Indigenous peoples as part of their Diversity, Equity, and Inclusion (DEI) initiatives; however, there is a difference in that Indigenous communities can be rights baring / rightsholders.

We note that the focus is on Indigenous Peoples, but many of the areas identified could support other equity seeking groups, as well as the general population.

1.2 Overview of Methodology

This project included several steps for both primary and secondary research. The following is a high-level overview of the methodology, and additional information for each deliverable is provided in the Appendices.

Ethical considerations were considered throughout the research process. Informed consent was obtained from all participants, and their anonymity and confidentiality were respected. Participants were assured of their right to withdraw from the study at any time without repercussions. Indigenous



protocols and cultural sensitivities were honored in interactions with Indigenous individuals. The interviewers remained mindful of power dynamics and strived for equitable engagement with all participants.

The main team from ICE who undertook this work include a civil engineer, someone who completed a Canadian Engineering Accreditation Board (CEAB) program focused on geotechnical and is working towards licensure, three women and two men ranging in age from mid 20s to 50s, and three people who are First Nation.

1.2.1 Secondary Research

Documents were reviewed helped to contextualize findings within existing literature and initiatives undertaken by other professional organizations around reconciliation and representation of Indigenous Peoples within their professions. This information was used to inform the primary research, but also to support recommendations that PEO consider.

1.2.2 Primary Research

The first step was to meet with PEO staff and with past members of the PEO Anti-racism and Equity Working Group (AREWG) to gather their understanding of past work.

Following this, we prepared a project engagement plan for PEO's review and approval. This included laying out the plan for interviews and focus groups with Indigenous engineers. Following the interviews it was determined that the addition of a survey of Indigenous engineers would be beneficial to gather more insights for the project. Following closing of the survey, we undertook a focus group session with several Indigenous engineers. The following provides some more detail around these efforts:

- For interviews, ICE identified several Indigenous firms in Ontario offering Engineering services, as well as reaching out to Indigenous Engineers that they have worked with in the past. Those who identified an interest were then interviewed virtually. Semi-structured interview guides were utilized to ensure consistency while allowing for flexibility to explore emerging themes. Interviews offered qualitative, personal insights into the experiences and challenges faced by Indigenous engineers.
- Surveys were distributed electronically through email lists, social media channels, and partner organizations' networks. Surveys provided quantitative and qualitative data on the current state of representation and perceptions within the engineering community, while.
- The focus group invitees were identified based on those who participated in interviews, and those who indicated reached out to ICE based on the survey to identify that they would be interested. The focus group included a short presentation of key findings and themes to date, as well as some initial ideas for recommendations to PEO, and open discussion.

1.3 Limitations

Despite efforts to ensure diverse representation, the sample may not fully capture the experiences and perspectives of all Indigenous engineers in Ontario. Many participants in primary research are in northern Ontario, many focus on civil/environmental/structural/geotechnical, with limited participation from other types of engineers. We did have some diversity in gender and age. The reliance on self-reported data in surveys and interviews may introduce response biases. Additionally, logistical constraints such as time and resources may have impacted the scope and depth of the research. Dynamic nature of the issue may render some findings subject to change over time. These limitations are



acknowledged, and efforts were made to mitigate their impact on the validity and reliability of our findings.

Secondary research limitations are noted in each of the appended reports.

1.4 Report Layout

This report includes all the documents prepared as part of this project as Appendices, and pulls the key findings and recommendations as follows:

1. Section 1 – Introduction
2. Section 2 – Secondary Research Overview
3. Section 3 – Primary Research Overview
4. Section 4 – Proposed Recommendations and Next Steps

2 Secondary Research Overview

This section provides an overview of the secondary research findings from review of:

1. Engineering Research Findings on Indigenous Participation in Engineering including PEO's Anti-Racism and Anti-Discrimination document and Anti-Racism and Equity Code.
2. Other select Professional STEM related organizations are doing in this space including review of statistical information available to identify gaps.
3. Guiding documents to support reconciliation efforts including UNDRIP, TRC Calls to Action, and MMIWG (all defined below).

We have appended modified versions of the documents which were provided to PEO in draft in the fall of 2023. These have been modified a few to moved information between reports to sit in areas that align better, and to revisit past findings based on the completion of primary and secondary research.

2.1 Engineering Organizations

The draft report was provided to PEO in September 2023 outlining some key findings from the review. The following provides highlights from that report which is fully provided in **Appendix A**. We reviewed select available information from:

- PEO
- Engineers Canada
- The Ontario Society of Professional Engineers
- American Society for Engineering Education

The following summarizes both barriers/challenges and opportunities that PEO and other engineering organizations face, identifying trends were noted in the research. We have considered each of these as part of the lifecycle of being an Engineer and this list highlights the key areas of focus around lack of capacity and lack of support:

- Entry into an Engineering Program
- Graduating with an Engineering Degree
- Obtaining a Professional Engineer (P.Eng.) Designation
- Staying a Practitioner/P.Eng.



Table 1 indicates areas of the lifecycle phase where different recommendations should be considered.

Table 1: Lifecycle Phase and Recommendations to Consider for Supporting Them

Lifecycle Phase Recommendations	Entry into an Engineering Program	Graduating with an Engineering degree	Obtaining a PEng	Staying a practitioner/ PEng
Development and maintenance of interest in engineering	x	x	x	
Mentorship	x	x	x	x
Indigenous specific recruitment	x		x	x
Inclusion of Indigenous Knowledge		x		x
Indigenous specific financial supports	x	x	x	
Cultural awareness and diversity training		x	x	x
Indigenous representation in teaching positions	x	x		
Indigenous representation in leadership & management	x			x
Cultural supports	x	x	x	x

2.2 Other Professional STEM Organizations

The draft report was provided to PEO in September 2023 outlining some of the key findings from the review. The following subsections provide highlights from that report which is fully provided in **Appendix B**. We reviewed select available information from:

- Ontario Professional Planners Institute
- Canadian Institute of Planners
- Ontario Association of Landscape Architects
- Canadian Society of Landscape Architects
- Ontario Association of Architects
- Royal Architecture Institutes of Canada
- Ontario Archaeological Society

As noted in this report, there are several common elements to reconciliation efforts in these STEM Professional Organizations which are highlighted in **Table 2**. In addition, we identified 3 areas of lessons learned including:

- a) Self-identification and Indigenous identity fraud,
- b) Decolonializing mindset and practices and
- c) Creating a safe space for Indigenous peoples



In addition, preliminary analysis was also done around the Anti-Racism and Anti-Discrimination: A Bridge to PEO's More Successful Future report that was received and accepted by the PEO council in June 2021 under the following themes:

- 1) Awareness building and reducing systemic barriers.
- 2) The need for an organized and coordinated approach to the development of mentorship and development pathways.
- 3) Need to Develop Specific Strategic Priorities with KPIs and Accountability
- 4) The need for mandated diversity
- 5) Need to evaluate all policies and procedures to assess if they contribute or create barriers to Indigenous and other under-represented individuals.
- 6) Race Based Data Collection

Table 2: Common Elements of Reconciliation Efforts in STEM Professional Organizations

Element	Commentary
Official Statement <i>and/or stance on reconciliation</i>	It is a consideration for Professional organizations to take a clear stance on reconciliation with Indigenous Peoples due to moral and ethical responsibility, to confirm their intentions to advance reconciliation and set an example for others. Canada's history is marked by grave injustices against Indigenous communities, and acknowledging and addressing these wrongs is a key step in the reconciliatory journey. An official statement or stance on reconciliation is a commitment to inclusivity, equity, and the principles of truth and reconciliation.
Reconciliation Action Plan <i>and/or elements present in Strategic Plan</i>	Professional organizations should explore the development and adherence to a reconciliation action plan or include commitments that further reconciliation in their organization's Strategic Plan (or similar) to demonstrate their commitment to reconciliation with Indigenous Peoples and create accountability.
Advisory Council	Committees and/or advisory councils focused on Truth and Reconciliation (or similar) can function as subject matter experts to the organization and provide them with informed strategic advice and keep the organization accountable on delivery of reconciliation goals and objectives. Involving people with lived experiences, Indigenous knowledge and cultural insights can provide a more holistic and informed approach. The focused councils and committees represent dedicated resources and commitment by an organization to advance reconciliation efforts, which bolsters the organization's credibility and commitment.
Indigenous Representation	Indigenous representation in key committees, councils and leadership positions is important to ensure diversity of people, worldview, mindset, knowledge, and values. It is also important for inspiration and connection with other Indigenous peoples and minorities who may find relatable aspects and role models in Indigenous people in leadership positions; this further promotes inclusivity and understanding.
Policy	Reviewing corporate policies with an Indigenous lens is essential to identify and rectify potential biases, disparities, or unintended consequences that might disproportionately affect Indigenous communities. It is an opportunity to address any systematic barriers and revise for a more inclusive and equitable



Element	Commentary
	approach to policymaking, aligning with the principles of reconciliation and respect for Indigenous rights and perspectives.
Recognition	Recognizing Indigenous contributions to professional engineering acknowledges the valuable expertise and perspectives that enrich the field, fostering innovation, inclusivity, and respect for Indigenous knowledge. The acknowledgement can foster feelings of pride and validation for other Indigenous professionals.
Observance	Acknowledgement of commemoration days for Indigenous peoples is important in demonstrating respect for Indigenous people and acknowledging historical injustices and promoting awareness of reconciliation efforts.
Supporting Initiatives ex. Scholarships to Raise Indigenous Interest and Participation in the Field	Financial barriers often hinder Indigenous individuals from pursuing planning and engineering in higher education. The current underrepresentation of Indigenous people in leadership and membership within professional engineering organizations may be partially addressed by implementing initiatives to generate interest, reduce entry and career maintenance barriers, facilitating the growth of professional Indigenous engineers and students.
Website	Professional organizations can demonstrate their commitment to reconciliation with Indigenous Peoples by maintaining dedicated sections on their websites that offer up-to-date information and resources related to Indigenous matters and the organization's reconciliation efforts. These sections serve as a transparent means of communicating the organization's commitment and progress in advancing reconciliation.
Land Acknowledgement	Land acknowledgments are important for professional organizations as they recognize and respect the Indigenous peoples' traditional territories on which these organizations operate, acknowledging the historical and ongoing presence of Indigenous communities. This gesture demonstrates the organization's commitment to reconciliation and serves as a reminder of the need for meaningful engagement with Indigenous knowledge and perspectives. It is essential that these acknowledgments are genuine and not performative, reflecting a sincere commitment to advancing reconciliation.
Dedicated Resources	<p>Resources, both in terms of time and money, are important for advancing reconciliation with Indigenous people. Sufficient resources demonstrate a tangible commitment to reconciliation and provide resources to support reconciliatory efforts including facilitating meaningful engagement with Indigenous communities, the development of culturally sensitive policies, and the implementation of educational and capacity-building initiatives.</p> <p>Dedicated paid personnel with access to suitable resourcing and who are empowered to steer the organization, develop action plans, launch initiatives and programming, and enforce accountability for any agreed-upon commitments can increase the likelihood of success. The value of their efforts and initiatives may be diminished and face neglect if the means and authority to enforce them are lacking.</p>



Element	Commentary
Acknowledgement of the past	Acknowledgement of the impacts of past and present colonial practices that settlers and the institution have benefited from, and commitment to identify and address and reform these practices.
Awareness and Education	<p>The deliberate absence of exposure to accurate histories of settler colonialism and systemic racism against Indigenous Peoples has resulted in generations of Canadians who are uninformed or unaware. Only recently has reconciliation been at the forefront and the genuine experiences of Indigenous peoples been widely shared. Raising awareness and educating ourselves on the experiences of Indigenous peoples, the role settlers have had in colonization, lasting impacts and what can collectively be worked on to make progress towards meaningful reconciliation are important steps we must actively pursue.</p> <p>Developing thorough Indigenous awareness learning modules that will become a requirement for professional certification will help to ensure that Professional Engineers have a better understanding of the experiences of Indigenous People, how to create culturally safe spaces and meaningful engagement opportunities. Learning is continuous, and it is important to include learning elements where possible (ex. In newsletters, articles, social media posts, in-house resources, additional learning opportunities, talks, presentations and more), and to include genuine Indigenous voices to share their experiences and expertise.</p>

2.3 Review of Key Reconciliation Focused Documents

The draft report was provided to PEO in October 2023 outlining some of the key findings from the review. The following subsections provide highlights from that report which is fully provided in **Appendix C**.

2.3.1 United Nations Declaration on the Rights of Indigenous Peoples

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), adopted by the UN General Assembly in 2007, is a landmark document that outlines the collective rights of Indigenous peoples around the world. Canada did not endorse UNDRIP until 2010 and has subsequently prepared an UNDRIP Action Plan in 2023.

UNDRIP recognizes the inherent rights of Indigenous peoples to self-determination, lands, territories, and resources, as well as their rights to maintain and strengthen their cultures, languages, and traditions. Within the context of increasing Indigenous representation in professions such as engineering, UNDRIP underscores the importance of respecting and upholding Indigenous rights and perspectives. This includes recognizing Indigenous peoples' right to free, prior, and informed consent in matters that affect them, including development projects and natural resource extraction on their traditional lands.

Efforts to increase Indigenous representation in engineering should prioritize meaningful engagement and partnership with Indigenous communities, ensuring that initiatives are culturally appropriate, respectful, and aligned with Indigenous priorities and aspirations. UNDRIP calls for the elimination of discrimination and the promotion of full and effective participation of Indigenous peoples in all aspects of society, including education, employment, and decision-making processes. By integrating the principles and provisions of UNDRIP into efforts to increase Indigenous representation in engineering, organizations can contribute to the advancement of Indigenous rights, reconciliation, and social justice.



Key objectives for PEO to support UNDRIP may include:

- Encouraging better understanding, awareness and respect for the Right of Indigenous People as described in UNDRIP.
- Demonstrating awareness, respect and valuing Indigenous Knowledge in the profession.
- Equipping Planners with the competencies and expertise to act ethically and champion meaningful engagement and consultation when their projects have the potential to affect recognized or reasonably asserted Aboriginal and Treaty Rights.
- That PEO look for ways to lower accessibility barriers for diverse peoples interested or currently in the profession.
- That the PEO make a dedicated effort to address any real or perceived discrimination within the organization and within their field of influence.

2.3.2 Truth and Reconciliation Commission's 94 Calls to Action

The Truth and Reconciliation Commission (TRC) of Canada's 94 Calls to Action, issued in 2015, provides a comprehensive framework for advancing reconciliation and addressing the legacy of residential schools in Canada. Within the context of increasing Indigenous representation in professions such as engineering, several Calls to Action are particularly relevant.

- Calls to Action 62-65, which emphasize the importance of increasing Indigenous representation in education and professional training, including fields like engineering.
- Calls to Action 14-17 underscore the significance of preserving and revitalizing Indigenous languages and cultures, suggesting that efforts to increase Indigenous representation in engineering should incorporate Indigenous knowledge and worldviews.
- Calls to Action 50-52 highlight the necessity of providing professional development opportunities for public servants, including those in engineering, to better understand Indigenous history, rights, and cultures.
- Calls to Action 92-94 stress the importance of partnerships and collaboration between governments, Indigenous peoples, and other stakeholders to advance reconciliation, suggesting that initiatives to increase Indigenous representation in engineering should prioritize community-driven and culturally appropriate approaches.

Aligning efforts with the TRC's Calls to Action can contribute to reconciliation and foster more inclusive and equitable environments for Indigenous engineers and communities, addressing systemic barriers and promoting cultural competency and respectful engagement. In charting a path towards meaningful reconciliation with Indigenous people and addressing systemic barriers within the PEO, it is recommended to prioritize actionable and effective TRC Calls to Action in the following areas:

- Acknowledging Indigenous Rights
- Cultural Competency Training
- Partnerships and Collaboration
- Education and Awareness
- Equity and Inclusion
- Mentorship and Support
- Data Collection



These were selected to support the positive development of relationships with Indigenous communities and people, but also to create long-term benefits for Indigenous communities, dismantle obstacles, and contribute to equitable opportunities in the engineering profession. By focusing on actions that offer long-term benefits for Indigenous communities and foster positive relationships, PEO can contribute to the broader reconciliation process while aligning with its capabilities and resources.

2.3.3 National Inquiry into Missing and Murdered Indigenous Women and Girls Calls to Justice

The Missing and Murdered Indigenous Women (MMIWG) Inquiry report, released in 2019, sheds light on the systemic issues contributing to the disproportionate rates of violence faced by Indigenous women, girls, and Two-Spirit individuals in Canada. While the report primarily focuses on addressing violence against Indigenous women, it also underscores broader issues related to Indigenous rights, socio-economic disparities, and systemic discrimination that impact Indigenous communities.

In the context of increasing Indigenous representation in professions such as engineering, the MMIWG inquiry highlights the importance of addressing these underlying systemic issues, including poverty, lack of access to education and employment opportunities, and inadequate support services for Indigenous individuals. Efforts to increase Indigenous representation in engineering should recognize and respond to the intersecting challenges faced by Indigenous women and gender-diverse individuals, ensuring that initiatives are inclusive, culturally sensitive, and responsive to the needs of all Indigenous peoples. Moreover, the MMIW report calls for greater collaboration and partnership between governments, Indigenous communities, and other stakeholders to address the root causes of violence and promote the safety and well-being of Indigenous peoples. By integrating the recommendations of the MMIW report into efforts to increase Indigenous representation in engineering, organizations can contribute to broader efforts towards reconciliation, social justice, and equity for Indigenous communities.

It is recommended to prioritize MMIWG recommendations in the following areas:

- Acknowledging Indigenous Rights
- Cultural Competency Training
- Public Interest - Encouraging and Advocating for Proper Engagement

2.3.4 Summary of Themes

Several overarching themes intersect between the UNDRIP, TRC Calls to Action and MMIWG Calls to Justice, reflecting a common commitment to reconciliation, equity, and justice. These shared themes are outlined below and are considered as part of the overall recommendations in this report:

- 1) **Recognition of Indigenous Rights:** All three documents emphasize the importance of recognizing and upholding the rights of Indigenous peoples. UNDRIP explicitly outlines these rights, while the TRC Calls to Action and MMIWG Calls for Justice call for their implementation and respect.
- 2) **Cultural Preservation:** Each framework underscores the significance of preserving Indigenous cultures, languages, and traditional knowledge. UNDRIP, for instance, emphasizes the right of Indigenous peoples to maintain and revitalize their cultural practices, while the TRC Calls to Action and MMIWG Calls for Justice call for action to protect and revitalize Indigenous languages.
- 3) **Reconciliation and Healing:** Reconciliation is a central theme across these documents. The TRC Calls to Action call for reconciliation between Indigenous and non-Indigenous Canadians, while



the MMIWG Calls for Justice emphasize the need for healing and reconciliation for the families and communities affected by violence. UNDRIP similarly advocates for reconciliation and harmonious relations between Indigenous and non-Indigenous populations.

- 4) **Addressing Historical Injustices:** All three frameworks acknowledge historical injustices faced by Indigenous peoples, including the legacy of residential schools (TRC Calls to Action), violence against Indigenous women and girls (MMIWG Calls for Justice), and land dispossession (UNDRIP). They call for redress, acknowledgment, and action to address these historical wrongs.
- 5) **Inclusivity and Participation:** UNDRIP emphasizes the right of Indigenous peoples to participate in decision-making processes that affect their communities. Similarly, the TRC Calls to Action and MMIWG Calls for Justice advocate for increased Indigenous participation in various sectors, including education, government, and professional organizations.
- 6) **Education and Awareness:** All three documents stress the importance of education and awareness-building. The TRC Calls to Action call for education on Indigenous history and culture, while UNDRIP highlights the right to Indigenous education. The MMIWG Calls for Justice emphasize education and awareness to prevent violence against Indigenous women and girls.
- 7) **Accountability and Implementation:** These frameworks call for accountability in implementing their recommendations. UNDRIP emphasizes the responsibility of states to implement its provisions, while the TRC Calls to Action outline specific calls for government and organizations to act. The MMIWG Calls for Justice similarly demand accountability in addressing violence against Indigenous women and girls.

These themes highlight the shared commitment to rectifying historical injustices, fostering reconciliation, and promoting Indigenous rights and representation in Canada. They can inform the development of policy and frameworks for organizations, like PEO, to align their practices and policies with these overarching goals.



3 Primary Research Findings

The following section outlines the summary of primary research findings from:

- Interviews
- Surveys
- One Focus Group

Each of the sections include key points / common reoccurrences and preliminary ideas for recommendations prepared at that time. All final recommendations are provided in Section 4 are split by direct and indirect as many do not align with PEO's core mandates but are areas that will support the success of Indigenous Engineers, and PEO could encourage and support others like OSPE and Universities to undertake some of these tasks.

3.1 Interview Summaries

Over October and November 2023, ICE conducted a total of 9 interviews consisting of:

- 2 women and 7 as men,
- Ranging in age from 21- 32,
- participants are currently not registered with PEO and 5 working in engineering,
- most interviewed work in civil, structural, geotechnical, and environmental engineering.

The questions used are provided in **Appendix D**.

Generally, many noted that they do not really interact with the PEO so it was a challenge for them to comment on some specific questions we had; however some of the key themes that were raised are noted below, which includes areas specific to PEO oversight, as well as areas that PEO could provide to other organizations (like OSPE and Education Institutes) to support. Also, many of those we interviewed said that they do not necessarily “present” as Indigenous, so the did not see as many challenges with racism and systemic bias.

Indigenous engineers from reserve backgrounds encounter significant hurdles and lack of support and mentors throughout their educational and professional journeys. Their exposure to engineering prior to entering their post-secondary education was limited due to the absence of secondary school visits from professional engineering organizations or universities, which leaves them unaware of the possibilities within the field. This is also due to lack of Indigenous engineer role models.

Post-graduation, these engineers found themselves navigating their careers without adequate support structures, feeling disconnected and isolated within the broader engineering community. There is a strong call for the creation of networks specifically tailored to Indigenous engineers, providing a platform for communication and support, allowing them to share experiences and guidance among peers facing similar challenges, resulting in the same frustrations communicated throughout the interviews:

- Lack of outreach and support during education
- Post-degree support gap
- Need for Indigenous Engineer Networks
- Lack of representation in PEO
- Bridge the Knowledge Gap
- Recognize the importance of braiding traditional and western knowledge.



The lack of representation within PEO exacerbates this sense of isolation, with Indigenous engineers feeling their perspectives are overlooked or underrepresented. They emphasize the urgent need for increased diversity within these professional bodies to ensure a broader range of voices and perspectives. Additionally, there is a recognized gap in knowledge transfer, particularly in guiding indigenous university students on the path toward obtaining an engineering license. The provision of clearer information and guidance from PEO to students is crucial in empowering these individuals to navigate the steps and requirements for licensure. Additionally, to address the lack of Indigenous representation within PEO, it is crucial to include Indigenous individuals on staff or, at the very least, employ someone who understands the complexities of Indigenous culture. This inclusion will not only provide necessary cultural insights but also assist in addressing issues related to colonization, ensuring that the perspectives and needs of Indigenous engineers are adequately represented and respected. Overall, addressing these multifaceted challenges involves not only creating tailored networks but also fostering diversity within professional organizations and providing clearer pathways for indigenous individuals pursuing engineering careers.

Many Indigenous engineers also mentioned the fact that collaboration between western and Indigenous knowledge systems represents an invaluable opportunity for comprehensive problem-solving and sustainable progress. Western knowledge, rooted in scientific inquiry and technological advancements, offers structured methodologies and empirical evidence. On the other hand, Indigenous knowledge, stemming from generations of experiential learning and deep connections to nature, provides holistic insights into ecosystems, culture, and community dynamics. Integrating these diverse perspectives fosters innovative solutions that respect cultural heritage while addressing contemporary challenges in any engineering field would create great synergy and acknowledge the strength in both systems as well as create a more inclusive and harmony approach.

ICE interviews with Indigenous engineers illuminated crucial challenges and opportunities within the engineering landscape. The voices of these individuals highlighted pervasive gaps in support structures, starting from limited exposure during education to the absence of tailored networks post-graduation. The pressing need for Indigenous engineer-specific platforms and networks emerged as a recurring theme, signaling the necessity for a supportive community where experiences and guidance can be shared among peers facing similar obstacles. As noted above, participants struggled to identify a lot of specific challenges with PEO, but that was due to their limited involvement with PEO before, during and after receiving the Professional Designation.

Table 3 outlines some specific comments and preliminary ideas for recommendations prepared following the interviews that are considered as part of the overall recommendations outlined in Section 4.



Table 3: Comments and Preliminary Ideas for Recommendations from Interviews

Comment	Preliminary Ideas for Recommendations
Unaware of licensure requirements before program enrollment and limited exposure at school unless professors mentioned it.	<ul style="list-style-type: none"> PEO could advertise requirements for licensure during post graduate university tours and provide easy to use materials for professors.
Not enough Indigenous individuals to mentor students.	<ul style="list-style-type: none"> Prepare a program for Indigenous PEO members to have the option to mentor Indigenous university students. This could be coordinated with Engineers Canada as well, and/or OSPE.
Unaware of any other Indigenous engineers until after graduation – no one to “Look up to”.	<ul style="list-style-type: none"> PEO could support creation of a network for Indigenous engineers to connect and support.
Lack of Indigenous representation when consulting Indigenous communities, making it difficult for youth in the communities to envision an engineering career.	<ul style="list-style-type: none"> PEO could recommend to companies with Certificate of Authorizations (CofA's) to incorporate Indigenous engineers in consultation especially when in Indigenous communities. PEO could prepare a best practice on engaging Indigenous Peoples guide for membership.
Not enough representation of Indigenous engineers visiting elementary, high schools and universities to educate future generations on importance of engineers. Not enough exposure to all the diverse types of engineering.	<ul style="list-style-type: none"> PEO could support schools to help connect them with for Indigenous engineers. PEO could include more Indigenous engineers in their materials and activities because diversity and representation matters. Encourage more open discussion about the variety of the engineering careers offered. Many only knew Civil, Mechanical, and Electrical.
With limited Indigenous Engineers involved in PEO, there are many at PEO who may not be aware of history and challenges. There can be judgement of different world views, prejudging the validity of what is being shared.	<ul style="list-style-type: none"> PEO could prepare (or contract) Cultural Awareness training for all PEO staff, Council and consider for volunteers. Consider a blanket ceremony for staff and/or Council. PEO could look to encourage Indigenous Engineers to participate as volunteers and/or run for the Council. PEO could start meetings and projects with ceremony and setting intentions (smudge, drum, prayer, etc.).
Unaware of any mentorship and support programs offered by PEO or others.	<ul style="list-style-type: none"> All interviewed have said they would be interested in participating in guidance / mentorship programs for new Indigenous engineers. PEO can create and advertise opportunities or pass on recommendation to OSPE if more appropriate.
Braiding of Western and Indigenous Knowledge would be beneficial.	<ul style="list-style-type: none"> Coordinate with OSPE to prepare something to provide guidance to engineers and those with CofAs about this. Some Universities have Indigenous Student Associations that PEO and/or OSPE could coordinate with. And consider component on environmental to support sustainability (specific to Indigenous ways of knowing and being).
Fewer options to work in engineering without connections.	<ul style="list-style-type: none"> Work with OSPE to highlight the benefits of a Reconciliation Action Plan for all organizations with a CofA.
Many did not plan to get PEng because of challenges in getting work with other Engineers in some cases.	<ul style="list-style-type: none"> See mentorship comments above for Engineering students and graduates, which could be coordinated with universities and/or OSPE.
No Indigenous success stories shown when promoting PEO work.	<ul style="list-style-type: none"> Demonstrate the excellent work indigenous engineers are currently doing and past projects that have been successful.
EIT program was cancelled, and this is seen as another barrier to some.	<ul style="list-style-type: none"> PEO to confirm if and why this was removed, and if it could be reinstituted?



3.2 Survey Summaries

In January 2024, PEO send out a survey aimed at Indigenous engineers registered with PEO across Ontario. The survey consisted of 27 questions designed to gather insights into various aspects of their professional experiences, challenges, and aspirations within the engineering field, which are provided in **Appendix E**. This survey was done to supplement interviews undertake by ICE, and to prepare for the Focus Group(s) to validate what was heard and to get insights on possible recommendations for PEO.

907 people opened the survey, but only 112 answered yes to identifying as Indigenous; most questions were only completed by a portion of respondent, generally around 50. The survey also noted some responses that could be interpreted as internalized racism, and some comments just focused on providing equal opportunities but did not consider the nuance of equity.

The survey findings highlight the importance of promoting diversity, inclusivity, and cultural integration within the engineering profession. Men aged 31-50 constituted most respondents. The survey also uncovered instances of inappropriate responses to gender identification questions, underscoring the necessity for enhanced sensitivity and inclusivity in survey design. Also, we note that about 50% of respondents indicated that they are not particularly looking to PEO to do anything new.

Regarding professional licensing and education, most respondents have achieved full P.Eng. licensing, indicating a robust professional credentialing landscape within the engineering community. STEM-related strengths emerged as primary motivators for pursuing engineering studies at the university level.

Concerning Indigenous representation and the associated challenges, the survey revealed that Indigenous identity did not significantly influence the decision to pursue engineering. However, participants reported facing hurdles in the workforce, including inappropriate comments and racial biases. There was a noticeable lack of Indigenous representation within the engineering field, with limited mentorship opportunities available for Indigenous youth.

Participants expressed a consensus on the importance of Indigenous representation in engineering, not only as a means of showcasing success but also for inspiring future generations. Suggestions were made to integrate Indigenous Knowledge and teachings into engineering practices, potentially enhancing project outcomes, and promoting cultural inclusivity. Most of the survey respondents indicated that they do not get to apply their engineering skills to their home community due to lack of indigenous consulting in the engineering field.

The survey results highlighted gaps in professional development and outreach, particularly in terms of awareness about the role of Professional Engineers Ontario (PEO) and its inclusivity initiatives. There is a palpable desire for additional support and outreach, especially targeting underrepresented groups such as Indigenous peoples and women.

Finally, the survey participants underscored the limited opportunities for engineers to apply their skills within Indigenous communities, pointing to a significant gap in Indigenous consulting and community engagement within the engineering field. Addressing these challenges requires concerted efforts from PEO to foster a more inclusive and culturally sensitive environment within the profession.

Table 4 outlines some of the key findings and preliminary ideas for recommendations prepared following review of the survey results that are considered as part of the overall recommendations outlined in



Section 4. Full results are not included in this report due to confidentiality and some concerns over language used on some responses, however PEO has access to the final survey results.

Table 4: Key Findings and Preliminary Ideas for Recommendations from the Survey

Key Findings	Suggestions
Many not aware of what PEO does.	This is probably not just Indigenous Engineers and PEO may want to consider a webinar and article that clarifies in plain language what they do as a regulator vs what they can influence.
Majority have never heard or taken part in PEO inclusivity initiatives or committees.	This is probably not just Indigenous Engineers and PEO may want to consider increasing visibility of committees and/or adding additional ones.
Indigenous youth are not mentored by engineers like people who grow up in a municipality and show interest are.	Consider Indigenous specific mentorship programs for interested youth. Encourage engineers when in Indigenous communities to go speak to youth about careers opportunities in engineering. Look for ways to support and improve how engineering is being conveyed in school (i.e. problem-solving skills, construction, helping your community, protecting mother earth, different types of engineering, etc.). This could also be due to lack of visibility of Indigenous engineers / lack of exposure to engineers/engineering.
There is no Indigenous knowledge applied in engineering fields, more specifically on projects on Indigenous territory or with community partnerships.	Encouraging ways IK can be applied in various streams of engineering and supported by PEO. Consider a practice guideline can be created about this and how to appropriately engage and consult with Indigenous Peoples.
Additional funding programs specifically aimed at Indigenous peoples / youth potentially interested in the field would augment the amount of Indigenous people in the engineering field.	Consider supporting funded school programs in Indigenous schools (after school program? Robotics club?) Consider supporting specific scholarships for Indigenous Peoples to get into engineering programs.
Most of the survey participants conveyed they have had no mentorship from PEO in their career but have had great mentorship from colleagues in the workplace.	Has PEO considered a mentorship program? If already existent, advertise it to all young professionals entering the field.
Indigenous representation in the engineering field is nonexistent. Indigenous representation in the workplace is important because it not only highlights that there are successful Indigenous engineers in the workplace, but it also teaches the youth that it is something achievable to them.	Including diversity in PEO daily activities, advertisements, including at the Chapter level, more Indigenous partnerships, and highlighting Indigenous engineering companies and Indigenous Engineers.
Lack of Indigenous representation impacts the way environmental and climate change issues are studied and worked on in the field due to western science methodology.	Discuss curriculum with engineering schools. Consider a practice guideline can be created about this (two-eyed seeing, braiding western and Indigenous knowledge).
Lack of Indigenous representation / indigenous voices result in subpar living conditions for Indigenous communities.	More Indigenous engineers = more engineers who understand challenges and can focus on clean drinking water, access to resources and improving community technology.



Many participants agreed that in one or more situations their Indigenous knowledge was used as an advantage. Incorporating Indigenous teachings such as 7 generations and third eye seeing would bring extraordinary benefit to engineering practices.	Treat IK as a valid form of knowledge. Consider a practice guideline, webinars, etc. can be created about this (two-eyed seeing, braiding western and Indigenous knowledge).
Allow for additional support for Indigenous practices in engineering field and Ontario wide standards for including Indigenous traditions (smudging).	Create space in meetings for opening ceremonies, land acknowledgment and other Indigenous practices. Educate engineers on the need for this.
Few challenges with being Indigenous in the workforce, however many have dealt with inappropriate comments. Racial comments made when clients / customers are made aware of Indigenous descent from participants.	More discussion and representation around successful Indigenous engineers and encouraging workplaces with engineers to focus on this in their ED&I training. Perhaps PEO can do a webinar as well.

3.3 Focus Group Summary

ICE hosted a focus group for Indigenous engineers on March 11, 2024. We had 7 participants that included both women and men mainly focused on civil/environmental/structural/geotechnical with one mechanical. It is important to acknowledge that while this number may seem small, it was selected to provide qualitative insights rather than broad quantitative. These interviews were conducted with a focus on gathering rich, detailed information and this approach was chosen to ensure a deep understanding of the issues at hand, and included every Engineer who identifies as Indigenous that was willing to participate in these discussions. Participants currently work for Indigenous firms, Indigenous Nations, Indigenous organizations, and energy companies. A presentation was given (**Appendix F**), and the following summarized the discussions that followed. The numbered items are those that were presented by ICE for discussion, with the sub-bullets summarizing the discussion on each.

- 1) Create Indigenous-specific Mentorship Programs and Networking forums.
 - a) This idea was very well received, and participants indicated that they would like to participate in something like this.
 - b) It was noted that this should start with youth in secondary school and then into post-secondary and for practicing engineers (postgraduate)
 - c) Many were surprised at how many people who identified as Indigenous engineers completed the survey (nearly 100)
- 2) Identify a target for Indigenous representation in Engineering – like 30 by 30 for women.
 - a) while an interesting idea, there is concern that this would be a very small percent, so there was a suggestion of a hard target instead (i.e. 200 by XX). This however means that PEO needs to better understand current representation. In addition, targets can be a challenge when PEO is not really involved in getting people into school for Engineering. Perhaps start with working with schools to increase Indigenous applicants and those who are accepted, then review how many Indigenous students obtain their PEng in Ontario, and if they stay in the profession.
- 3) Prepare Guidance documents for PEO members related to best practices for engaging Indigenous Peoples and braiding western and Indigenous knowledge.
 - a) Most indicated that this would be a good idea and helpful to engineers.



- b) Other ideas included a guide for working on reserve, and guidelines and best practices for doing structural work in the north (especially housing)
- c) Include that we need the best solutions for the circumstances/environment, not just the best solution (i.e. if you are in the far north with limited access for large deliveries some technical solutions may not work)
- d) Consider one about climate change and how Indigenous Knowledge can really help with this.
- e) Increase visibility and inclusivity in advertising and highlighting engineers/project.
- f) All agreed that this would be helpful.
- g) There was discussion around project highlight not focusing on non-Indigenous engineers doing work, but on Indigenous Engineers and organizations.
- h) There was a request to confirm if there is anything in the code of ethics about modesty that may impact this.
- i) Include Indigenous engineers in outreach to high schools / middle schools.
- 4) Scholarships and education opportunities (i.e. supporting robotics club at schools)
 - a) Definite support for this
 - b) Other ideas for working with schools could be to get them to collect climate data and consider all types of engineering.
 - c) Question around how scholarships could be given to those who are identified as part of a First Nation from their membership and leadership but may not be “status” due to government criteria as these members do not have access to some other education support that Status Indian do.
 - d) Consider some scholarships to focus on those who are moving from small communities to cities.
- 5) Encourage CofA holders to have appropriate anti-racism policies, review hiring practices and provide learning opportunities for staff, however this may be more appropriate to be handled by OSPE.
 - a) agreed that this is important but needs to consider the size of the company.
- 6) Share findings with other organizations for their areas of mandate including education organizations, OSPE, and PEO’s Districts
 - a) this was agreed.
 - b) Encourage universities to require a class on Indigenous awareness/relations (not elective)
 - c) Encourage universities to add an elective around working on reserve and Indigenous Services Canada (ISC)
 - d) Encourage universities to provide supports for Indigenous students, which may need to consider things like access to ceremony, supports for living in a city (including how to find a place to live), etc.
 - e) Encourage universities to investigate barriers to attending school related to housing and transportation and identify ways to improve. One example was that if you live of the reserve near Sault Ste. Marie there is no transit to the post-secondary and it would be many hours walk for those without access to a car.
 - f) PEO should partner with Indigenous Engineers and Indigenous companies with engineers to set up a program to go to schools.



- g) One participant noted that the engineering in residence program is good, but focuses on grades 2 to 5, and would be good to expand to high school as that is when people are starting to really decide career path.
- 7) Review PEOs hiring policies and practices to determine if those are a barrier to having Indigenous Peoples on staff.
 - a) Seems like a good idea.
- 8) Mandatory training for Staff and Council on Indigenous Relations and history
 - a) Should be done.
- 9) Other ideas raised during the session:
 - a) add targets for participating in career fairs with Indigenous youth,
 - b) can PEO do anything to bring together discussions around the gaps for working on reserve given the differences and gaps in permitting and requirements between federal, provincial, and municipal. This discussion should involve ISC and could include Indigenous organizations like Ontario First Nations Technical Services Corporation (OFNTSC).
 - c) Provide Indigenous awareness/relations training including history, treaties, territories, and agreements/covenants like two row wampum, dish with one spoon, etc. as these lay out how we should be working together. This could also include history of different types of structures that were created by Indigenous Peoples.
 - d) Focus on STEAM (Science, Technology, Engineering, Art, and Math) and not just STEM (Science, Technology, Engineering and Math) as there is a need to be innovative and creative which can be missing in STEM.
 - e) Add Learning about Indigenous relations, etc. as part of what can apply to Practice Evaluation and Knowledge (PEAK) and consider creating a module about cultural competency and make it mandatory.
 - f) Confirm which TRC calls to action being focused on
 - g) All participants indicated that they would be interested in supporting PEO further in this work, for example if a working group is set up.



4 Proposed Recommendations and Next Steps

The following pulls together the recommendations and next steps proposed by ICE for PEO's consideration based on the primary and secondary research undertaken, as well as ideas from our experience.

As noted above, we kept the following TRC Calls to Action top of mind while preparing our recommendations:

- Calls to Action 62-65, which emphasize the importance of increasing Indigenous representation in education and professional training, including fields like engineering.
- Calls to Action 14-17 underscore the significance of preserving and revitalizing Indigenous languages and cultures, suggesting that efforts to increase Indigenous representation in engineering should incorporate Indigenous knowledge and worldviews.
- Calls to Action 50-52 highlight the necessity of providing professional development opportunities for public servants, including those in engineering, to better understand Indigenous history, rights, and cultures.
- Calls to Action 92-94 stress the importance of partnerships and collaboration between governments, Indigenous peoples, and other stakeholders to advance reconciliation, suggesting that initiatives to increase Indigenous representation in engineering should prioritize community-driven and culturally appropriate approaches.

In addition, key objectives for PEO to support UNDRIP may include:

- Encouraging better understanding, awareness and respect for the Right of Indigenous People as described in UNDRIP.
- Demonstrating awareness, respect and valuing Indigenous Knowledge in the profession.
- Equipping Planners with the competencies and expertise to act ethically and champion meaningful engagement and consultation when their projects have the potential to affect recognized or reasonably asserted Aboriginal and Treaty Rights.
- That PEO look for ways to lower accessibility barriers for diverse peoples interested or currently in the profession.
- That the PEO make a dedicated effort to address any real or perceived discrimination within the organization and within their field of influence.

4.1 Summary of Proposed Recommendations

The following set of recommendations are categorized by whether they are directly related to PEO and those where they can exert influence.

4.1.1 PEO's Anti-Racism & Equity Code (V1.1 – Issued April 2022)

Reviewing PEO's Anti-Racism & Equity Code (V1.1 – Issued April 2022) considering the research undertaken for this project, **Table 5** identifies the areas of that Code that we think PEO should reviewed, as well some commentary on why these sections were identified.

Generally, the Code covers a lot of ground, however as noted in the Code, PEO's Anti-racism and Anti-Discrimination Exploratory Working Group (AREWG) was first tasked to scope PEO's vulnerabilities to systemic racism and make recommendations to address any risk, and in November 2021 Council



approved an expanded AREWG Mandate to reach “other equity and human rights affairs” in addition to racism. Section 1.2 of the Code notes that *“This is a vast scope and much more work remains to adequately perform this mandate.....”* and that the *“ARE Code was drafted primarily through a racial equity lens as a crucial start.”* Also, this is a living document, so the proposed areas below should be considered as part of this review.

Table 5: Areas of PEO’s Anti-Racism & Equity Code Recommended to Review

Areas to Review	Rationale
1.7 confirm actual level of underrepresentation by Indigenous Peoples in Engineering in Ontario	As other equity seeking groups are significantly underrepresented, including Indigenous Peoples, PEO should confirm the current areas/levels of underrepresentation and identify ways to address barriers (like those proposed in this report), to confirm strategies to address barriers including systemic and institutional racism and discrimination. This needs to consider intersectionality as well. This would align with Principle 1: Measurement of the ARE Code.
2.1 Application of the ARE Code	PEO should consider preparing guidelines or recommendations for PEO members and CofA holders based on the Code.
2.5 Constitutionally protected rights of Indigenous Peoples	This section is very important and should be expanded to be more fulsome in its acknowledgement. We do acknowledge that PEO undertaking this current project with ICE is a good sign to this commitment. In addition, we suggest adding more to explain that Indigenous Nations are rightsholders and what that means, and that truth needs to come before reconciliation.
B Listing of the ARE Code Principles and C Interpretation of the ARE Code Principles	Specifically, we suggest that PEO revisit: Principle 6 Stakeholder engagement talent pipeline as we believe that it is important to also engage with Indigenous organizations. The commentary section should also be revised to consider this recommendation. The principles noted in the document support many of the ideas noted below in Tables 6 and 7.
Appendix 1 Acknowledgements	It is not clear how much diversity there was in those who contributed to creation of the ARE Code, but we recommend that this be considered for future reviews, as voices of those with diverse lived experience is imperative.
Appendix 3 ARE Vision Statement	This vision statement should be revisited to capture the unique place that rightsholders should have.



4.1.2 Other Direct Action for PEO for PEO to Consider

A brief rationale is provided for each of the following recommended action in **Table 6**, tying recommendations back to primary and secondary research findings which include a lens of decolonizing mindset and practices and creating a safe space for Indigenous peoples.

Table 6: Direct Action for PEO that will Impact PEO Internally and/or Support for Members

Actions	Description
Collect baseline data for Indigenous Peoples in Engineering in Ontario	<p>PEO needs to gather baseline information to understand the following to better understand the current level of representation, which we acknowledge can produce flawed data as it relies on voluntary self-identification and comparison to the overall numbers.</p> <ul style="list-style-type: none"> How many people who identify as Indigenous participate/d in the EIT program. Did this have any impact on the following questions? How many people who identify as Indigenous are successfully completing and passing the PEO's Professional Practice Examination (PPE) and how this compares to general pass rates. Confirm who used PEO provided supports for exam preparation and if that may have contributed to the outcome. How many people who identify as Indigenous that graduated a CEAB program had challenges getting at least 48 months of verifiable, acceptable engineering experience? How long did it take after graduation to achieve the experience required? Has the requirement of good character been an issue that should be explored? How many people who identify Indigenous fit into each category of membership at PEO? For those who identify as Indigenous, what kinds of engineers are they? <p>As part of this review, PEO should also include an intersectionality lens considering those who also identify as women and/or LGBTQ2SIA+.</p> <p>Supports ARE Code Principle 1: Measurement.</p>
Identify dedicated resources	<p>Resources in terms of time and money are important for advancing reconciliation. Sufficient resources demonstrate a tangible commitment to reconciliation and provide resources to support reconciliatory efforts including facilitating meaningful engagement with Indigenous communities, the development of culturally sensitive policies, and the implementation of educational and capacity-building initiatives.</p> <p>Dedicated paid personnel with access to suitable resourcing and who are empowered to steer the organization, develop action plans, launch initiatives and programming, and enforce accountability for any agreed-upon commitments can increase the likelihood of success.</p> <p>This could also include an Advisory Council/Committee for TRC Calls to Action - Committees and/or advisory councils focused on Truth and Reconciliation (or similar) can function as subject matter experts to the organization and provide them with informed strategic advice and keep the organization accountable on delivery of reconciliation goals and objectives. Involving people with lived experiences, Indigenous knowledge and cultural insights can provide a more holistic and informed approach. The focused councils and committees represent dedicated resources and commitment by an organization to advance reconciliation efforts, which bolsters the organization's credibility and commitment. The value of their efforts and initiatives may be diminished and they face neglect if the means and authority to enforce them are lacking.</p>



	<p>Consideration of use or expansion or spin-off of the Anti-racism and Anti-Discrimination Exploratory Working Group (AREWG) could be considered, but it is important that Indigenous voices and lived experience are central.</p> <p>Supports ARE Code: Principle 3: Professional obligations Principle 5: Leadership and Sponsorship Principle 6: Stakeholder engagement talent pipeline Principle 7: Safeguards accountability.</p>
Review of Licensure Process and Requirements	<p>PEO should review licensure process and requirements to consider if there is any unconscious bias. This review can also include review for simple/plain language and clear outlines.</p> <p>Supports ARE Code Principle 2: Regulatory processes.</p>
Create and release an Official Statement on Reconciliation	<p>It is a consideration for Professional organizations to take a clear stance on reconciliation with Indigenous Peoples due to moral and ethical responsibility, to confirm their intentions to advance reconciliation and set an example for others. An official statement or stance on reconciliation is a commitment to inclusivity, equity, and the principles of truth and reconciliation. This statement should include acknowledgement of the impacts of past and present colonial practices that settlers and the institution have benefited from, and commitment to identify and address and reform these practices. In addition, it should consider:</p> <ul style="list-style-type: none">• Recognition of Indigenous Rights• Cultural Preservation• Reconciliation and Healing• Addressing Historical Injustice• Inclusivity and Participation• Education and Awareness• Accountability and Implementation <p>Supports ARE Code Principle 5: Leadership.</p>
Review practices around Land Acknowledgements at PEO events/activities	<p>Land acknowledgments are important for professional organizations as they recognize and respect the Indigenous peoples' traditional territories on which these organizations operate, acknowledging the historic and continued presence of Indigenous people. This gesture demonstrates the organization's commitment to reconciliation and serves as a reminder of the need for meaningful engagement with Indigenous knowledge and perspectives. We understand that PEO does deliver a land acknowledgement at the beginning of some meetings, however it is essential that these acknowledgments are genuine and not performative, reflecting a sincere commitment to advancing reconciliation.</p> <p>PEO could also explore when it may be appropriate to start meetings and projects with ceremony and setting intentions (smudge, drum, prayer, etc.). Anything done needs to be meaningful, and not approached like a tick box exercise.</p> <p>Supports ARE Code Principle 3: Professional obligations and Principle 7: Safeguards accountability.</p>
Consider preparing a RAP or CCAB PAR	<p>Professional organizations should explore the development and adherence to a reconciliation action plan or include commitments that further reconciliation in their organization's Strategic Plan (or similar) to demonstrate their commitment to reconciliation with Indigenous Peoples and create accountability. Another option that some are pursuing in Progressive Aboriginal Relations (PAR) under the Canadian Council for Aboriginal Relations (CCAB).</p>



	<p>Supports the ARE Code commitment to “<i>equitable treatment of Indigenous persons and communities, ensuring that they have equitable access to all services and opportunities that PEO offers.</i>”</p> <p>Supports all ARE Code Principles.</p>
Indigenous Representation and Recognition	<p>Indigenous representation in key committees, councils and leadership positions is important to ensure diversity of people, worldview, mindset, knowledge, and values. It is also important for inspiration and connection with other Indigenous peoples and minorities who may find relatable aspects and role models in Indigenous people in leadership positions; this further promotes inclusivity and understanding.</p> <p>PEO should also review its Council election policies to ensure that there is no unconscious bias that may impact Indigenous Peoples from running.</p> <p>This is also important for marketing materials (including the website) to consider:</p> <ul style="list-style-type: none">• Recognizing Indigenous contributions to professional engineering acknowledges the valuable expertise and perspectives that enrich the field, fostering innovation, inclusivity, and respect for Indigenous knowledge. The acknowledgement can foster feelings of pride and validation for other Indigenous professionals.• Professional organizations can demonstrate their commitment to reconciliation with Indigenous Peoples by maintaining dedicated sections on their websites that offer up-to-date information and resources related to Indigenous matters and the organization's reconciliation efforts. These sections serve as a transparent means of communicating the organization's commitment and progress in advancing reconciliation.• Observance - Acknowledgement of commemoration days for Indigenous peoples is important in demonstrating respect for Indigenous people and acknowledging historical injustices and promoting awareness of reconciliation efforts. <p>Supports ARE Code Principle 5: Leadership and sponsorship and Principle 8: Equitable organization.</p>
Supporting funding initiatives to raise Indigenous participation in the engineering	<p>Financial barriers can hinder Indigenous individuals from pursuing engineering in higher education. PEO should consider if they can support scholarships for Indigenous peoples looking to pursue engineering.</p> <p>In addition, PEO should explore if the costs related to becoming licenced (below) a barrier for Indigenous Peoples? If so, does PEO have any programs that could support this (for example Law Society of Ontario has a financial program called “Repayable Allowance Program that provides loans on a first come first serve basis.</p> <ul style="list-style-type: none">• Application fee of \$360 + HST (total \$406.80), which must be submitted with the Application for Licence form.• Professional Practice Examination fee of \$200, which must be submitted with the Application to Write the PPE that PEO sends to applicants.• Where applicable, technical examination candidates are required to pay:<ul style="list-style-type: none">• a one-time administration and first examination fee of \$700;• \$200 for each subsequent examination; and• \$360 for submission of a thesis.• Final registration/licensing fee of \$300 + HST (total \$339).• To remain licensed, you are required to pay annual dues, which are \$265 + HST (total \$299.45). <p>Supports ARE Code Principle 5: Leadership and Sponsorship.</p>



Identify a target for Indigenous representation in Engineering	<p>The baseline data would need to be available first to know where representation is now and suggest identifying a hard target rather than a percentage as that number would look very small.</p> <p>Supports ARE Code Principle 1: Measurement and Principle.</p>
Review PEO's HR Policies	<p>Reviewing corporate HR policies with an Indigenous lens is essential to identify and rectify potential biases, disparities, or unintended consequences that might disproportionately affect Indigenous communities. It is an opportunity to address any systematic barriers and revise for a more inclusive and equitable approach to policymaking, aligning with the principles of reconciliation and respect for Indigenous rights and perspectives.</p> <p>Supports ARE Code: Principle 2: Regulatory processes Principle 6: Stakeholder engagement talent pipeline Principle 7: Safeguards accountability.</p>
Review of the Professional Engineers Act including the Code of Ethics	
Review of PEAK approved topics	<p>PEO should review guidance around what constitutes PEAK eligible Continuous Professional Development to consider learning around areas noted below under "Provide training and/or Guidelines to support all membership". In addition, they should consider if any of these should be mandatory.</p> <p>Supports Principle 4: Training and influence.</p>
Provide mandatory training for PEO staff and Council	<p>PEO needs to identify and provide mandatory awareness and education training for PEO Council and Staff that should include at a minimum Indigenous Relations and History that also presents the Indigenous perspective and experience. They may wish to undertake a Blanket Exercise.</p> <p>Supports ARE Code Principle 4: Training and influence.</p>
Create additional programs to support Indigenous membership	<p>The following programs should be considered and could be coordinated with Engineering Canada and other Provincial Engineering organizations:</p> <ul style="list-style-type: none"> • Indigenous specific mentoring program • Indigenous Engineer Networking forum • Indigenous specific financial supports as noted above <p>Supports ARE Code Principle 5: Leadership and sponsorship and Principle 6: Stakeholder engagement talent pipeline.</p>
Provide training and/or Guidelines to support all membership	<p>The deliberate absence of exposure to accurate histories of settler colonialism and systemic racism against Indigenous Peoples has resulted in generations of Canadians who are uninformed or unaware. Only recently has reconciliation been at the forefront and the genuine experiences of Indigenous peoples been widely shared. Raising awareness and educating ourselves on the experiences of Indigenous peoples, the role settlers have had in colonization, lasting impacts and what can collectively be worked on to make progress towards meaningful reconciliation are important steps we must actively pursue.</p> <p>Learning is continuous, and it is important to include learning elements where possible (ex. In newsletters, website, articles, social media posts, in-house resources, additional learning opportunities, talks, presentations and more. PEO should look for appropriate Indigenous service providers and businesses to support this work, and a pan-Indigenous approach needs to be avoided, as each Nation (First Nation, Metis, and Inuit) have different perspectives, experiences, and world views. Some specific areas to consider include:</p> <ul style="list-style-type: none"> • Cultural Awareness and diversity training • Working on reserve, and guidelines and best practices for doing structural work in the north (especially housing)



	<ul style="list-style-type: none"> • Climate change and how Indigenous Knowledge benefits this • Indigenous awareness/relations training including history, treaties, territories, and agreements/covenants (i.e. two row wampum, dish with one spoon, etc.), UNDRIP, TRC, and MMIWG recommendations, and history of different types of structures that were created by Indigenous Peoples • Indigenous engagement and consultation - Engineers Canada recently released a guideline Indigenous consultation and engagement. <p>Supports ARE Code Principle 4: Training and influence and Principle 5: Leadership and sponsorship.</p>
Review engineering related permitting and design requirements on reserve	<p>Can PEO do anything to bring together discussions around the gaps for working on reserve given the differences and gaps in permitting and requirements between federal, provincial, and municipal. This discussion should involve Indigenous Services Canada (ISC) and could include Indigenous organizations like OFNTSC.</p> <p>Supports ARE Code Principle 6: Stakeholder engagement talent pipeline.</p>

4.1.3 Areas of Action for PEO to Exert Influence

Table 7 outlines indigenous areas that PEO could influence others.

Table 7: Areas for PEO to Exert Influence

Actions	Description
Connect with Canadian Engineering Accreditation Board (CEAB)-accredited programs to encourage them to undertake the activities described to the right	<p>Baseline data for Indigenous students in CEAB programs:</p> <ul style="list-style-type: none"> • Attract - % applying, % being accepted. • Pass Program • Applying and receiving Scholarships <p>CEAB and university specific considerations:</p> <ul style="list-style-type: none"> • Cultural Supports - Do you have an Indigenous Student support program at your university or an Elder available? • Do you have Indigenous specific recruitment and outreach? • Do you offer or require courses on: History of Canada, inclusion of Indigenous knowledge/braiding of western and Indigenous knowledge, cultural awareness, and diversity, and/or consultation and engagement approaches? • How is your Indigenous representation in teaching staff, and leadership/management? <p>Other Areas:</p> <ul style="list-style-type: none"> • Working with youth to develop an interest in engineering including consideration of mentorship programs, and supporting activities to increase interest in STEAM, including the range of types of engineering that exist, types of engineering, other ideas for working with schools include encouragement of community science and data collection programs such as collecting climate data, and showcasing different types of engineering. • Career fairs - add targets for participating in career fairs with Indigenous youth, including community specific career fairs which offer opportunity for a localized and more 1:1 interaction. • How PEO can support CEAB's in outreach to students, including providing guidance on the licensing process • Providing mentorship programs for Indigenous Engineering students



	<ul style="list-style-type: none">• Encourage universities to investigate barriers to attending school related to housing and transportation and identify ways to improve. One example was that if you live of the reserve near Sault Ste. Marie there is no transit to the post-secondary, and it may take several hours of walking for those without access to a reliable vehicle. This should be considered for all students.• Encourage universities to require a class on Indigenous awareness /relations (not elective)• Encourage universities to add an elective around working on reserve and ISC.• Encourage universities to provide supports for Indigenous students, which may need to consider things like access to ceremony, supports for living in a city (including how to find a place to live), etc.• add targets for participating in career fairs with Indigenous youth
Connect with OSPE	<p>PEO should review all the recommendations within Table 5 to determine which areas could be coordinated with OSPE for support.</p> <p>In addition, could PEO and OSPE partner with Indigenous Engineers and Indigenous companies with engineers to set up a program to go to schools (Could this be an expansion of the engineering in residence program from focus on grades 2 to 5 though high school.</p>
Connect with other Professional Organizations in Ontario or Engineering Organizations across Canada	<p>Many professional organizations are undertaking similar reviews of what they need to do to support learning of their Councils, staff, and members. PEO should consider reaching out to determine if there are areas of learning and training that they could deliver together. There may be some cost savings and cross profession learning that could be accomplished through looking for opportunities to coordinate on offering training and preparing guidance and best practices information around Indigenous awareness, Indigenous Knowledge, Braiding of knowledge, Indigenous engagement, and consultation, etc.</p>
Provide guidance to CofA holders	<p>PEO could encourage and recommend to companies with Certificate of Authorizations (CofA's) to:</p> <ul style="list-style-type: none">• have appropriate anti-racism policies,• review hiring policies and practices,• review policies and practices around advancement, mentoring, etc.• provide appropriate Indigenous awareness/relations training

PEO may also want to consider setting up booths at Indigenous community events like pow wows and career fairs.



4.2 Proposed Next Steps

We would recommend the following next steps:

- 1) PEO Staff review and provide comments on this draft report and ICE to update.
- 2) Per the RFP, if requested ICE can provide PEO with a signed statement outlining our role as the Indigenous Initiatives Consultant, how we contributed to the Project and our hopes for PEO's next steps – however we believe that Section 4 of this report achieves that.
- 3) Share the draft report with the former AREWG members for review and ICE to update.
- 4) ICE can contribute to a vision statement for PEO's Indigenous Initiatives.
- 5) ICE can participate in a PEO Council meeting to present the key findings and proposed recommendations outlined in this report and confirm if any of the recommendations would not be supported by PEO. This information can be used for the next steps, but we would not propose changing our report.
- 6) Share findings with membership and other organizations for their areas of mandate including education organizations, OSPE, and PEO's Districts.
- 7) Prepare a survey of PEO vetted recommendations and provide it to interview and focus group participants (possibly open to others who identify as Indigenous engineers) via survey to get input on what they see as the priorities between and within each of the above categories.
- 8) Prepare an Action Plan for the above recommendations based on prioritisation, costs and availability for staff and volunteers.
- 9) Undertake required approvals for the Action Plan to get funding needed and execute plan.

Should PEO wish, ICE would be happy to continue to support the next steps outlined here but would likely require additional budget.



Appendices



Appendix A –Engineering Organization Research



Indigenous Participation in Engineering Research

DRAFT – September 13, 2023

Revised – March 2024

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1. Introduction

The Professional Engineers of Ontario (PEO) has retained Indigenous and Community Engagement (ICE) Inc. to undertake primary and secondary research to support PEO in identifying policy approaches and other tasks to answer the TRC Calls to Action as they relate to PEO's Code of Ethics and Anti-Racism and Equity Code. This report reflects the findings of the review and research on the findings of other Engineering organizations in Canada and results and recommendations noted in Anti-Racism and Anti-Discrimination: A Bridge To PEO's More Successful Future first task.

1.1 Report Layout

We have divided the report into 4 main sections:

1. Introduction
2. Overview of Findings, Trends and Recommendations from Research
3. Overview of Anti-Racism and Anti-Discrimination: A Bridge To PEO's More Successful Future
4. Next Steps

1.2 Documents Reviewed

During the initial project meetings with PEO, we identified organizations and documents to consider as part of this review. This included Engineers Canada, the Ontario Society of Professional Engineers (OSPE), Indspire, the Organisation for Economic Co-operation and Development (OECD), and American Society for Engineering Education. All documents that were reviewed and/or cited in this report are listed in the References.

1.3 Report Limitations

Limitations of this report include:

- Limited available data on Indigenous specific data within the Canadian engineering sector.
- Limited primary data.
- Lack of longitudinal data that tracks the progression of Indigenous individuals through education to the transition to the workforce and across their careers.

1.4 Contextualizing Reconciliation and Anti-Racism in PEO

In recent years, the imperative of reconciliation with Indigenous People and the commitment to combat racism have gained substantial recognition within Canadian Government and across society. Professional organizations, including PEO, are pivotal players in shaping societal attitudes and practices; in particular of members and in their field. The work of planners has the potential to have significant impact on Indigenous people as planning can directly affect land use, community development, cultural preservation and economic opportunities; all of which can either support or hinder Indigenous rights, well-being and self-determination. The necessity of acknowledging and rectifying the historical injustices suffered by Indigenous communities resonates deeply within the broader context of promoting inclusivity, diversity, and equity. Similarly, addressing systemic racism is a fundamental step towards fostering a more just and equitable society.

Reconciliation entails recognizing and addressing the historical and ongoing impacts of colonialism, assimilation policies, and cultural marginalization that Indigenous People have endured.

Reconciliation is about forging a path towards healing, mutual respect, and collaboration between Indigenous and non-Indigenous individuals and organizations. Reconciliation encompasses acknowledging, upholding and respecting Indigenous rights, practices, and knowledge systems, as well as fostering equitable relationships built on trust and understanding.

KEY STEPS FOR RECONCILIATION

- 1) Respect for Indigenous people, their values, perspectives and knowledge
- 2) Acknowledgement of historical and ongoing impacts of colonialism, assimilation policies and marginalization
- 3) Awareness of the past
- 4) Action to change behaviours, mindsets, institutions and practices to create a more equitable and inclusive society

Anti-racism efforts further complement the reconciliation process by challenging prejudiced ideologies and dismantling discriminatory practices. It involves actively identifying and eradicating systemic inequalities that perpetuate racial discrimination. In professional organizations, such as PEO, the commitment to anti-racism is not only an ethical responsibility but also a strategic imperative to ensure a diverse and inclusive environment that benefits all members.

1.5 Significance of PEO's Role in Fostering Change

PEO holds a unique position of influence and responsibility within the engineering community and society at large. By actively engaging in the journey of reconciliation with Indigenous Peoples and promoting anti-racism, PEO can lead by example and inspire positive transformation within its membership and the broader engineering industry.

PEO's commitment to reconciliation and anti-racism aligns with its mandate to regulate and promote the engineering profession's integrity, safety, and ethical standards. By championing these principles, PEO not only upholds its duty to the public but also demonstrates its dedication to advancing social justice within its sphere of influence.

Incorporating reconciliation and anti-racism initiatives within PEO's framework can enhance the organization's internal culture, fostering an environment where Indigenous engineers and professionals from diverse racial backgrounds feel valued, respected, and empowered. Such inclusivity not only enriches the professional experiences of its members but also contributes to more innovative and holistic engineering solutions that consider a wider range of perspectives.

PEO's active involvement in reconciliation with Indigenous People and its commitment to anti-racism are recommended and important components of its purpose to regulate and promote the engineering profession. Some goals that PEO should work towards include:

- Trust Building with Indigenous People
- Capacity Building/Educational Opportunities
- Cultural Diversity/Diverse Perspectives
- Respect for Indigenous People
- Be a leader when it comes to Reconciliation with Indigenous People

We also want to note that the Association of Consulting Engineering Companies (ACEC), a not-for-profit organization established in 1925 and dedicated to representing the interests of Canadian consulting engineering firms does not appear to have a reconciliation action plan or similar. ACEC advocates for the commercial concerns of businesses offering professional engineering services encompassing a broad spectrum, including the planning, design, and execution of diverse engineering projects. CEC-Ontario works to support the commercial activities of consulting engineering firms by providing resources, advocacy, and networking opportunities within the province of Ontario. ACEC and the Ontario chapter have very limited Indigenous and Reconciliation focused content. We will consider this when making recommendations to PEO in our final document as to other organizations they may want to engage to coordinate reconciliation efforts.

2. Overview of Findings, Trends and Recommendations from Research

The following summarizes both barriers/challenges and opportunities that PEO and other engineering organizations face, identifying trends were noted in the research. We have considered each of these as part of the lifecycle of being an Engineer including:

1. Entry into an Engineering Program
2. Graduating with an Engineering Degree
3. Obtaining a Professional Engineer (P.Eng.) Designation
4. Staying a Practitioner/P.Eng.

A lack of Indigenous representation in the field of Engineering was noted by all studies reviewed. According to a report by Engineers Canada entitled "Indigenous Engineering in Canada," only 0.73% of Engineers identify as Indigenous, compared to 3.15% in the general workforce. What this means is that for the engineering profession in Canada to have a representative number of Indigenous engineers in the engineer profession, an additional 5,620 Indigenous engineers are needed. This number is substantially higher if we use the percentage of the total Canadian population that identify as Indigenous (4.9%) as the benchmark, then an additional 9,679 Indigenous engineers are required. The jurisdictions with the largest gaps in this regard is Nunavut, Northwest Territories, Yukon, Manitoba, and Saskatchewan.

2.1 Access to Education (Entry into an Engineering Program)

In most of the literature and documents reviews, access to education and addressing the barriers was repeatedly identified as a priority. The following summary highlights the main identified causes regarding educational barriers, as well as some of the identified solutions to these issues.

Engineers Canada had conducted studies regarding Indigenous participation in the field of engineering, and consulted with communities, organisations, and educational institutes for advice and feedback regarding meeting the above-mentioned benchmarks to produce more Indigenous engineers. The recommendations from those reports have been clear on the need to make changes at the educational institutes level to improve the outreach, recruitment, attendance and graduation levels for Indigenous populations. Access issues need to be addressed, as does early exposure to Engineering and other STEM fields. Other barriers identified were a lack of financial resources, inclusion of Indigenous knowledge, meaningful mentorship and networking opportunities and an overall lack of culturally appropriate support.

Barriers to accessing educational opportunities come from a number of sources. Engineers Canada's report, "Indigenous People's Access to Post-Secondary Engineering Programs," stated that 29% of Indigenous peoples have not completed secondary school, and that number increases to 35% when looking at those with status. This statistic identifies the first barrier to post-secondary education, especially STEM fields. As a result, seeking out ways to increase educational access for Indigenous peoples should be seen as a priority when attempting to increase the number of Indigenous engineers.

There were several reasons provided for poor educational outcomes for Indigenous peoples that are further explained below.

Challenges and Barriers Faced by Indigenous Students in Engineering Programs

Indigenous youths aspiring to enter engineering post-secondary programs encounter multifaceted barriers that hamper their pursuit of higher education. Socio-economic challenges, intergenerational impacts of residential schools, lack of access to prerequisites, and limited awareness about engineering as a viable and desirable career pathway are among the key impediments (Engineers Canada, 2020). Indigenous communities residing in remote or underserved areas face challenges such as inadequate resources, insufficient teaching staff, and subpar facilities that hinder proper academic preparation for engineering (Timmons, 2016). The legacy of cultural differences, historical inequalities, and the resulting disconnection from the mainstream education system also contribute to academic unpreparedness (Actua, 2021).

Misconceptions about mathematical capabilities persist despite evidence to the contrary, discouraging Indigenous students from pursuing engineering degrees (Xu & Ball, 2016). The Eurocentric nature of many educational institutions, lack of inclusion of Indigenous Knowledge systems and lack of Indigenous representation in teaching staff contributes to an environment where it is difficult for Indigenous participants to relate and see themselves as participants in STEM fields such as engineering (Xu & Ball, 2016). Institutionalized biases within educational systems further marginalize Indigenous knowledge and perspectives, reinforcing the notion that Indigenous ways of learning and knowing are less valuable within Western (or Eurocentric) education and engineering contexts (Xu & Ball, 2016). Addressing these challenges requires a comprehensive approach that acknowledges historical inequities and systemic biases and promotes inclusivity and diversity within STEM fields.

There are several ways to create positive environments that support Indigenous people entering into engineering programs; such as the creation of tailored pre-engineering programs and scholarships designed specifically to encourage and support Indigenous students pursuing engineering academically. These initiatives provide essential academic support and financial assistance, rendering higher education in engineering more accessible (Anderson, et al., 2021). By co-developing education initiatives, with Indigenous communities, that resonate with cultural values and priorities, educational institutions can foster higher engagement and success rates among Indigenous students (Ricci, 2018). Embracing interdisciplinary collaboration not only within engineering and science departments but also across Indigenous studies, environmental sciences, and community development fields can provide students with a holistic understanding of engineering's societal benefits and utility (Lin, et al., 2007). Empowerment can come from encouraging students to identify community-specific challenges that can be addressed through engineering solutions, instilling a sense of ownership and real-world application (Lin, et al., 2007). Also, we need to address under representation of Indigenous people in Engineering, provision of internships, acknowledging and changing trauma Eurocentric educational systems inflicted on native communities through colonization (education was both a target and tool of colonialism) that diminished the validity and legitimacy of Indigenous education.

2.2 Graduating with an Engineering Degree

Indigenous people navigating predominantly Western academic environments in pursuit of an engineering degree may experience feelings of isolation stemming from a lack of representation, a sense of cultural detachment, and instances of discrimination; these factors cumulatively contribute to a pronounced sense of alienation, adversely affecting both their academic performance and overall well-being (Chee et al., 2019). The absence of Indigenous perspectives and knowledge within engineering curricula may create a less engaging learning experience for Indigenous students since they may not see their culture, knowledge or perspectives reflected in the course materials (Timmons, 2016).

The development of Indigenous focused supports for students, educators and other staff, combined with the integration of Indigenous knowledge and perspectives into curriculum, can contribute to a more positive environment that fosters Indigenous student success and elevated graduation rates. One pivotal approach entail establishing dedicated Indigenous student support centers and mentorship programs, these initiatives create dedicated spaces for Indigenous people, offer guidance, advice, and promote a sense of belonging; aiding Indigenous students in navigating the academic landscape and overcoming challenges they might encounter (Boucher et al., 2020).

The development of tailored bridging programs catering specifically to Indigenous students presents a clear path for interested Indigenous learners. By aligning engineering-related content, projects, and activities with the cultural contexts and interests of Indigenous learners, these programs can kindle heightened engagement and intrigue, potentially supporting sustained interest in engineering as a field of study (Bennett et al., 2022). The inclusion of Indigenous engineers and professionals as educators and mentors within these programs is important as Indigenous students will be given the opportunity to engage with more relatable role models whose experiences may closely parallel their own. The professionals not only offer invaluable insights into their personal journeys but can provide guidance and inspiration to students as they pursue higher education (Bennett et al., 2022).

Revising the engineering curricula to incorporate Indigenous perspectives and knowledge can enrich the educational experience by creating relevant connections to the subject matter. By bridging the gap between Indigenous knowledge systems and engineering concepts, a more engaging and culturally resonant learning experience can be experienced (Actua, 2021); this also has the potential to benefit non-Indigenous students by providing them a more dynamic learning experience.

The recognition and presentation of both historical and current contributions made by Indigenous peoples to STEM fields, including engineering, plays a pivotal role in developing confidence among Indigenous learners, reinforcing their capacity, as Indigenous people, for achievement within the realm of STEM. This strategic inclusion of notable Indigenous accomplishments, innovations and contributions to the field serves multiple purposes: heightens the material's resonance with Indigenous learners, dismantles stereotypes, and provides a positive exemplar in the form of role models, reinforcing the notion that they too can excel (Xu & Ball, 2016).

Adjustments in the program delivery method that differs from the traditional Western methods can enhance engagement while infusing Indigenous knowledge and cultural perspectives into hands-on learning opportunities. Collaborations with Indigenous communities and knowledge keepers can facilitate education through alternatives to western teaching methods, which can create a more engaging, accessible and culturally relevant learning opportunities (Lin et al., 2007).

There exist socio-economic barriers that may hinder the higher education aspirations of Indigenous students in the realm of engineering. Accessible scholarships, bursaries, and financial aid exclusive to Indigenous students has proven instrumental in mitigating this obstacle (Jin, 2021).

Supporting the advancement and fostering greater success for Indigenous learners within STEM programming can significantly benefit from a comprehensive approach that intricately incorporates elements of Indigenous representation, inclusion, and dedicated Indigenous-specific support systems.

2.3 Obtaining a Professional Engineer (P.Eng.) Designation

Access to appropriate mentors can positively contribute to the success of learners. For Indigenous learners, the process of connecting and engaging with mentors and professional networks can be more meaningful and effective when those mentors share an Indigenous background or exhibit a comprehensive understanding of the distinct challenges and experiences faced by Indigenous peoples. The opportunity to engage and network with Indigenous professionals in the engineering field is limited due to the scarcity of such individuals. Access to high quality mentorship opportunities can be increased and created through the development of targeted mentorship networks that specifically function to connect Indigenous learners with relatable professionals that can provide meaningful guidance and career advice (UNESCO, 2010).

Offering targeted financial aid, internships, and co-operative programs tailored to Indigenous learners can serve as an effective measure to facilitate the transition from education to the workforce. By bridging the gap between academic learning and practical application, these programs can alleviate financial stress on learners, while providing them with tangible skills. Internships can provide confirmatory experiences for participants that contribute to their interest in the engineering field. Industry collaborations further enrich these opportunities by facilitating connections between Indigenous students and real-world experiences. (Actua, 2021).

Mitigating the obstacles that impede access to opportunities that foster and enhance the success of Indigenous individuals in their quest for the P.Eng. designation holds the potential to elevate the count of Indigenous engineers possessing the credential in the coming years. By strategically focusing on areas such as funding allocation, mentorship programs, and accessible work placements, barriers to complete the P.Eng. prerequisites can be minimized. This multifaceted approach not only unlocks pathways to professional development but also cultivates an environment wherein Indigenous individuals can more readily engage in the pursuit of the P.Eng. designation.

2.4 Staying a Practitioner/P.Eng.

Prioritizing strategic recruitment and sustained retention strategies for Indigenous individuals in engineering, is vital in creating a supportive environment that actively supports the growth of a larger community of professional Indigenous engineers. Workplaces lacking cultural sensitivity result in a sense of not belonging, reduced job satisfaction and increased turnover, as indicated by Desjarlais in 2022.

Employers have the opportunity to proactively address and develop a more inclusive workplace culture by instituting diversity and inclusion training, along with focused Indigenous awareness and sensitivity training. These initiatives serve to increase awareness of macroaggressions, fostering a more inclusive and respectful environment (Desjarlais 2022). Indigenous people in leadership and management roles empowers them to influence projects and offer perspectives that have the potential to instigate positive transformation within the engineering field (Desjarlais 2022).

Addressing concerns that adversely impact retention rates and promoting workplace inclusivity to counteract unwelcoming environments are key steps that can be taken to address challenges that significantly contribute to attrition rates among Indigenous engineers (Desjarlais, 2022).

2.5 Summary of Recommendations from Documents

The following summarizes the recommendations from documents reviewed.

2.5.1 Lack of Capacity

For the purpose of this report, a lack of capacity as related to increasing Indigenous representation in university-level Engineering programs has several meanings. Communities may not have the ability to promote STEM-related careers due to a lack of qualified members to act in mentorship capacities, limited primary and secondary school education opportunities, lack of in-community opportunities that could support the development of interest in STEM-related education and career opportunities. Even if a community wanted to create programming to encourage participation in the engineering profession, it may not have the ability to meet requirements set out by potential funders. Additionally, there are Indigenous communities in Northern regions where access to secondary school education requires youth to leave their home communities in order to attend school in cities. This has the potential to create adverse effects on youth, who find themselves isolated from their culture, support systems and families.

2.5.2 Lack of Support

A lack of support was identified in several of the reports reviewed for this summary. Support is required in a number of areas to increase the likelihood of success for Indigenous students, especially in fields with high academic requirements such as engineering. A York University study highlighted “The Leaky Pipeline” theory in order to identify reasons for the lack of representation of Black and Indigenous students in STEM-related fields and is described as the process of students exiting the educational system at various stages of their journeys. It also acknowledges systemic barriers in students’ educational journeys as a reason for premature leaving.

Socio-Economic Status

The socio-economic status of a student can affect their interest in, and access to, STEM-related fields. Many potential Indigenous students from lower socio-economic backgrounds may not have access to educational supports such as tutoring, or enrichment programs designed to encourage young students to take an interest in STEM-related fields. At the post-secondary level, tuition rates for engineering programs are high compared to other fields and may therefore be cost-prohibitive for many Indigenous students who may otherwise be interested in entering the profession.

Financial Considerations

Related to socio-economic status, a lack of financial resources has been identified as a reason for either not attending post-secondary education, or for early leaving. All focus group participants in Indspire’s study on early leavers stated that financial issues created heightened stress levels. As mentioned in the previous section, tuition rates are higher for certain programs – including engineering – which places additional burdens on lower socio-economic status students compared to those from higher income familial backgrounds. The cost of necessary school supplies and the cost of housing were also factors. Additionally, for students who live far from their home communities to attend university, travel expenses were another area of financial stress.

Access to Cultural Supports

Indspire’s research into reasons Indigenous students leave post-secondary institutes prior to graduation noted a lack of cultural supports as one reason for exiting college or university prematurely. While schools may have resources such as Indigenous Resource Centres, there was a perceived lack of

communication from institutions on what supports were available for Indigenous students, and how to access them. The organization's study on paths to reconciliation noted a need to increase culturally relevant programming and resources for Indigenous students.

Sense of Belonging

A lack of a sense of belonging in educational settings was mentioned in several of the studies reviewed. This includes not seeing themselves represented in faculty, management or leadership positions; not seeing their viewpoints and/or ways of knowledge incorporated in the curriculum; not seeing examples of successful and/or innovative professional Indigenous engineers; experiences of discrimination based on their Indigeneity; not having their current life circumstances, which may temporarily affect attendance and deadline requirements, not being taken into consideration; or not having many Indigenous students in their programs. A lack of cultural sensitivity was also identified as a cause for diminished sense of belonging in both the education and workplace settings.

Additional Notes

As a consideration on a lack of support, in "Indigenous Employment and Skills Strategies in Canada", it was noted that a higher percentage of Indigenous students have identified learning challenges compared to non-Indigenous students -25% vs. 10% by age 14- creating the need for further considerations when developing programming aimed towards current and future Indigenous engineering students. While mentorship was suggested in studies, with the current rates of Indigenous peoples in the profession developing meaningful mentorship programs will be difficult.

Incorporating Indigenous viewpoints had also been mentioned in several studies. The article in the Northern Review entitled, "Indigineering: Engineering Through Indigenous Knowledge and Mino Pimachisowin | Nehinaw Osihcikewin: Nehinaw Kiskenitamowin Eyapatak Mena Mino Pimachisowin," there is a need to reimagine engineering through an Indigenous cultural lens as well as seeing the value of Indigenous Knowledge in the field. The article also suggested the creation of an Indigenous engineering organization as a way to address issues faced by Indigenous students. Engineers Canada's report titled, "Indigenous People's Access to Post-Secondary Engineering Programs" makes several recommendations to address this issue.

2.5.3 Summary of Recommendations from Research

The following provides a summary of recommendations from documents reviewed and we have noted which of the lifecycle phases these recommendations may be appropriate.

Lifecycle Phase	Entry into an Engineering Program	Graduating with an Engineering degree	Obtaining a PEng	Staying a practitioner/ PEng
Recommendations				
Development and maintenance of interest in engineering	x	x	x	
Mentorship	x	x	x	x
Indigenous specific recruitment	x		x	x
Inclusion of Indigenous Knowledge		x		x
Indigenous specific financial supports	x	x	x	
Cultural awareness and diversity training		x	x	x
Indigenous representation in teaching positions	x	x		
Indigenous representation in leadership & management	x			x
Cultural supports	x	x	x	x

3. Review of PEO's Anti-Racism and Anti-Discrimination Document

The *Anti-Racism and Anti-Discrimination: A Bridge to PEO's More Successful Future* report was received and accepted by the PEO council in June 2021. The report examines what further work the PEO should pursue to address anti-discrimination and anti-racism within PEO and the engineering profession; particularly vulnerabilities which might potentially exist in terms of systematic racism and discrimination in all areas of PEO's operations and governance. The report identifies specific areas of concern and provides recommendations to the PEO Council on how these areas may be further addressed. We have summarized some of the areas discussed in that report, and this will also be considered in our final recommendations report to PEO.

The 2021 report highlighted feedback from interviewees, notable feedback includes:

- 1) Little to no awareness building in the industry to help reduce systematic barriers.
- 2) Lack of coordinated and meaningful development of mentorship opportunities.
- 3) No coordinated approach to engaging with underrepresented groups.
- 4) Lack of training as it pertains to Equity, Diversity and Inclusion (EDI).
- 5) Lack of diverse representation on Council, PEO staff, disciplinary boards and other key committees.
- 6) Alleged race-based discrimination within and by the PEO and in the engineering industry.
- 7) Perceived under representation of Indigenous and racialized people in Engineering and in the PEO.

Upon review of the report, several recurring themes and areas that could benefit from focus surfaced:

- 1) Awareness building and reducing systematic barriers.
- 2) The need for an organized and coordinated approach to the development of mentorship and development pathways.
- 3) Need to develop specific Strategic Priorities with KPIs and accountability.
- 4) The benefits of establishing a culture of inclusive diversity.
- 5) Need to evaluate all policies and procedures to assess if they contribute or create barriers to Indigenous and other under-represented individuals, in the event that the assessment is positive, steps should be taken to revise the policy and address barriers.
- 6) Race based data collection: Understanding Indigenous participation and representation within PEO and the field of engineering.

These thematic elements can serve as potential guideposts for PEO's strategic endeavors, aimed at effecting positive advancements in alignment with the Truth and Reconciliation Calls to Action; these themes are further discussed below in the context of Reconciliation with Indigenous Peoples. The report describes and discusses several alleged instances of racism, behaviour and experiences in which racialized individuals experienced or observed racism and discrimination, and/or individuals perpetuating discriminatory and/or racist behaviours and practices. This overview discusses select instances and key themes that have emerged and does not diminish the validity and importance of other aspects of the report that are not directly discussed here.

Key Limitations in the Report

The specific count of interviewees is not disclosed in the report; it is known that interviews were conducted with more than 15 individuals. Considering the expansive scope of the PEO, encompassing over 87,500 license and certificate holders, it is important to recognize that the sample size may not be representative of all perspectives across the organization; nonetheless, the insights garnered from these interviews carry inherent value and merit serious consideration in evaluating how they can be applied to Truth and Reconciliation.

3.1 Theme 1: Awareness Building and Reducing Systematic Barriers

Within the PEO and the larger realm of engineering, the importance of raising awareness about Indigenous peoples carries immense significance. In a diverse and evolving society, it is crucial to foster an environment that respects Indigenous peoples' cultures, knowledge and perspectives. By embracing Indigenous knowledge and promoting inclusivity, the engineering community can enhance its diversity, awareness and enrich its problem-solving capabilities.

Indigenous engineers and people bring unique insights that stem from their deep connection to their values, communities, traditions, belief systems and lands; Indigenous worldviews may lead to a different approach when compared to Western planning practices. Encouraging Indigenous participation within the profession not only promotes diversity but also unlocks new perspectives and avenues for innovation. In the pursuit of meaningful reconciliation, STEM organizations such as PEO need to adopt proactive measures to invite the participation and inclusion of Indigenous people and voices; this entails acknowledging and educating themselves about the historical injustices endured by Indigenous communities, recognizing the enduring influence of colonization on the present-day experiences of Indigenous people, and addressing the persistent presence of colonial structures and institutions that impede their meaningful engagement.

Steps to address awareness of Indigenous People and barriers they face, could begin through the development and implementation of a compulsory training and awareness program for PEO staff; it is advisable that awareness and cultural competency training be extended to all PEO members - equipping them with the necessary background and context to engage more conscientiously, evaluate and refine policies, offer guidance, and operate in a more culturally sensitive and manner. Extending these learning opportunities to all members has the potential to create positive change within the industry through the promotion of more conscientious behaviour and approaches taken by members in their regular practice.

Systematic barriers refers to structural and institutional obstacles that are embedded within the education system, workforce, and societal norms. These barriers have the potential to disproportionately affect Indigenous individuals' access to and progress within the engineering field. Enhanced training and education on Indigenous cultural awareness can support fellows in identifying and addressing systematic barriers.

Indigenous individuals often encounter several systematic barriers when pursuing a career in engineering. These barriers can include:

1. **Limited Familiarity:** Engineering and other STEM disciplines' potential opportunities might not have been introduced, or the presentation may not have effectively captured the interest of young individuals as they develop their interests, which subsequently influences their career

decisions. This situation could arise from a shortage of available, engaging or community-based STEM expertise or exposure opportunities.

2. **Unequal Access to Education:** Unequal access to quality education, limited resources, and remote geographical locations can impede Indigenous students' educational attainment in science and math fields, which are foundational for engineering. Limited secondary school resources may mean that students lack access to the necessary support to complete demanding courses that are not requirements for high school graduation but are prerequisites for specific post-secondary programs such as engineering. Not completing core science and math courses (such as calculus, physics, chemistry, and biology) in grades 11 and 12 can restrict post-secondary options and limit future opportunities. Communication gaps and shortcomings regarding the lack of engagement with schools and students to communicate the need for grade 12 physics for any interested in pursuing engineering, was highlighted in the Anti-Racism and Anti-Discrimination: A Bridge to PEO's More Successful Future report; while this comment was not Indigenous specific, it highlights a potential focus area.
3. **Cultural Disconnect:** The engineering curriculum may not adequately incorporate Indigenous knowledge and perspectives, leading to a cultural mismatch and reduced engagement for Indigenous students.
4. **Financial Challenges:** Socioeconomic disparities can hinder access to resources such as tutoring, test preparation, and extracurricular activities that enhance students' chances of success in engineering programs.
5. **Lack of Representation:** A scarcity of Indigenous role models and mentors in the engineering field can create a sense of isolation and discourage Indigenous students from pursuing engineering as a viable career option.
6. **Limited Networking Opportunities:** Networking is vital for career advancement. Indigenous students may lack access to networks that provide internship opportunities, job placements, and industry connections.
7. **Workplace Bias:** Once in the workforce, Indigenous engineers can face bias and discrimination that affects their career growth and advancement.

Addressing these systematic barriers involves comprehensive efforts from educational institutions, industry, and professional organizations to create more inclusive and supportive pathways for Indigenous individuals to pursue and thrive in engineering careers.

Mentality and Behavioural Shift

Promoting EDI should be fundamental and embraced by every member and representative within PEO. The report highlights many instances of alleged discriminatory acts. An incident in which a Caucasian PEO Councillor at the time, stands out in particular; reportedly this individual dismissed the relevance of discussing EDI, stating that it was not his concern due to his ethnicity. Whether accurate or not, this behavior exemplifies actions that perpetuate systemic racism. The organization's objectives should include taking proactive measures to combat racism and discrimination against racialized groups, including Indigenous communities within all levels of itself and within its' realm of influence. Addressing and rectifying any attitudes or behaviors that hinder progress in this regard should be prioritized for moral and ethical purposes, but also to maintain the integrity and public image of the PEO. All members

of the PEO, particularly those in leadership or prominent roles, should demonstrate awareness, understanding, and exemplary behavior in matters of equity, diversity, and inclusivity at all times.

3.2 Theme 2: The need for an organized and coordinated approach to the development of mentorship and development pathways

Theme 2 intersects with Theme 1 as developing an organized a coordinated approach to establishing mentorship and development pathways for Indigenous people to pursue, excel and succeed in engineering is a possible approach to addressing existing systematic barriers. Supporting access to education, promoting, developing and delivering programs and initiatives that spark interest in engineering, support for Indigenous People pursuing education in the engineering field, and post graduation career development mentorship and support are initiatives that can support long term goals of increasing the number of Indigenous STEM professionals.

Building Sustainable Individual Interest in STEM

Fostering interest in STEM, particularly engineering, from an early age can lay the groundwork for future educational and career decisions.

Situational interest refers to a temporary response to highly engaging factors in the immediate surroundings (Palmer 2016), whereas **individual interest** is defined as a “personal disposition that develops over time in relation to a particular topic or domain and is associated with increased knowledge, value, and positive feelings” (Hidi and Harackiewicz 2000, p. 152). A key aspect of individual interest is that individuals invest their resources in activities related to the subject matter (Palmer 2016). In educational contexts, individual interests are significant; students who are more invested in a subject tend to acquire knowledge differently compared to those with less interest. When students' individual interests align with the subject matter, they typically pay closer attention, persevere for longer durations, and approach learning differently than those whose interests don't align (Hidi 1990). This alignment between individual interests and the subject matter enhances learning, leading to increased attention, prolonged engagement, and greater enjoyment during the learning process (Hidi and Harackiewicz 2000).

The 2016 Palmer study shows that sustained individual interest in a focused subject matter can be developed over a long period of time with repeated exposure to activities that generate situational interests. Factors that positively contributed to situational interest included:

- 1) Hands-on activities
- 2) Demonstrations
- 3) Toys
- 4) Models
- 5) Artefacts
- 6) Anecdotes
- 7) Science magic
- 8) Fun facts
- 9) Analogies
- 10) Discussion
- 11) Science games

In this study the teacher created opportunities designed to generate situational interests. The results of this study suggest that repeated exposure to stimuli that generates situational interest can lead to the long-term development of individual interest, which can influence future education and career decisions. Indigenous youth who lack engaging exposure to STEM may be lacking opportunities to experience situational interest; and the long-term development of sustained personal interest.

To enhance Indigenous representation in engineering, fostering and nurturing individual interest and the growth and development of Indigenous individuals throughout their educational journey and careers is crucial. This objective can be realized through a sustained, long-term strategy involving progressive workshops, engagement activities, and educational outreach throughout various educational stages. This approach opportunities for situational interest to evolve into individual interest; individual interests can lead to the pursuit of STEM post secondary education and career aspirations.

Fostering Indigenous Participation

The enduring impacts of colonization, encompassing policies, laws, and customs, have sustained repercussions that persistently shape the access Indigenous communities have to resources, opportunities, and decision-making avenues. These constructs encompass disparities in resource allocation, underrepresentation, restricted entry to education and healthcare, and obstacles concerning land rights and self-administration. While PEO may not possess the capacity to confront all the obstacles Indigenous Peoples encounter, it can proactively initiate change within its domain, acting as a catalyst for progressive transformation. Initial steps may include examining Indigenous representation within PEO and Indigenous membership, as well as evaluating internal attitudes, trends, policies and practices to determine if they inadvertently contribute to ongoing marginalization of Indigenous people. Addressing these issues is a crucial part of the reconciliation process and working towards a more equitable and inclusive society. Dismantling the colonial mindset and approaches and incorporating Indigenous perspectives into engineering practices can lead to increased Indigenous participating and more holistic and sustainable solutions, bridging the gap between modern technology and traditional wisdom.

3.3 Theme 3: Need to Develop Specific Strategic Priorities with KPIs and Accountability

Developing specific strategic priorities with Key Performance Indicators (KPIs) and accountability is crucial for demonstrating a genuine commitment to diversity, inclusivity, and reconciliation. It builds trust within the organization, among Indigenous communities, and in the eyes of the public. It keeps the organization accountable and enhances the organization's reputation and long-term impact, ultimately contributing to a more positive perception of the organization.

KPIs are quantifiable measures used to evaluate how well the organization is moving towards their objectives. KPIs allow the organization to track progress and performance over time and help identify areas where alternative approaches may be more effective.

Possible focus areas include:

- 1) Progressive youth focused programming to develop and support interest in STEM.
- 2) Development of Indigenous specific mentorship pathway or program, with clear communication of prerequisites for typical post secondary programs.
- 3) Networking with Indigenous communities, businesses, and people.
- 4) Minimum targets for Indigenous representation in leadership and other senior roles.

- 5) Increasing Indigenous membership.
- 6) Advancing reconciliation with Indigenous people.
- 7) Identifying and addressing systematic barriers to the meaningful engagement and involvement of Indigenous people.
- 8) Reviewing and amending policies and practices that may unintentionally be creating barriers to Indigenous participation.
- 9) Increasing memberships awareness and understanding of Indigenous cultural competency and best practices when working with Indigenous Nations and people.

The development of KPIs to advance reconciliation between PEO and Indigenous People would confirm PEO's commitment to reconciliation and provide a clear roadmap for measuring progress and accountability.

3.4 Theme 4: The need for mandated diversity

In reviewing the Anti-Racism and Anti-Discrimination: A Bridge To PEO's More Successful Future report, a reoccurring comment from participants and theme regarding the real or perceived lack of diversity within the PEO and Engineering space was expressed, this included:

- 1) A lack of diversity in paid PEO staff, councils and other relevant boards.
- 2) A lack of diversity on PEO disciplinary committees.
- 3) Dismissive attitudes and responses when lack of diversity in PEO is brought up.
- 4) A general lack of diversity in management positions in the engineering field.
- 5) A gap regarding a reporting mechanism to address complaints, compliance and disciplinary measures related to racism and discrimination.
- 6) Perception of an "old boys club" attitude in many PEO chapters. Perception that this mentality and behaviour is a barrier to the participation and advancement of racialized individuals within the organization.
- 7) Allegations of conversations and decisions to exclude individuals based on an accent.

Overlapping with Theme 3, the development of KPIs related to specific diversity targets for hires, membership, and representation in leadership and key councils is a possible strategic step for PEO to consider to actively address the issues highlighted. Ethnic diversity and the representation of racialized groups within the leadership structure of the PEO hold significant importance for several reasons:

- 1) **Inspiration and Representation:** Diverse leadership within PEO can serve as a source of inspiration for individuals from underrepresented ethnic backgrounds within the engineering profession. It demonstrates that success and leadership roles are attainable for everyone, regardless of their ethnic background, thus encouraging a broader and more diverse pool of talent within the engineering field.
- 2) **Fairness and Equity:** Diverse leadership is essential to advocate for and implement policies and practices that ensure equitable treatment of all members. Diversity within leadership, councils and boards will contribute to more equitable treatment of members. Inclusivity extends to the entire workforce, promoting fair opportunities and a more just environment for all engineers, regardless of their ethnic backgrounds.

- 3) **Diverse Perspectives:** A leadership team that represents a variety of ethnic backgrounds and experiences brings diverse perspectives to the decision-making process. This diversity of thought provides opportunity to enhance PEO's ability to address complex challenges by considering a wider range of expertise, experiences and viewpoints.
- 4) **Effective Engagement:** PEO's ability to engage with a diverse membership and stakeholders is greatly improved when its leadership mirrors the diversity of its constituency. Leaders who understand and appreciate the needs and viewpoints of engineers from diverse backgrounds can tailor PEO's programs, services, and outreach strategies more effectively.
- 5) **Inclusive Organizational Culture:** Diverse leadership within PEO signals a strong commitment to diversity and inclusion throughout the organization. This commitment should extend to PEO's policies and practices, cultivating an inclusive culture where all engineers feel valued, respected, and empowered to contribute their unique perspectives.
- 6) **Diversity in the Engineering Workforce:** Beyond leadership, promoting diversity within PEO's membership and the field of engineering is important. It ensures that all aspects of the organization and the field benefit from diverse perspectives, fostering creativity and innovation across various engineering disciplines. A diverse membership helps PEO reach a broader spectrum of engineers and better navigate the multicultural landscape of Ontario.

Diversity and the representation of racialized groups within all levels of PEO's leadership, committees, chapters, boards and workforce are steps towards developing an equitable, innovative, and inclusive professional organization. Promoting and supporting diversity is not only essential for internal organizational improvement but also for shaping public image. As a professional regulatory body, PEO plays a significant role in society, and its commitment to diversity has far-reaching impacts. By actively championing diversity, PEO can send the message that it values fairness, inclusivity, and the contributions of engineers from all backgrounds. This not only enhances the organization's reputation as a progressive and inclusive institution but also builds public trust. Creating dedicated space for Indigenous representation in leadership positions positively reflects on the organization's commitment to diversity and inclusivity but also has the potential to improve relationships with Indigenous communities, enhance trust and credibility, and inspire future generations of Indigenous professionals. Taking a proactive stance on diversity can demonstrate responsiveness to the evolving needs of a multicultural society, contributing to its credibility and fostering wider acceptance among the broader engineering community and general public.

We understand that PEO is currently searching for a new staff hire to lead their DEI work.

3.5 Theme 5: Need to evaluate all policies and procedures to assess if they contribute or create barriers to Indigenous and other under-represented individuals

When policies are not created with a reconciliation lens, there may be inadvertent perpetuation of systemic biases and discrimination against Indigenous peoples. This can hinder their access to opportunities and resources, it may lead to missed opportunities for meaningful engagement and partnership with Indigenous communities, and it can erode trust and credibility with Indigenous stakeholders and the public, hindering progress on reconciliation goals. Policies may not align with developing reconciliation and DEI goals and objectives that have arisen and continue to be developed in the present; this may expose the organization to legal and reputational risks.

Evaluating all PEO policies and procedures to assess their impact on Indigenous and other under-represented individuals is an important step to ensuring policies align with reconciliation efforts, maintain legal compliance, attracts diverse talent, enhances the organization's public image, satisfies members, and promotes long-term diversity and reconciliation goals.

Theme 6: Race Based Data Collection

Proposed race-based data metrics offer valuable insights into the representation and engagement of Indigenous and other racialized groups within the engineering profession, enabling PEO to set informed policy objectives and strategic goals. By collecting data on the number of engineers and students who identify as Indigenous and from racialized backgrounds, PEO can track progress towards greater diversity. Assessing the representation of Indigenous individuals in staff, committee, and leadership roles can support the equitable participation in decision-making processes. Metrics related to the presence of Indigenous members in STEM leadership and management positions provide transparency regarding career advancement opportunities. Furthermore, collecting data on Indigenous students in STEM programs helps identify trends in educational pathways. Finally, examining disciplinary outcomes for potential racial biases contributes to ensuring fairness and equity within the profession. These metrics, although currently not collected, could significantly inform PEO's efforts to promote inclusivity, diversity, and reconciliation.

PEO should consider preparing a Reconciliation Action Plan, and/or pursuing the Progressive Aboriginal Relations (PAR) through the Canadian Council for Aboriginal Business (CCAB). Again, this will be further outlined in our future recommendations report.

4. Next Steps

This report is being provided to PEO for review and comment. We are also completing other that will be submitted under separate cover, and then we will move into engagement.

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Appendix B – Select STEM Organization Research



Select STEM Organization Reconciliation Efforts

DRAFT – September 21, 2023

Revised – March 2024

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1. Introduction

The Professional Engineers of Ontario (PEO) has retained Indigenous and Community Engagement (ICE) Inc. to undertake primary and secondary research to support PEO in identifying policy approaches and other tasks to answer the TRC Calls to Action as they relate to PEO's Code of Ethics and Anti-Racism and Equity Code. This report reflects the findings of the review and research on the findings of STEM related professional associations have approached the TRC Calls to Action and Indigenous/reconciliation related actions.

1.1 Report Layout

We have divided the report into 4 main sections:

1. Introduction
2. Approaches of Similar STEM Professional Associations
3. Common Elements on Reconciliation Initiatives Across Professional STEM Organizations
4. Lessons Learned

1.2 Documents Reviewed

All documents that were reviewed and/or cited in this report are listed in the References.

1.3 Report Limitations

This report provides an overview of publicly accessible information on initiatives undertaken by other similar Science, Technology, Engineering and Math (STEM) organizations to make progress on reconciliation with Indigenous People and recommendations coming from these organizations.

Limitations of this report include:

- Data on STEM organizations (including structure, initiatives and other activities) is limited to what is publicly available.
- Limited available data on Indigenous specific data within the Canadian engineering sector.
- Limited primary data.
- Lack of longitudinal data that tracks the progression of Indigenous individuals through education to the transition to the workforce and across their careers.

2. Approaches of Similar STEM Professional Associations

This section provides a summary of reconciliation focused initiatives and actions of other STEM professional organizations. Examining the efforts of other professional bodies in advancing reconciliation can provide valuable insights and best practices and lessons learned based on their experiences. Awareness of the actions and initiatives of others allows us to avoid duplication of effort, but also makes us aware of potential opportunities for collaboration and to pool resources for a more effective outcome.

2.1 [Ontario Professional Planners Institute](#)

The Ontario Professional Planners Institute (OPPI) is a recognized organization representing professional planners in Ontario, Canada. It aims to enhance the planning field's excellence and advocate for the interests of planners in the province. OPPI facilitates networking, knowledge-sharing, and professional development, contributing to the growth of the planning community. The institute is actively involved in advocacy, education, and public outreach to address key urban and regional planning issues in Ontario.

In 2019 OPPI formed the Indigenous Planning Perspectives Task Force (IPPTF) who delivered the [*Indigenous Perspectives in planning, Report of the Indigenous Planning Perspectives Task Force June, 2019*](#), the report provides recommendations on how OPPI can make positive movement on reconciliation with Indigenous Peoples. 14 recommendations of this report (outlined in Table 1 below) were adopted by OPPI and in the follow up of this report OPPI implemented an Indigenous Planning Advisory Committee (IPAC), IPAC advises staff on key actions to move the adopted recommendations forward. The IPAC then became the Indigenous Planning Perspectives Committee (IPP).

OPPI does have a dedicated page on their website to [Indigenous Planning Perspectives](#), this page links to various OPPI publications on the topic, as well as resources. Note that the OPPI website has a section titled "Calls to Action," this section focuses on broad public engagement which includes non-Indigenous and Indigenous people, this section is not focused on Truth and Reconciliation Commission (TRC) Calls to Action.

OPPI has also expanded its Continuous Professional Learning requirements for RPP's to include reconciliation and Indigenous related learning has included Indigenous focused topics in their annual conferences for the last few years and included Indigenous perspectives on topics in Ontario Planning Journal, Y Magazine. There have also been an increase in district events focusing on reconciliation and Indigenous learning.

Table 1: OPPI Recommendations: Indigenous Perspectives in planning, Report of the Indigenous Planning Perspectives Task Force

Description		
SHORT TERM	Organizational	<p>COMMUNICATION - That OPPI communicate the directions of these recommendations and the importance of the journey ahead for OPPI and the planners in reconciliation.</p> <p><i>This recommendation includes acknowledging that planning has been used as a colonizing tool and that there is room to elevate Indigenous voices, enrich and change planning practices and mindset by including Indigenous perspectives to develop a more meaningful practice. This recommendation also includes upfront transparency and regular communications on the Task Force's work, as well as creating spaces for OPPI members to connect, listen, learn and engage on Indigenous focused topics including TRC's Calls to Actions and reconciliation.</i></p>
		<p>BROADEN ENGAGEMENT - That OPPI seek to involve and include more Indigenous individuals and perspectives so as to be guided by their contributions and recommendations for the organization and profession.</p> <p><i>Including proactively seeking out and engaging Indigenous planners, people and communities to develop the action plan and implement the recommendations.</i></p>
		<p>FORMAL COMMITMENT - That OPPI formally recognize its obligation and commitment to advance reconciliation.</p> <p><i>This is inclusive of better understanding Indigenous perspectives and integrating the TRC's Calls to Action into planning, integrating Indigenous planning approaches and perspectives into the practice of planning and supporting members to work collaboratively within and with Indigenous communities and people.</i></p>
		<p>LEADERSHIP COMPETENCY - That OPPI Council and staff strengthen and regularly renew their competency and leadership capacity in this area.</p> <p><i>This recommendation entails leadership and staff building their own cultural competency, knowledge and understanding of Indigenous Peoples in Ontario, the Indigenous understanding of the history and truth in reconciliation, the TRC Calls to action, Indigenous perspectives and more. Indigenous cultural training will demonstrate OPPI Council's commitment to increasing their understanding and commitment to dedicating resources to reconciliation.</i></p>
		<p>ORGANIZATIONAL POLICIES, PRACTICES, PROGRAMS and TOOLS - That organizational policies, practices, programs, and tools be reviewed to ensure alignment with the statement of commitment.</p> <p><i>This recommendation calls for Indigenous perspectives and TRC's Calls to Action to be embedded in OPPI policies, practices, programs and methodologies. This is an important recommendation as it will guide the actions of OPPI and all people working within it.</i></p>
		<p>RECIPROCAL RELATIONSHIPS - That OPPI build lasting meaningful relationships with related Indigenous organizations and bodies that may assist in implementing and sustaining recommendations.</p>

		<p><i>This recommendation involves intentionally connecting and developing meaningful relationships with strategic Indigenous individuals and organizations such as Indigenous planners in both OPPI and in wider public policy forums and committees. The recommendation also speaks of developing a learning program, appreciating how traditional planning might deepen the practice of planning.</i></p>
	The Profession	<p>PROFESSIONAL REQUIREMENT FOR NEW PLANNERS - That OPPI recommend to the Professional Standards Committee for the Planning Profession in Canada (PSC) and to accredited planning programs in Ontario that professional and ethical standards, competencies, and certification processes be updated to include and reflect Indigenous cultural training and related requirements and that undergraduate and graduate course curricula reflect and align accordingly.</p> <p><i>If successful, this recommendation would cause changes in the minimum accreditation requirements administered by the Professional Standards Board for the Planning Profession of Ontario, changes would cause a rolling impact on Ontario's accredited planning programs course curricula to include materials on Indigenous Peoples, the TRC's Calls to Action, UNDRIP, treaties and Aboriginal Rights, Indigenous worldviews, teachings and practices related to planning.</i></p>
		<p>Continuous Professional Learning (CPL) for Current Planners - That OPPI encourage and inspire members to build their learning in this area through mandatory professional standards for continuous professional learning.</p> <p><i>This recommendation would mandate that OPPI members increase their awareness, knowledge and understanding of Indigenous perspectives, worldviews, histories, cultures and belief systems; developing an understanding and appreciation is a step towards reconciliation between Indigenous and non-Indigenous people. This would be more than just a competency course, this is described as progressive development over time with regular interval audits to determine effectiveness.</i></p>
		<p>FACILITATION OF LEARNING – That OPPI facilitate access to resources and learning on Indigenous topics.</p> <p><i>This recommendation includes the creating of an inventory of Indigenous people and organizations that have the capacity to offer learning opportunities. Priority would be given to Indigenous individuals and companies to ensure that the perspectives are Indigenous and that the economic benefits are returned to an Indigenous community. This recommendation also involves members engaging in informal learning programs such as conversation, reading books and accessing web content.</i></p>
		<p>RELEVANT LEGISLATION AND INITIATIVES - That OPPI to regularly communicate to members updates and briefings on current issues so members are kept abreast of developments in this area. <i>OPPI to keep members up to date on developments on key Indigenous issues and sensitivities including:</i></p> <ol style="list-style-type: none"> <i>1) TRC's Calls to Action</i> <i>2) The Nation to Nation relationship</i> <i>3) Resolving Land Claims</i>

		<p>4) <i>The eventual elimination of the Indian Act and updates on current initiatives, including the Framework Agreement on First Nation Land Management</i></p> <p>5) <i>The adoption of UNDRIP</i></p> <p>6) <i>The constitutional reform and repatriation of Indigenous lands and resources rights and/or compensations, which these policies will set in motion</i></p> <p><i>OPPI acknowledges that this may require coordination with other planning institutes, associations, and organizations across Canada.</i></p>
LONG TERM	Organizational	<p>INDIGENOUS CAPACITY BUILDING AND SYSTEM CHANGE - That OPPI consider if and how the professional planning community might ally with Indigenous communities to build capacity and lower systematic barriers to their participation. <i>As a long term commitment, OPPI will review how it can best use its own resources and influence to encourage change, while still within its mandate. This may be done by implementing a Two-Eyed Seeing Approach and using its influence and having conversations to encourage review and revisions of current legislation so that they better align with TRC's Calls to Action, the pathway to reconciliation with Indigenous People and so that barriers to increasing capacity in Indigenous People is lowered.</i></p>
	The Profession	<p>RECOGNITION OF INDIGENOUS KNOWLEDGE - That OPPI encourage the dialogue, research, and process to identify steps towards the decolonization of planning. <i>Integration of Indigenous Knowledge and perspectives into the Core Competencies requires of the Planning Profession.</i></p>
		<p>INDIGENOUS STUDENTS - That OPPI, with accredited planning programs, encourage the enrollment, retention, and graduation of Indigenous students. <i>The aim of this recommendation is to increase the number of Indigenous Planners in the future. This may be accomplished by better understanding the current Indigenous enrollment numbers and increasing that number over time. Increasing this number may be done by changing the application process, working with accredited planning programs to encourage interest in planning as a career, apprenticeships, mentoring programs and more.</i></p>
		<p>PATHWAYS TO CERTIFICATION - That OPPI recommend to the Professional Standards Committee and the Professional Standards Board that they seek to recognize within the certification standard and process valid planning experience in the Indigenous setting. <i>OPPI to connect with other professional planning bodies and seek that the certification requirements be reviewed and inappropriate barriers to professional recognition and certification be removed.</i></p>

OPPI Council did a KAIROS Blanket Exercise (<https://www.kairosblanketexercise.org/>) a few years ago. OPPI hired a Director of Reconciliation and Social Justice in 2022, who has since left the organization and they are searching for someone to fill this role. OPPI also had an Indigenous board member (appointed in 2022) to support this work, who recently resigned due to other work demands. OPPI's IPPC resigned in 2023, and OPPI released the following statement to membership, which identified areas that OPPI needs to continue to work on improving.

Update on OPPI and Indigenous Reconciliation in planning

OPPI recognizes its responsibility to participate in the national discussion on truth and reconciliation and remains committed to its efforts to help foster positive relations with, and respect for, Indigenous Peoples, Nations, and Rights.

In early 2018, OPPI Council began discussing the role of OPPI in reconciliation. From this discussion, the Indigenous Planning Perspectives Task Force and Advisory Committee were formed. The Task Force was asked to create a path forward for OPPI in its capacity as both a regulator and member services provider. In June 2019, Council approved the 14 Indigenous Planning Perspectives Task Force recommendations.

Unfortunately, despite our best efforts we've had some delays and missteps. We wanted to take this opportunity to explain what has happened and what we're doing now to ensure we can achieve the goals established through the Task Force.

We hired a Director of Reconciliation & Social Justice in 2022 to lead this work but, unfortunately, we parted ways earlier this year. The organization recently received notice that all members of the Indigenous Planning Perspectives Committee (IPPC) have resigned.

We regret this development and have since met with some former committee members to hear their concerns and ideas about how to successfully move forward. We learned that there was concern about the original report's recommendations, about a lack of clarity and purpose among committee members and a concern about safe space for Indigenous committee members who formed the majority of the committee. We take this feedback seriously and appreciated having the opportunity for an open dialogue. Volunteers are at the core of OPPI, and it is important to us that all volunteers feel welcome, safe, and acknowledged for their efforts.

Our Plan to Move Forward

Based on what we have learned, OPPI is in the process of reassessing and rebooting our efforts as they relate to the original Task Force recommendations. Over the next several months, we will be reflecting on what we've learned to develop a path forward. We will consult with experts in the field, other organizations who have done this work, and members of the planning community. We will focus on internal structures, policies, and training before we engage volunteers. We will build trust and respect as an Institute seeking to guide our membership and the public on matters related to social justice and reconciliation.

We are in the process of hiring a new Director of Reconciliation and Social Justice to lead this work. We are committed to getting this right and demonstrating OPPI's leadership in championing the inclusion of Indigenous voices and priorities in planning across Ontario. OPPI remains committed to the principles of the 2019 Indigenous Planning Perspectives Task Force (IPPTF) Report and will continue moving this

important work forward in earnest and with the recognition that there is much still to learn. We are also committed to the principles of transparency and accountability to move forward together as a profession and will communicate our plans and progress with members along the way.

2.2 [Canadian Institute of Planners \(CIP\)](#)

The Canadian Institute of Planners (CIP) is the national professional organization for planners in Canada. It represents and supports over 7,000 professional planners across the country. CIP plays a key role in advocating for excellence in planning practice, providing professional development opportunities, and promoting the value of planning in Canada. CIP policies guide and advance best practices for professional planners in Canada.

CIP has clearly communicated on their [website](#) their support of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and recognizes the impact that these documents have on planning. CIP's Indigenous Community Planning Committee has developed CIP's [Policy on Planning Practice and Reconciliation](#) which acknowledges and highlights how Planners can show support and respect for the rights of Indigenous People and appreciation and understanding of the value of Indigenous Knowledge and stewardship practices. The document was created over an 18-month period which included individual interviews, focus groups and surveys; it was ratified by the CIP Board of Directors in December 2018. The policy highlights the importance, value and best practices for community engagement and consultation, and meaningful consideration of feedback provided by Indigenous communities and people. The document further describes the future goal of reconciliation being meaningfully embedded in the planning practice. Key policy objectives include:

- 1) Respectful planning that takes into consideration the well-being and the natural environment
- 2) That Planners support the realization of the TRC Calls to Action and implementation of the principles of UNDRIP into their work.
- 3) That Planners are aware of and understand the jurisdictional and legal context of planning as it relates to treaties and the rights of Indigenous People.
- 4) That Planners advocate for and engage in meaningful planning process with Indigenous and other communities.
- 5) Planners recognize and uphold Indigenous planning approaches, laws and governance systems.
- 6) Planners advocate for planning policy and legislations that ensures the rights, knowledge, protocols and planning approaches of Indigenous peoples are respected.
- 7) Planners support opportunities for Indigenous people to enter into the planning profession and that their contributions are acknowledged and celebrated.
- 8) Planners respect the diversity of Indigenous peoples across Canada and the different objectives.

CIP's website includes a brief land acknowledgement at the bottom of each webpage and states that they value the ongoing stewardship of Indigenous peoples; there is also a section on their website dedicated to [Indigenous Planning](#). The topic of Reconciliation plays a prominent role in CIP's five year (2022-2027) strategic plan (1835 Days of [Impact](#)). The goal of "More Equitable Planning, Together" is a key pillar of the strategic plan, supported by the long-term aspirations of reconciliation Equity, Diversity and Inclusion, Healthy Communities, Representation and more; this document affirms CIPs intention and

dedication to placing reconciliation, alongside diversity and inclusion, at the heart of the planning practice.

2.3 Ontario Association of Landscape Architects (OALA)

The Ontario Association of Landscape Architects (OALA) is composed of ~2,000 members and is a self-regulating organization within Ontario's professional landscape architecture community that regulates the title of "Landscape Architect." Dedicated to advancing the discipline and promoting the highest standards of practice, the OALA serves as a hub for landscape architects across the province. Through its commitment to professional development, advocacy, and the dissemination of knowledge, the OALA nurtures a network of experts, fostering collaboration and innovation in the field. OALA plays a key role in shaping the architecture landscape in Ontario.

OALA's website does feature a [land acknowledgement](#) and some articles with contributions from members regarding reconciliation and Indigenous topics – however these pages are not straightforward to navigate to. There is evidence of past virtual engagements that cover Indigenous perspectives on development. Overall information on reconciliation and Indigenous people on the OALA's website is not prominent.

OALA is a member of the Canadian Society of Landscape Architects (CSLA), who in June 2022 released [Phase: 3 Strategy & Action Plan](#) as part of their Justice, Equity, Diversity & Inclusion (JEDI) plan for CSLA, LACF and Component Associations. The plan lays out goals, action plans and Key Performance Indicators (KPIs) that will be used to assess effectiveness of the initiative. Key components of the plan include supporting systematic change and support for Black and Indigenous communities, dismantling systematic barriers, addressing racism in the profession and advancing DEI.

2.4 Canadian Society of Landscape Architects (CSLA)

CSLA is a nonprofit organization dedicated to advancing landscape architecture in Canada. With over 3,200 members, including landscape architects and students, CSLA promotes awareness of the profession, advocates for critical issues such as sustainability and cultural heritage; and supports the profession's growth and integrity through development opportunities and research. Established in 1934, CSLA has played a pivotal role in elevating the recognition of landscape architecture both nationally and internationally. Landscape architecture, the discipline at the heart of CSLA's mission, involves the design, planning, and management of outdoor spaces, encompassing a wide range of projects from urban design to environmental stewardship. CSLA is committed to innovation and sustainability, operating with an Environmental, Social, and Governance (ESG) perspective in mind, and strives to uphold the significance of landscape architecture in our evolving world.

CSLA has been actively pursuing initiatives to guide the profession and advance reconciliation with Indigenous People within the space; initiatives include establishing CSLA's Reconciliation Advisory Committee (RAC) on November 16, 2016, with the mandate "to guide the CSLA in improving awareness and capacity for supporting Canada's First Nations, Inuit, and Métis Peoples through landscape architecture and land use planning within CSLA leadership, membership, schools and landscape architecture." CSLA acknowledges how they can contribute to the national effort towards reconciliation between Indigenous and non-Indigenous Canadians by incorporating and the values, voices, and knowledge of Indigenous people in the planning, design and management of Canadian landscapes – and

that this should be the goal of all Landscape Architects. CSLA has published documents to support reconciliation outlined in Table 2 below.

Table 2: CSLA has published documents to support reconciliation

TITLE <i>hyperlinked</i>	Description
CSLA Statement on Reconciliation 2020	CSLA's Statement on Reconciliation, core principles and vision for the future
CSLA's LP Magazine Themes an Issue on Reconciliation	In the Fall 2019, Reconciliation issue of Landscapes I Paysages, read how David Thomas, other Indigenous designers and landscape architects, as well as many firms across the country are discussing the applying the concepts of reconciliation in their projects and practices.
Reconciliation Advisory Committee (RAC) Action Plan for 2019-2021	<p>Overview of CSLA's Vision for Reconciliation, objectives to implement the vision and principles. The document sets out a roadmap for CSLA to work on meaningful reconciliation with Indigenous people. The document promotes:</p> <ol style="list-style-type: none"> 1) Actively seeking out and engaging with Indigenous people and organizations. 2) Taking an official position for the profession through an official statement and position paper. 3) Developing strategic partnerships. 4) Introduce and promote landscape architecture as a profession through the development of an educational outreach program.

CLSA has been actively working on initiatives to advanced Reconciliation with Indigenous Peoples and reaffirms their commitment to this in their land acknowledgement. In June of 2023, the CLSA Board of Directors adopted UNDRIP as a framework for action and decision making; this is described formally on their website and is in-line with their statement on Reconciliation and the goals and objectives of their Strategic Plan. There is an easily navigable section on their website dedicated to [Reconciliation](#), complete with resources; other material on the website, such as the section on [Cultural Landscapes](#), demonstrates that Indigenous values, views and perspectives are already being considered in the materials and best practices published and advocated for by the organization.

2.5 [Ontario Association of Architects \(OAA\)](#)

The Ontario Association of Architects (OAA) is a professional organization with a mission to promote and uphold the highest standards of architectural practice; the OAA represents over 5,700 architects and interns in the province of Ontario. The OAA serves as a critical platform for networking, knowledge-sharing, and professional development within the architectural community. Through its advocacy efforts, the OAA actively engages on important issues such as urban design, sustainability, and the built environment, demonstrating its commitment to shaping the architectural landscape of Ontario. Additionally, the OAA is deeply involved in accrediting architectural programs and supporting ongoing education and research to ensure the growth and excellence of the architectural profession in the province.

OAA has purposefully taken steps to contribute to reconciliation efforts with Indigenous Peoples including:

- 1) Truth and Reconciliation Working Group, established in June 2020, has made interim recommendations focusing on recognizing the importance of the Truth and Reconciliation Report and Calls to Action for OAA and the architecture profession.
- 2) Emphasis on the value of incorporating traditional knowledge and values into the design and construction of buildings and infrastructure in Ontario.
- 3) Publication of the Truth and Reconciliation Environmental Scan Final Report in 2021, which compiles valuable information to inform their response to the TRC Calls to Action.
- 4) Creation of the Exceptional Leadership Through Design Excellence scholarship and a partnership with Creative Fire to develop a land acknowledgment highlight the OAA's dedication to promoting equity, diversity, inclusion, and reconciliation within the architectural profession.

The OAA has also ran Indigenous cultural competency training days for Councillors, Staff and members of the Truth and Reconciliation Working Group. The working group developed 40 recommendations for OAA to work on to advance reconciliation with Indigenous peoples with key recommendations outlined in Table 3 below.

Table 3: OAA Key Recommendations to Advance Reconciliation with Indigenous Peoples

#	Recommendation	Status
1	Creation of a committee dedicated to enacting the Calls to Action identified by the Truth and Reconciliation's working group as aligning with the OAA's mandate and architects Act.	Done
2	Hiring a Consultant (preference for an Indigenous consultant) to help the OAA's Truth and Reconciliation Committee develop a curriculum for training regarding awareness and education for members that combines Indigenous Cultural Competency Training with skills development for the profession of architecture.	Done
3	That acceptable Cultural Competency Training be eligible to count for yearly credits	Done
4	The OAA fund a scholarship for Indigenous students to study architecture at University or College.	Exceptional Leadership Through Design Excellence: Equity, Diversity & Inclusion (EDI) and Truth & Reconciliation Scholarship announced in 2021.
5	That OAA and OAA members advocate that at all Federal, Provincial and Municipal institutional buildings, and buildings funded or associated with publicly funded infrastructure, have a requirement to create spaces and/or markers to reflect and respect the traditional occupation of those lands by Indigenous peoples and to facilitate cultural awareness.	Ongoing
6	That a consultant be contracted to develop best practices for engaging with Indigenous peoples on land recognition ceremonies at various phases of a project.	Done

It is noted that in the fulsome document from OAA, creating the appropriate space and respecting Indigenous people, views and perspectives, including them in the conversation, having them lead and be active participants, was clearly communicated. OAA also has a mentorship program, the intake form is being revised to include opportunity to applicants to self-identify.

The OAA website has a dedicated section to Reconciliation which is easy to navigate, consideration for [Indigenous contributions](#) to Architecture has also been given prominence as you navigate their materials.

In 2021 OAA also conducted a voluntary survey that looked at demographic data within their membership, this survey found that 0.8% of respondents identified as Indigenous.

2.6 [Royal Architectural Institute of Canada \(RAIC\)](#)

The Royal Architectural Institute of Canada (RAIC) serves as the voice for architecture in Canada and represents thousands of architectural professionals and students across the country. Established in 1907, the RAIC is dedicated to promoting excellence in architecture and advocating for the value of design in enhancing the built environment. Through a range of programs and initiatives, including professional development, awards, and advocacy efforts, the RAIC fosters collaboration, knowledge sharing, and innovation within the architectural community. Furthermore, the RAIC is deeply committed to advancing sustainability, inclusivity, and the highest standards of architectural practice in Canada. As a prominent organization in the field, the RAIC plays a vital role in shaping the architectural landscape and contributing to the well-being of Canadian communities.

RAIC launched their Indigenous Task Force (ITF) on June 9, 2016 with a goal to promote Indigenous design and architecture in Canada in Indigenous communities, and to advocate with and on behalf of Indigenous communities. RAIC also has a Truth and Reconciliation Task Force that provides leadership on how the organization can advance reconciliation with Indigenous Peoples. RAIC adopted UNDRIP on June 30, 2021, the organization has also hosted events such as the 2021 International Indigenous Architecture and Design Symposium and Indigenous Architecture Day (June 20). RAIC has compiled Indigenous-focused conference materials and educational resources accessible to its members through the members' portal and course catalog; additionally they have contracted an Indigenous consulting company to delivery Indigenous focused educational materials. RAIC actively advocates for the meaningful engagement of Indigenous Peoples, and encourages their members to explore and expand their understanding of reconciliation, Indigenous communities and meaningful engagement, by providing relevant resources and support. RACI has a database of Indigenous professional architects, populated through voluntary self-identification.

RAIC's ongoing efforts reflect its commitment to reconciliation by promoting respectful collaboration, education, and awareness within the architectural profession.

2.7 [The Ontario Archaeological Society \(OAS\)](#)

OAS is a prominent non-profit organization dedicated to advancing the understanding, appreciation, and preservation of archaeology within the province of Ontario, Canada. With a rich history spanning decades, the society serves as a hub for archaeologists, scholars, students, and enthusiasts who share a passion for uncovering the past and unraveling the mysteries of Ontario's diverse heritage. Through its

diverse range of activities, including events, publications, research, and community engagement, the OAS plays a pivotal role in promoting archaeological knowledge, fostering collaboration, and fostering a deeper connection to the cultural narratives that shape the region. OAS has undertaken several initiatives, many in partnerships with Indigenous Nations, reflecting on and addressing archaeology's role in Truth and Reconciliation, two key initiatives are the OAS Mentorship Program and the Indigenous Archaeological Monitor Training Workshops.

2.7.1 OAS Mentorship Program

2023 is the second year OAS has run a mentorship program that pairs mentees (archaeology students and emerging professionals) with mentors who are more established in the industry and/or academic professional archaeologists. OAS takes special care to facilitate connections that align with cultural perspectives, aiming to pair Indigenous mentees with Indigenous mentors whenever feasible and requested. The program offers a personalized touch, allowing participants to select specific criteria that enhance the likelihood of ideal mentor-mentee matches, examples include:

- 1) Cultural resource management
- 2) Indigenous Engagement
- 3) Indigenous History and Culture

2.7.2 Indigenous Archaeological Monitor Training Workshops

Since 2017, the OAS has partnered with First Nations and other organizations to conduct training sessions for Indigenous Archaeological Monitors. These sessions, typically lasting around a week in southern Ontario, offer comprehensive classroom instruction covering various aspects including Ontario's archaeology, legislative context, standards, and ethical considerations. The training is adaptable, available either in-person or virtually, with workshops spanning 1-2 weeks based on the content. The workshops are designed to be inclusive and accommodating, requiring no prior training or education. They equip participants with essential background knowledge and skills, enabling more meaningful engagement and consultation activities related to archaeological fieldwork and report assessments. Notably, these Indigenous Archaeological Monitor Training Workshops prioritize accessibility, serving as a low barrier entry point for Indigenous communities and Nations to develop internal capacity and understanding of archaeology. The approach often includes community specific subject matter, which combined with the accessible delivery of materials and information, fosters increased attendance, effective capacity building, and heightened interest in archaeology among attendees.

OAS has hired Indigenous Archaeologists to facilitate the training, their efforts in pursuit of Reconciliation with Indigenous people is easily accessible and prominent on their website. OAS has offered support to Indigenous communities to guide their navigation of regulated archaeology practices and has demonstrated awareness of areas in policy and best practices that would benefit from review through an Indigenous lens.

3 Common Elements Across Professional STEM Organizations

In review of the reconciliatory efforts put forth by professional STEM organizations, common elements were apparent, and we have outlined these in Tables 4 and 5.

Table 4: Summary of Common Reconciliation Elements

#	Organization	Acronym	Official Statement	Plan	Advisory Council	Leadership	Indigenous Representation	Policy	Recognition	Observance	Initiatives	Training	Requirements	Indigenous Mentorship	Scholarship	Website	Strategic Partnership	Land Acknowledgement	Dedicated Paid Staff
	Organization name		Has the organization published an official statement pertaining to Indigenous focused reconciliation efforts and initiatives?	Does the organization have a strategic plan focused on/that includes objectives to advance reconciliation with Indigenous people?	Does the organization have an Advisory Council or similar, focused on Indigenous participation and reconciliation or similar?	Does the organization have goals and objectives that focus on ensuring that there is Indigenous representation in leadership positions, boards and/or councils?	Is the organization planning to/currently dedicating resources to increasing Indigenous representation and membership in the organization/field?	Is there a plan to/have organizational policies been reviewed with an Indigenous and/or diversity focused lens?	Does the organization promote the recognition of the validity and value of Indigenous Knowledge in the field?	Does the organization observe or recognize dates of significance for Indigenous people?	Does the organization have current initiatives focused on increasing Indigenous participation in the focus field?	Does the organization offer Indigenous cultural competency training?	Does the organization plan to have Indigenous cultural competency as a requirement new and current members?	Does the organization have a mentorship program that has a mechanism to specifically address needs of Indigenous professionals in the field?	Does the organization plan to or currently fund scholarships or bursaries to support Indigenous people in their pursuit of post secondary studies in the focus field?	Does the organization have a dedicated section on their website focused on Indigenous inclusion, reconciliation and/or related?	Does the organization plan to or currently have developed strategic relationships with Indigenous organizations and/or individuals? Ex. Businesses, consultants	Does the organization have a visible Land Acknowledgement?	Does the organization have paid positions dedicated to reconciliation or DEI? *unknown*-no evidence of a paid position was found
1	Ontario Professional Planners Institute	OPPI	No	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes	Yes (Plan to)	No	Yes
2	Canadian Institute of Planners	CIP	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	No	No	Yes	No	Yes	Unknown
3	Ontario Association of Landscape Architects	OALA	No	Yes	No	No	No	No	No	No	No	No	Yes	No	No	No	Yes (Plan to)	Yes	Unknown
4	Canadian Society of Landscape Architecture	CSLA	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	No	No	Yes (current)	Yes	Yes (Plan to)	Yes	Unknown
5	Ontario Association of Architects	OAA	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes (current)	Yes	Yes (current)	No	Unknown
6	Royal Architectural Institute of Canada	RAIC	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	No	No	Yes	Yes (current)	No	Unknown
7	Association of Consulting Engineering Companies	ACEC-Ontario	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	Unknown

Table 2: Comparison of Reconciliation Initiatives on Professional Engineering Organizations

Disclaimer: The data presented in this chart was exclusively sourced from publicly available documents, and no direct communication or outreach was conducted with the organizations listed.

Table 5: Common Elements of Reconciliation Efforts in STEM Professional Organizations

#	ELEMENT	COMMENTARY
1	Official Statement <i>and/or stance on reconciliation</i>	It is a consideration for Professional organizations to take a clear stance on reconciliation with Indigenous Peoples due to moral and ethical responsibility, to confirm their intentions to advance reconciliation and set an example for others. Canada's history is marked by grave injustices against Indigenous communities, and acknowledging and addressing these wrongs is a key step in the reconciliatory journey. An official statement or stance on reconciliation is a commitment to inclusivity, equity, and the principles of truth and reconciliation.
2	Reconciliation Action Plan <i>and/or elements present in Strategic Plan</i>	Professional organizations should explore the development and adherence to a reconciliation action plan or include commitments that further reconciliation in their organization's Strategic Plan (or similar) to demonstrate their commitment to reconciliation with Indigenous Peoples and create accountability.
3	Advisory Council	Committees and/or advisory councils focused on Truth and Reconciliation (or similar) can act as subject matter experts to the organization and provide them with informed strategic advice and keep the organization accountable on delivery of reconciliation goals and objectives. Involving people with lived experiences, Indigenous knowledge and cultural insights can provide a more holistic and informed approach. The focused councils and committees represent dedicated resources and commitment by an organization to advance reconciliation efforts, which bolsters the organization's credibility and commitment.
4	Indigenous Representation	Indigenous representation in key committees, councils and leadership positions is important to ensure diversity of people, worldview, mindset, knowledge and values. It is also important for inspiration and connection with other Indigenous peoples and minorities who may find relatable aspects and role models in Indigenous people in leadership positions; this further promotes inclusivity and understanding.
5	Policy	Reviewing corporate policies with an Indigenous lens is essential to identify and rectify potential biases, disparities, or unintended consequences that might disproportionately affect Indigenous communities. It is an opportunity to address any systematic barriers and revise for a more inclusive and equitable approach to policy-making, aligning with the principles of reconciliation and respect for Indigenous rights and perspectives.
6	Recognition	Recognizing Indigenous contributions to professional engineering acknowledges the valuable expertise and perspectives that enrich the field, fostering innovation, inclusivity, and respect for Indigenous knowledge. The acknowledgement can foster feelings of pride and validation for other Indigenous professionals.

7	Observance	Acknowledgement of commemoration days for Indigenous peoples is important in demonstrating respect for Indigenous people and acknowledging historical injustices and promoting awareness of reconciliation efforts.
8	Supporting Initiatives ex. Scholarships to Raise Indigenous Interest and Participation in the Field	Financial barriers often hinder Indigenous individuals from pursuing planning and engineering in higher education. The current underrepresentation of Indigenous people in leadership and membership within professional engineering organizations can be addressed by implementing initiatives to generate interest and reduce entry and career maintenance barriers, facilitating the growth of professional Indigenous engineers and students.
9	Website	Professional organizations can demonstrate their commitment to reconciliation with Indigenous Peoples by maintaining dedicated sections on their websites that offer up-to-date information and resources related to Indigenous matters and the organization's reconciliation efforts. These sections serve as a transparent means of communicating the organization's commitment and progress in advancing reconciliation.
10	Land Acknowledgement	Land acknowledgments are important for professional organizations as they recognize and respect the Indigenous peoples' traditional territories on which these organizations operate, acknowledging the historical and ongoing presence of Indigenous communities. This gesture demonstrates the organization's commitment to reconciliation and serves as a reminder of the need for meaningful engagement with Indigenous knowledge and perspectives. It is essential that these acknowledgments are genuine and not performative, reflecting a sincere commitment to advancing reconciliation.
11	Dedicated Resources	<p>Resources, both in terms of time and money, are important for advancing reconciliation with Indigenous people. Sufficient resources demonstrate a tangible commitment to reconciliation and provide resources to support reconciliatory efforts including facilitating meaningful engagement with Indigenous communities, the development of culturally sensitive policies, and the implementation of educational and capacity-building initiatives.</p> <p>Dedicated paid personnel with access to suitable resourcing and who are empowered to steer the organization, develop action plans, launch initiatives and programming and enforce accountability for any agreed-upon commitments can increase the likelihood of success. The value of their efforts and initiatives may be diminished and face neglect if the means and authority to enforce them are lacking.</p>
12	Acknowledgement	Acknowledgement of the impacts of past and present colonial practices that settlers and the institution have benefited from, and commitment to identify and address and reform these practices.
13	Awareness and Education	The deliberate absence of exposure to accurate histories of settler colonialism and systemic racism against Indigenous Peoples has resulted in

		<p>generations of Canadians who are uninformed or unaware. Only recently has reconciliation been at the forefront and the genuine experiences of Indigenous peoples been widely shared. Raising awareness and educating ourselves on the experiences of Indigenous peoples, the role settlers have had in colonization, lasting impacts and what can collectively be worked on to make progress towards meaningful reconciliation are important steps we must actively pursue.</p> <p>Developing thorough Indigenous awareness learning modules that will become a requirement for professional certification will help to ensure that Professional Engineers have a better understanding of the experiences of Indigenous People, how to create culturally safe spaces and meaningful engagement opportunities.</p> <p>Learning is continuous, and it is important to include learning elements where possible (ex. In newsletters, articles, social media posts, in-house resources, additional learning opportunities, talks, presentations and more), and also to include genuine Indigenous voices to share their experiences and expertise.</p>
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4 Lessons Learned

1.1 Self-identification and Indigenous Identity Fraud

The issue of “Pretendians” are individuals who falsely claim Indigenous identity, it is a topic that has been receiving heightened attention lately and poses several issues within the context of Indigenous issues and reconciliation. One major concern is misrepresentation, as these individuals often portray themselves as Indigenous when they have no legitimate connection to Indigenous cultures or communities. This misrepresentation undermines the integrity of Indigenous identities and cultures. Pretendians may exploit their false claims to gain advantages, such as accessing financial benefits or occupying spaces and platforms intended for Indigenous people. This unethical behavior not only diverts resources away from genuine Indigenous individuals and communities but also erodes trust and authenticity within Indigenous advocacy and reconciliation efforts. Addressing the issue of Indigenous identity fraud is essential for fostering genuine dialogue, respecting Indigenous rights, and upholding the principles of reconciliation.

Self-identification as “Indigenous” can be a concern when it is not accompanied by a genuine connection to Indigenous cultures or communities. While self-identification is an important aspect of recognizing one's identity, it becomes problematic when individuals falsely claim Indigenous identity without a legitimate basis. It is important that those who self-identify as Indigenous can provide the supporting documents or demonstrate community support to verify the legitimacy of their claim and to ensure that those who genuinely belong to Indigenous communities receive the support and recognition they deserve. Institutions are now moving beyond self-identification and are now verifying Indigenous identity; this can be seen in the University of Waterloo, University of Saskatchewan and others.

There are several cases where Individuals have lost their employment due to Indigenous identity fraud, many of which have been named publicly and received heightened media attention. Professional organizations can mitigate reputational and relationship risks with Indigenous people and communities by proactively taking steps to mitigate Indigenous identity fraud within their organizations and ensuring that space for Indigenous people is occupied by Indigenous people.

There are several methods of confirming Indigenous identity such as:

- 1) A valid status card.
- 2) Confirmation from 2 prominent community members, such as elected Chief and Council that an individual is a band member. It is recommended that this confirmation be such that those who vouch for the individual would be willing to publicly confirm and be willing to testify to the validity of the claim.
- 3) Verified genealogy.

1.2 Decolonizing Mindset and Practices

The culture of the organization is largely influenced and determined by the collective and individual behaviours of staff and members of the organization. Decolonizing mindsets within professional organizations is a vital step towards truth and reconciliation, particularly for institutions that have been established with western mindsets and frameworks that perpetuate colonial values, hierarchies, and power structures. The presence of implicit bias, challenges in accepting that settlers have and continue

to benefit from colonial institutions and practices, can present hurdles; as does low receptiveness to Indigenous worldviews and knowledge systems which one is not familiar with. Decolonialization involves challenging the dominance of Western thought, acknowledging contemporary realities and settler colonialism and dismantling these systems to create more equitable and inclusive environments. Pursuing reconciliation can come with many growing pains, so it is important that participants be open minded, flexible respectful intentional and dedicated.

Examining past behaviors, practices, and policies from an Indigenous perspective is important for decolonizing mindsets, fostering understanding, and gaining acceptance of necessary changes to adopt a more culturally appropriate approach. Decolonization is a gradual process and is well coupled with the development of awareness and education initiatives that can support the development of a more meaningful understanding and appreciation.

1.3 Creating a Safe Space for Indigenous Peoples

Indigenous safe spaces are environments, physical or virtual, where Indigenous individuals can engage, express themselves, and contribute without fear of discrimination, prejudice, or colonial oppression. These spaces are characterized by respect for Indigenous cultures, values, and perspectives and are free from microaggressions, stereotypes, or any form of harm directed at Indigenous Peoples. Indigenous safe spaces aim to foster a sense of belonging, empowerment, and cultural affirmation for Indigenous individuals, allowing them to share their experiences, knowledge, and insights freely. These spaces are essential for promoting inclusivity, diversity, and reconciliation within organizations and communities.

Settler behavior and response play a crucial role in the creation of safe spaces for Indigenous peoples. When settlers are welcomed into these spaces, it is essential for them to demonstrate respect, active listening, and a genuine commitment to learning and understanding Indigenous perspectives. Feedback and comments from Indigenous individuals should be taken seriously and used as opportunities for growth and reconciliation. Tokenistic or superficial behavior should be avoided as it can undermine the trust and positive intentions of the relationship between settlers and Indigenous individuals and communities. Authenticity and a sincere desire to engage in meaningful dialogue are key to fostering trust and building bridges between settlers and Indigenous peoples on the path to reconciliation.

5 Next Steps

This report is being provided to PEO for review and comment. We are also completing other that will be submitted under separate cover, and then we will move into engagement.

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Appendix C – Key Reconciliation Focused Documents Research



Reconciliation Documents Research Findings

DRAFT – October 06, 2023

Revised - March 2024

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1 Introduction

The Professional Engineers of Ontario (PEO) has retained Indigenous and Community Engagement (ICE) Inc. to undertake primary and secondary research to support PEO in identifying policy approaches and other tasks to answer the TRC Calls to Action as they relate to PEO's Code of Ethics and Anti-Racism and Equity Code. This report reflects the findings of the review and research on the findings of reconciliation related documents.

1.1 Report Layout

We have divided the report into 4 main sections:

- 1) Introduction
- 2) Overview, Key Recommendations and Takeaways
- 3) Similarities and Recommendations
- 4) Next Steps

1.2 Documents Reviewed

During the initial stages of the project we identified some key major documents to review to inform the policy approaches to answer the TRC Calls to Action as they relate to PEO's Code of Ethics and Anti-Racism and Equity Code. These documents include:

- 1) United Nations Declaration on the Rights of Indigenous Peoples
- 2) Truth and Reconciliation Commission Calls to Action, and
- 3) National Inquiry Into Missing and Murdered Indigenous Women and Girls, Calls to Justice

All documents that were reviewed and/or cited in this report are listed in the References.

2 United Nations Declaration on the Rights of Indigenous Peoples

2.1 Overview

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) is an international framework that was adopted by the United Nations General Assembly September 13, 2007 (United Nations Declaration on the Rights of Indigenous People, 2007). UNDRIP sets out a comprehensive collection of individual and collective rights for Indigenous communities worldwide in 46 articles. It acknowledges the unique cultural, social, and economic attributes of Indigenous peoples and seeks to rectify historical injustices while promoting reconciliation, respect, and equitable partnerships.

2.2 Purpose

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) does not introduce new human rights standards; it reaffirms and emphasizes rights that are already found in various international human rights treaties. UNDRIP serves as a framework for assessing whether states' laws and policies align with the human rights of Indigenous peoples. The endorsement of UNDRIP by the United Nations adds pressure on countries to uphold these standards, promoting consistency in human rights practices across nations.

UNDRIP acknowledges the specific rights of Indigenous people, that they are equal to all other peoples and affirms that all peoples contribute to the diversity and richness of civilizations and cultures. UNDRIP reaffirms that Indigenous people exercising their rights should be free from all discrimination. UNDRIP highlights collective rights, acknowledging that many Indigenous rights are shared and interconnected, especially in terms of land ownership and resource management.

2.3 UNDRIP in Canada

UNDRIP's significance lies in its global recognition of Indigenous rights and its ability to guide policy-making and legislative efforts towards greater respect, recognition, and protection of these rights. The 2015 TRC Calls to Action called on the Federal Canadian Government to “develop a national action plan, strategies, and other concrete measures to achieve the goals of the United Nations Declaration on the Rights of Indigenous Peoples” (#44 TRC Calls to Action p.4) ; throughout the TRC Calls to Action, organizations and Canadians are encouraged to become educated on UNDRIP and develop policies and pursue actions to implement UNDRIP as part of reconciliation work.

In 2016 the Government of Canada fully endorsed UNDRIP and committed to its implementation (Government of Canada, Department of Justice, Electronic Communications, 2023b). “On June 21, 2021, the United Nations Declaration on the Rights of Indigenous Peoples Act received Royal Assent and came into force. This Act provides a roadmap for the Government of Canada and First Nations, Inuit and Métis to work together to implement the UN Declaration based on lasting reconciliation, healing and cooperative relations” (Government of Canada, Department of Justice, Electronic Communications, 2023). The Act highlights the importance of ensuring that all federal laws are consistent with UNDRIP. The 2023-2028 UN Declaration Act Action Plan was developed in consultation with Indigenous communities and people across Canada and was released on June 21, 2023; the focus of this plan is to advance the implementation of UNDRIP. UNDRIP serves as a catalyst for positive change and a means to address historical injustices while promoting inclusive and equitable societies.

2.4 Key Recommendations, and Takeaways

UNDRIP is not legally binding, the document provides authoritative ideas and approaches to guide the development of laws, policies, and practices, in a way that protects and upholds the rights of Indigenous people. Central themes of UNDRIP:

- 1) **Self-Determination:** UNDRIP recognizes the right of Indigenous peoples to self-determination, allowing them to freely determine their political status, development, and economic systems. This principle reinforces the importance of Indigenous communities' autonomy and decision-making authority.
- 2) **Land and Resources:** The declaration acknowledges the inherent rights of Indigenous peoples to their traditional lands, territories, and resources. UNDRIP emphasizes the necessity of obtaining Free, Prior, and Informed Consent (FPIC) from Indigenous communities before any projects or activities impacting their land are undertaken.
- 3) **Cultural Identity and Participation:** UNDRIP affirms Indigenous peoples' right to practice, revitalize, and transmit their cultural heritage. The declaration also emphasizes the importance of their full and effective participation in all matters that concern them, particularly when policies and projects may affect their rights.
- 4) **Consultation and Consent:** UNDRIP underscores the significance of engaging in consultation and obtaining the FPIC of Indigenous communities before implementing projects that could affect their rights, resources, or territories.
- 5) **Non-Discrimination:** The declaration calls for the elimination of discrimination against Indigenous peoples and the promotion of their full participation in society without prejudice.
- 6) **Education and Language:** UNDRIP advocates for the right of Indigenous peoples to establish and control their educational systems, while ensuring that their cultural values and languages are preserved and respected.

The following outlines some of the key relevant articles from UNDRIP for PEO to consider in policy changes, training, and how they conduct business.

Article 2:

Indigenous peoples and individuals are free and equal to all other peoples and individuals and have the right to be free from any kind of discrimination, in the exercise of their rights, in particular that based on their indigenous origin or identity.

Article 5:

Indigenous peoples have the right to maintain and strengthen their distinct political, legal, economic, social and cultural institutions, while retaining their right to participate fully, if they so choose, in the political, economic, social and cultural life of the State.

Article 8:

1. Indigenous peoples and individuals have the right not to be subjected to forced assimilation or destruction of their culture.
2. States shall provide effective mechanisms for prevention of, and redress for:
 - (a) Any action which has the aim or effect of depriving them of their integrity as distinct peoples, or of their cultural values or ethnic identities;

- (b) Any action which has the aim or effect of dispossessing them of their lands, territories or resources;
- (c) Any form of forced population transfer which has the aim or effect of violating or undermining any of their rights;
- (d) Any form of forced assimilation or integration;
- (e) Any form of propaganda designed to promote or incite racial or ethnic discrimination directed against them.

Article 11:

1. Indigenous peoples have the right to practise and revitalize their cultural traditions and customs. This includes the right to maintain, protect and develop the past, present and future manifestations of their cultures, such as archaeological and historical sites, artefacts, designs, ceremonies, technologies and visual and performing arts and literature.

Article 13:

1. Indigenous peoples have the right to revitalize, use, develop and transmit to future generations their histories, languages, oral traditions, philosophies, writing systems and literatures, and to designate and retain their own names for communities, places and persons.
2. States shall take effective measures to ensure that this right is protected and also to ensure that indigenous peoples can understand and be understood in political, legal and administrative proceedings, where necessary through the provision of interpretation or by other appropriate means.

Article 14:

2. Indigenous individuals, particularly children, have the right to all levels and forms of education of the State without discrimination.
3. States shall, in conjunction with indigenous peoples, take effective measures, in order for indigenous individuals, particularly children, including those living outside their communities, to have access, when possible, to an education in their own culture and provided in their own language.

Article 15:

1. Indigenous peoples have the right to the dignity and diversity of their cultures, traditions, histories and aspirations which shall be appropriately reflected in education and public information.
2. States shall take effective measures, in consultation and cooperation with the indigenous peoples concerned, to combat prejudice and eliminate discrimination and to promote tolerance, understanding and good relations among indigenous peoples and all other segments of society.

Article 17:

3. Indigenous individuals have the right not to be subjected to any discriminatory conditions of labour and, inter alia, employment or salary.

Article 18:

Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institutions.

Article 23:

Indigenous peoples have the right to determine and develop priorities and strategies for exercising their right to development. In particular, Indigenous peoples have the right to be actively involved in developing and determining health, housing and other economic and social programmes affecting them and, as far as possible, to administer such programmes through their own institutions.

Article 26:

1. Indigenous peoples have the right to the lands, territories and resources which they have traditionally owned, occupied or otherwise used or acquired.
2. Indigenous peoples have the right to own, use, develop and control the lands, territories and resources that they possess by reason of traditional ownership or other traditional occupation or use, as well as those which they have otherwise acquired.
3. States shall give legal recognition and protection to these lands, territories and resources. Such recognition shall be conducted with due respect to the customs, traditions and land tenure systems of the indigenous peoples concerned.

Article 32:

1. Indigenous peoples have the right to determine and develop priorities and strategies for the development or use of their lands or territories and other resources.

2.5 Suggested Focus Areas of UNDRIP for PEO

PEO may choose to assess UNDRIP and the key components to develop a thorough understanding of how UNDRIP applies to the Planning Practice, as a regulator PEO can look at how UNDRIP applies to the regulation of the profession. Guiding policies can be developed to support planners and the PEO in advancing reconciliation through their daily work. Key objectives may include:

- 1) Encouraging better understanding, awareness and respect for the Right of Indigenous People as described in UNDRIP.
- 2) Demonstrating awareness, respect and valuing Indigenous Knowledge in the profession.
- 3) Equipping Planners with the competencies and expertise to act ethically and champion meaningful engagement and consultation when their projects have the potential to affect recognized or reasonably asserted Aboriginal and Treaty Rights.
- 4) That PEO look for ways to lower accessibility barriers for diverse peoples interested or currently in the profession.
- 5) That the PEO make a dedicated effort to address any real or perceived discrimination within the organization and within their field of influence.

Several organizations, including the Canadian Institute of Planners (CIP), have recognized the importance of UNDRIP in the context of urban planning. To underscore their commitment, CIP has issued an official statement expressing their endorsement of UNDRIP. CIP has also formulated a Policy on Planning Practice and Reconciliation, which not only acknowledges this endorsement but also emphasizes how planners can demonstrate their respect for Indigenous rights and showcase their understanding and appreciation for the significance of Indigenous Knowledge and stewardship practices within the field of planning.

3 Truth and Reconciliation Calls to Action

3.1 Overview

The Truth and Reconciliation Commission (TRC) of Canada was established as part of the Indian Residential Schools Settlement Agreement. One of the elements of the agreement was the establishment of the TRC of Canada to facilitate reconciliation between former students, their families, their communities and all Canadians. Over a period of 6 years the TRC travelled across Canada and heard from over 6500 witnesses. The final report was presented, which included the 94 Calls to Action aimed at addressing the historical injustices and ongoing impacts of the Indian Residential School system on Indigenous communities, was released on June 2, 2015. These Calls to Action constitute a comprehensive framework for advancing reconciliation and fostering understanding between Indigenous and non-Indigenous peoples in Canada. This marked a pivotal moment in Canada's history, as it officially acknowledged the atrocities committed within the residential school system and set forth a roadmap for reconciliation between Canada and Indigenous Peoples.

3.2 Purpose

The significance of the TRC Calls to Action lies in their potential to foster healing, restore relationships, and build a more equitable and inclusive society. The Calls to Action encompass a wide range of areas, including education, child welfare, language revitalization, health care, justice, and commemoration. They highlight the need for collaborative efforts between Indigenous peoples, governments, organizations, and Canadian society to address the intergenerational impacts of colonialism and to work towards a future of understanding, respect, and shared prosperity. Incorporating the principles of the TRC Calls to Action into the work of professional organizations like the PEO demonstrates a commitment to acknowledging the historical injustices faced by Indigenous communities and actively participating in the journey of reconciliation. By embracing these recommendations, PEO can contribute to dismantling systemic barriers, promoting diversity and inclusion, and fostering positive change within the engineering profession and beyond.

3.3 Key Recommendations, and Takeaways

The following TRC Calls to Action have been pulled from the original document to highlight some specific Calls to Action that can be considered as focus points.

TRC Call to Action # 57 – Professional Development

We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and

Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

PEO can consider the development and implementation, and/or advocate for mandatory cultural competency training for its Council, staff and possibly members to support engaging respectfully and effectively with Indigenous communities and people both internally and externally.

TRC Call to Action # 92 – Business and Reconciliation

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

- I. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects;*
- II. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects;*
- III. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.*

PEO could consider encouraging government, engineering firms and companies to adopt the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a reconciliation framework.

TRC Call to Action #64 - Indigenous Students and Engineering

We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.

PEO can consider creating scholarships and financial support programs specifically for Indigenous students pursuing engineering degrees.

Call to Action #92 – Business and Reconciliation

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects;

Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects;

Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

This call to action specifically calls on corporate Canada to help create a better future. As an important leader in the field of engineering and regulator of the Professional Engineering designation, PEO may consider advocating for other professional organizations to develop and adopt reconciliation action plans and prioritize Indigenous engagement in their sectors. PEO should also consider preparing a Reconciliation Action Plan, and possibly pursuing the Progressive Aboriginal Relations (PAR) designation from the Canadian Council for Aboriginal Business (CCAB).

3.4 Suggested Focus Areas of TRC Calls to Action for PEO

In charting a path towards meaningful reconciliation with Indigenous people and addressing systemic barriers within the PEO, it is recommended to prioritize actionable and effective Truth and Reconciliation Commission (TRC) Calls to Action. The recommendations discussed below have been selected to support the positive development of relationships with Indigenous communities and people, but also to create long-term benefits for Indigenous communities, dismantle obstacles, and contribute to equitable opportunities in the engineering profession. By focusing on actions that offer long-term benefits for Indigenous communities and foster positive relationships, PEO can contribute to the broader reconciliation process while aligning with its capabilities and resources. The TRC Calls to Action contain several key takeaways and themes that may inform key developmental focus areas for PEO, as outlined below.

Acknowledgment of Indigenous Rights:

Recognizing Indigenous rights, including land rights and self-governance, is vital as it demonstrates respect for Indigenous sovereignty. By promoting active engagement in respectful dialogue and agreements with Indigenous communities, PEO is emphasizing the importance of legal and ethical obligations while building trust with Indigenous communities. This contributes to reconciliation through demonstrating awareness of historical injustices and working towards a more proactive and aware society. Acknowledgement and support of established and/or credibly asserted Aboriginal and treaty rights ultimately enhances PEO's reputation as a socially responsible and aware organization. A first step towards this may include the development of a Land Acknowledgement.

Cultural Competency and Training:

Cultural competency training can provide important knowledge and skills for all individuals who want to engage effectively with Indigenous people. Cultural competency training helps professionals understand and respect the cultural nuances, values, and protocols of Indigenous Peoples. By investing in such training, PEO can improve internal communications and encounters within the organization and support its members approach to interactions with cultural sensitivity - fostering positive relationships with

Indigenous communities. This advances reconciliation by bridging cultural divides, contributing to safe spaces for Indigenous people and promoting mutual understanding.

Partnerships and Collaboration:

PEO has the opportunity to advocate for the industry to always seek collaborative partnerships with Indigenous communities, promote shared decision-making and resource management. There is also opportunity to strengthen relationships with Indigenous Engineers internally through collaboration and dedicated efforts to address areas of improvement in Diversity Equity and Inclusion, and reconciliation efforts with Indigenous People. A collaborative approach that encourages Indigenous participation and that has dedicated resources and set asides for Indigenous people can demonstrate acknowledgement of the importance of efforts to advance reconciliation and importance of including diverse perspectives and knowledge.

Education and Awareness:

Educational initiatives that raise awareness about Indigenous history, culture, and rights are important as many adults did not grow up in the era of reconciliation where what is now accepted as the truth of Canada's history with Indigenous People was not taught to previous generations. The developments in the understanding of residential schools in Canada have advanced rapidly, and Canada has dedicated significant resources to uncover the truth and work on reconciliatory efforts. It is important that all Canadians be aware of experiences and history of Canada. This knowledge coupled with legal requirements such as the Duty to Consult, can provide Engineers the necessary background knowledge to better understand how their projects may impact Indigenous people, land use and their rights. Additional knowledge on the history of Indigenous people is also important to inform policies and best practices within the engineering realm of PEO. PEO is able to advocate for increased cultural competency training to provide members and other professionals with additional knowledge and tools to more effectively perform their jobs. Cultural competency training within PEO's staff and chapters can better prepare staff for future activities and interactions by dispelling stereotypes and misconceptions, promoting empathy, and encouraging active engagement in reconciliation efforts.

Equity and Inclusion:

Addressing disparities and promoting equity within the engineering profession is important. PEO could consider investing in efforts to eliminate systemic barriers demonstrate a commitment to fairness and justice. PEO may consider increasing inclusion through creating reconciliation focused council with Indigenous staff, reserving space for Indigenous People on ballots and other. By actively seeking to create a more inclusive environment, PEO not only opens doors for Indigenous engineers but also sets an example for other professional organizations. This promotes social credit by showcasing PEO as a leader in diversity and inclusion.

Mentorship and Support:

Providing mentorship and support for Indigenous students and professionals encourages their active participation in the engineering field. PEO's mentorship programs can be revised to include efforts that would better demonstrate a commitment to nurturing Indigenous talent. This investment in the future workforce contributes to reconciliation by breaking down barriers, supporting Indigenous student success, and ensuring that Indigenous voices are heard in the profession.

Data Collection:

Collecting race-based data is an important step in tracking progress and identifying areas for improvement. Accurate and fulsome data collection can be later used to demonstrate transparency and accountability in its efforts to increase diversity and inclusion. Through better data collection and the implementation of key recommendations, PEO may be able to show its dedication to reconciliation and provide evidence of positive change, enhancing its social credit as a responsible and progressive organization.

Incorporating and/or giving consideration to these focus areas in the development of policies, practices, and initiatives aligns PEO with the TRC Calls to Action but also positions it as a leader who advocates for and support the advancement of reconciliation within the engineering profession and Canadian society. This proactive stance not only fosters social credit but also contributes to a more equitable and inclusive future.

Additional efforts can be considered to address systemic barriers:

- Develop mentorship programs connecting Indigenous engineers with established professionals.
- Create pathways for Indigenous students to gain practical experience and meet PEO's requirements.
- Offer workshops on navigating the engineering licensure process for Indigenous individuals.

By focusing on these TRC Calls to Action and addressing systemic barriers, PEO can drive substantive change, foster relationships, and contribute to long-term benefits for Indigenous communities. These actions not only promote reconciliation but also ensure a more equitable and inclusive future for Indigenous individuals pursuing professional engineering designations.

4 National Inquiry Into Missing and Murdered Indigenous Women and Girls

4.1 Overview

The Final Report on the National Inquiry into Missing and Murdered Indigenous Women and Girls, also known as the "MMIWG Inquiry," is a comprehensive document that sheds light on the systemic issues contributing to the violence against Indigenous women, girls, and gender-diverse people in Canada. Released in 2019, it consists of a thorough examination of historical, social, economic, and political factors that have perpetuated this crisis. The report also includes a set of Calls for Justice, which provide actionable recommendations for addressing the underlying causes and seeking justice for the victims.

The relevance of this report to the Professional Engineers of Ontario (PEO) lies in its call for widespread societal change, including addressing the root causes of violence against Indigenous people. PEO, as a professional organization representing engineers, plays an important role in promoting equitable and inclusive practices within the engineering profession. The report's emphasis on systemic issues, gender-based violence, and the importance of meaningful engagement with Indigenous communities aligns with PEO's commitment to diversity, equity, and reconciliation.

For PEO, the report may serve as a valuable resource for understanding the broader context of reconciliation and Indigenous rights. It highlights the importance of Indigenous perspectives and the need for collaboration with Indigenous communities. PEO can draw insights from the report to inform its initiatives related to Indigenous engagement, education, and inclusivity, ensuring that its actions align with the Calls for Justice and contribute to addressing the ongoing challenges faced by Indigenous women, girls, and gender-diverse individuals. Ultimately, by incorporating the principles and recommendations of the MMIWG Inquiry into its practices, PEO can actively contribute to National reconciliation efforts.

4.2 Purpose

The MMIWG Inquiry aims to bring justice and accountability to the forefront. It seeks to uncover the truth about these cases and hold individuals, institutions, and systems accountable for any wrongdoing, ultimately aiming to provide justice for the victims and their families.

A pivotal purpose of this inquiry is to delve into the root causes of violence against Indigenous women and girls. This includes a comprehensive examination of systemic racism, poverty, inequality, and the enduring impacts of colonization. By understanding these underlying factors, the inquiry seeks to develop a set of recommendations, referred to as the "Calls for Justice," which offer a blueprint for long-term change.

The Calls for Justice encompass a wide range of areas, including legal reforms, social services, education, healthcare, and more. They emphasize the need for Indigenous voices and perspectives to be centered in policy development and decision-making processes, recognizing that meaningful engagement with Indigenous peoples is essential to addressing the root causes of violence and discrimination.

Another aspect of the report is the intent to raise awareness about the disproportionate violence faced by Indigenous women and girls and to prevent further cases. The inquiry functions as a catalyst for transformative change aimed at eliminating the conditions that render Indigenous women and girls vulnerable.

The MMIWG Inquiry aligns with Canada's reconciliation efforts with Indigenous peoples. It recognizes the need for healing, reconciliation, and the fostering of respectful relationships between Indigenous and non-Indigenous communities, placing it at the heart of the reconciliation journey.

The MMIWG Inquiry represents a profound exploration of human rights, social justice, and the enduring impact of historical and contemporary colonization on Indigenous communities. The inquiry provides insights into the complexities of addressing violence against Indigenous women and girls, offering a framework for understanding broader issues related to Indigenous rights, gender-based violence, and systemic discrimination. The recommendations arising from this inquiry have far-reaching implications for policy development, legal reforms, and societal change.

4.3 Key Recommendations and Takeaways

The recommendations in the Calls for Justice from the National Inquiry into MMIWG provide a framework for identifying and addressing systemic issues contributing to violence against Indigenous women and girls and encourages the urgent need for action, accountability, and reconciliation. For PEO, an organization committed to diversity, equity, and inclusion, these calls offer guidance on how to advance reconciliation, promote Indigenous representation, and contribute to the broader societal goals of justice and healing – all of which can inform policy development at PEO.

1.2 We call upon all governments, with the full participation of Indigenous women, girls, and 2SLGBTQQIA people, to immediately implement and fully comply with all relevant rights instruments, including but not limited to:[...]

UNDRIP, including recognition, protection, and support of Indigenous self-governance and self-determination, as defined by UNDRIP and by Indigenous Peoples, including that these rights are guaranteed equally to women and men, as rights protected under section 35 of the Constitution. This requires respecting and making space for Indigenous self-determination and self-governance, and the free, prior, and informed consent of Indigenous Peoples to all decision-making processes that affect them, eliminating gender discrimination in the Indian Act, and amending the Constitution to bring it into conformity with UNDRIP.

1.4 We call upon all governments, and in particular Indigenous governments and Indigenous representative organizations, to take urgent and special measures to ensure that Indigenous women, girls, and 2SLGBTQQIA people are represented in governance and that their political rights are respected and upheld. We call upon all governments to equitably support and promote the role of Indigenous women, girls, and 2SLGBTQQIA people in governance and leadership. These efforts must include the development of policies and procedures to protect Indigenous women, girls, and 2SLGBTQQIA people against sexism, homophobia, transphobia, and racism within political life.

2.6 We call upon all governments to educate their citizens about, and to confront and eliminate, racism, sexism, homophobia, and transphobia. To accomplish this, the federal government, in partnership with Indigenous Peoples and provincial and territorial governments, must develop and implement an Anti-Racism and Anti-Sexism National Action Plan to end racist and sexualized stereotypes of Indigenous women, girls, and 2SLGBTQQIA people. The plan must target the general public as well as public services.

15.2 Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.

15.5 Confront and speak out against racism, sexism, ignorance, homophobia, and transphobia, and teach or encourage others to do the same, wherever it occurs: in your home, in your workplace, or in social settings.

4.4 Suggested Focus Areas of The MMIWG Calls to Justice for PEO

Review of Current Policies and Processes

PEO can utilize the MMIWG Calls to Justice to advance reconciliation within its regulatory mandate by reviewing current policies and processes to ensure that they do not perpetuate systemic barriers for Indigenous engineers. This might involve reviewing disciplinary actions, certification requirements, and accreditation processes for potential bias or discriminatory impacts.

PEO can advance Diversity, Equity, and Inclusion (DEI) objectives by actively advocating for DEI principals within the organization and profession. All staff and members should be encouraged to take a proactive stance in addressing and rectifying stances of inappropriate conduct that do not align with the institutional values and ethical conduct expected of members the organization.

Cultural Competency Training

PEO can explore integrating cultural competency training into its professional development requirements for engineers and advocate for cultural competency in engineering programs. This ensures that its members understand Indigenous cultures and perspectives, making them more effective in working collaboratively with Indigenous communities on engineering projects.

Public Interest - Encouraging and Advocating for Proper Engagement

PEO has the opportunity to empower its members with comprehensive knowledge to discern the appropriate instances for engaging and consulting with Indigenous communities on engineering projects. Through active advocacy and promotion of best practices in engagement, PEO can significantly mitigate the likelihood of its members unintentionally contributing to the encroachment of constitutionally protected Aboriginal and Treaty Rights. This approach encourages ethical conduct and contributes to the ongoing reconciliation process, affirming that PEO members consistently demonstrate moral responsibility in their professional endeavors.

5 Common Themes Among Recommendations

Several overarching themes intersect between the MMIWG Calls to Justice, UNDRIP, and the TRC Calls to Action, reflecting a common commitment to reconciliation, equity, and justice. These shared themes include:

- 1) **Recognition of Indigenous Rights:** All three documents emphasize the importance of recognizing and upholding the rights of Indigenous peoples. UNDRIP explicitly outlines these rights, while the TRC Calls to Action and MMIWG Calls for Justice call for their implementation and respect.
- 2) **Cultural Preservation:** Each framework underscores the significance of preserving Indigenous cultures, languages, and traditional knowledge. UNDRIP, for instance, emphasizes the right of Indigenous peoples to maintain and revitalize their cultural practices, while the TRC Calls to Action and MMIWG Calls for Justice call for action to protect and revitalize Indigenous languages.
- 3) **Reconciliation and Healing:** Reconciliation is a central theme across these documents. The TRC Calls to Action call for reconciliation between Indigenous and non-Indigenous Canadians, while the MMIWG Calls for Justice emphasize the need for healing and reconciliation for the families and communities affected by violence. UNDRIP similarly advocates for reconciliation and harmonious relations between Indigenous and non-Indigenous populations.
- 4) **Addressing Historical Injustices:** All three frameworks acknowledge historical injustices faced by Indigenous peoples, including the legacy of residential schools (TRC Calls to Action), violence against Indigenous women and girls (MMIWG Calls for Justice), and land dispossession (UNDRIP). They call for redress, acknowledgment, and action to address these historical wrongs.
- 5) **Inclusivity and Participation:** UNDRIP emphasizes the right of Indigenous peoples to participate in decision-making processes that affect their communities. Similarly, the TRC Calls to Action and MMIWG Calls for Justice advocate for increased Indigenous participation in various sectors, including education, government, and professional organizations.
- 6) **Education and Awareness:** All three documents stress the importance of education and awareness-building. The TRC Calls to Action call for education on Indigenous history and culture, while UNDRIP highlights the right to Indigenous education. The MMIWG Calls for Justice emphasize education and awareness to prevent violence against Indigenous women and girls.
- 7) **Accountability and Implementation:** These frameworks call for accountability in implementing their recommendations. UNDRIP emphasizes the responsibility of states to implement its provisions, while the TRC Calls to Action outline specific calls for government and organizations to take action. The MMIWG Calls for Justice similarly demand accountability in addressing violence against Indigenous women and girls.

These themes highlight the shared commitment to rectifying historical injustices, fostering reconciliation, and promoting Indigenous rights and representation in Canada. They can inform the development of policy and frameworks for organizations, like PEO, to align their practices and policies with these overarching goals.

6 Next Steps

This report is being provided to PEO for review and comment. We are also completing other that will be submitted under separate cover, and then we will move into engagement.

7 References

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- Government of Canada, Department of Justice, Electronic Communications. (2023b, July 20). The UN Declaration explained. <https://www.justice.gc.ca/eng/declaration/what-quoi.html>
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- United Nations General Assembly. (2007). United Nations Declaration on the Rights of Indigenous Peoples. <https://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html>
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Appendix D – Interview Outreach Email and Questions

Outreach email

Professional Engineers Ontario (PEO) has retained Indigenous and Community Engagement (ICE) Inc. to work collaboratively with PEO's Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG) to co-create policy approaches to answer the Truth and Reconciliation Commission (TRC) Calls to Action as they relate to PEO's Code of Ethics and Anti-Racism and Equity Code. ICE is undertaking desktop research as well as interviews to help in this process.

We would like to set up time with you for a virtual interview in October or early November, if possible. Might you be able to provide a few options that would work for you?

The attached outlines the questions that we are planning to go through, focusing on what PEO should know as a regulator. You can choose not to answer some questions. All responses will be anonymized and documented in a report that will be shared with PEO staff. These interviews along with desktop research will be used to prepare a recommendations report for PEO. We will share a summary of your answers with you to validate.

Under the authority of the Professional Engineers Act, PEO regulates the practice of professional engineering and governs its members to serve and protect the public interest by ensuring all professional engineers meet rigorous qualifications for licensing and that only properly qualified individuals practice engineering.

As part of its mandate, PEO also establishes, maintains and develops: standards of knowledge and skill; standards of practice for the profession; standards of professional ethics; and promotes public awareness of its role.

Interview Questions

Demographics

If you are comfortable, please provide answers to the following questions:

- Age
- Gender
- Preferred Pronouns

Are you:

- P.Eng.
- Working towards licensure

PEO – Engineering and Licensure

- 1) What motivated you to pursue a career in engineering, and how did your Indigenous background influence this decision (if at all)?
- 2) Did you have a fulsome understanding of PEO and requirements for licensure?
- 3) Can you share your journey of becoming a professional engineer and obtaining licensure with PEO? Did you (or other Indigenous engineers you know) experience any issues, challenges, or barriers with respect to becoming licensed?



- 4) Have you encountered any barriers or biases related to your Indigenous identity within the engineering profession, within PEO or while working towards your professional engineering designation?
- 5) In your experience, what steps could PEO take to create a more inclusive and equitable environment (in licensing and other regulatory activities) for Indigenous engineers and address any systemic biases that may exist?
- 6) From your perspective, what steps could PEO take to better support Indigenous engineers and address any barriers they may face in becoming licensed professionals?
- 7) Can you share examples of successful strategies or practices that you believe have the potential to reduce barriers and biases faced by Indigenous engineers within the profession?
- 8) Can you highlight any positive experiences or role models within PEO who have supported and advocated for Indigenous engineers, contributing to a more inclusive professional community?
- 9) What are your thoughts on the importance of representation of Indigenous engineers within the engineering community and leadership roles? How do you believe increased representation could benefit the profession?

PEO – Indigenous Perspectives and Knowledge, and the Public Interest

- 10) Do you see impacts to the public interest due to a lack of Indigenous engineers or Indigenous voices being engaged by engineers? If yes, please share some examples.
- 11) Can you describe any experiences where your Indigenous knowledge or perspective contributed positively to an engineering project or situation?
- 12) Are there specific Indigenous cultural practices or knowledge that you believe could be beneficial in the field of engineering or that you would like to see integrated into engineering projects?
- 13) How can PEO better incorporate Indigenous perspectives and knowledge into its policies, practices, and projects to ensure a more holistic and culturally sensitive approach to engineering?
- 14) Is there anything else that you would like to share that you think PEO should be aware of?

Additional Questions if time allowed

- 15) Have you been involved in any initiatives or efforts within diversity and inclusion initiatives or committees or advancing representation within PEO, and if so, what has been your experience with these efforts?
- 16) Have you participated in any mentorship or support programs for Indigenous engineers within PEO, and what impact have these programs had on your career?
- 17) Can you share any advice or insights for aspiring Indigenous engineers who are considering pursuing a career in the field or working towards PEO licensure?
- 18) Have you had the opportunity to apply your engineering skills to benefit your home community or another Indigenous community and how was that different (if at all) from the work you have done in municipal environments? If so, could you please share your experiences and the positive impact you have witnessed because of your engineering work within these communities?



Appendix E – Survey Outreach Language and Questions

Outreach email /Social Media Posts

PEO Indigenous and community members engagement survey

PEO is conducting a brief survey to help us understand the perspectives of our Indigenous licence holders, particularly around their experience with the P.Eng. licensure process, their work as professional engineers and on PEO's work as Ontario's engineering regulator.

Survey responses will help inform PEO's policy approaches to answer the Truth and Reconciliation Commission's (TRC) Calls to Action as they relate to PEO's [Code of Ethics](#) and [Anti-Racism and Equity Code](#). PEO has retained [Indigenous and Community Engagement \(ICE\) Inc.](#) to assist us in this work.

The survey deadline is **Monday, February 5, 2024, at 12:00 p.m. ET**. You can choose not to answer all questions. All responses will remain confidential.

Survey Questions

Demographics

- 1) Please indicate whether you are part of an Indigenous community in Canada to begin.
- 2) Your age range
- 3) Gender identity
- 4) Do you identify as Trans?
- 5) Sexual Orientation
- 6) Do you identify as a person with a disability?

Specific Questions

- 7) What is your engineer licence status?
- 8) What motivated you to pursue a career in engineering, and how did your Indigenous background influence this decision (if at all)?
- 9) Did you have a fulsome understanding of PEO and requirements for licensure?
- 10) Can you share your journey of becoming a professional engineer and obtaining licensure with PEO?
- 11) Did you (or other Indigenous engineers you know) experience any issues, challenges, or barriers with respect to becoming licensed?
- 12) Have you encountered any barriers or biases related to your Indigenous identity within the engineering profession, within PEO or while working towards your professional engineering designation?
- 13) In your experience, what steps could PEO take to create a more inclusive and equitable environment (in licensing and other regulatory activities) for Indigenous engineers and address any systemic biases that may exist?
- 14) From your perspective, what steps could PEO take to better support Indigenous engineers and address any barriers they may face in becoming licensed professionals?



- 15) Can you share examples of successful strategies or practices that you believe have the potential to reduce barriers and biases faced by Indigenous engineers within the profession?
- 16) Can you highlight any positive experiences or role models within PEO who have supported and advocated for Indigenous engineers, contributing to a more inclusive professional community?
- 17) What are your thoughts on the importance of the representation of Indigenous engineers within the engineering community and leadership roles?
- 18) How do you believe the increased representation of Indigenous engineers could benefit the profession?
- 19) Do you see impacts to the public interest due to a lack of Indigenous engineers or Indigenous voices being engaged by engineers? If yes, please share some examples.
- 20) Can you describe any experiences where your Indigenous knowledge or perspective contributed positively to an engineering project or situation?
- 21) Are there specific Indigenous cultural practices or knowledge that you believe could be beneficial in the field of engineering or that you would like to see integrated into engineering projects?
- 22) How can PEO better incorporate Indigenous perspectives and knowledge into its policies, practices, and projects to ensure a more holistic and culturally sensitive approach to engineering?
- 23) Is there anything else that you would like to share that you think PEO should be aware of?
- 24) Have you been involved in any initiatives or efforts within diversity and inclusion initiatives or committees or advancing representation within PEO, and if so, what has been your experience with these efforts?
- 25) Have you participated in any mentorship or support programs for Indigenous engineers within PEO, and what impact have these programs had on your career?
- 26) Can you share any advice or insights for aspiring Indigenous engineers who are considering pursuing a career in the field or working towards PEO licensure?
- 27) Have you had the opportunity to apply your engineering skills to benefit your home community or another Indigenous community and how was that different (if at all) from the work you have done in municipal environments? If so, could you please share your experiences and the positive impact you've witnessed because of your engineering work within these communities?



Appendix F – Focus Group Presentation

Indigenous Engineer Focus Group

PEO & ICE



Agenda

- Introductions
- Purpose of the project & the focus group
- Reminder of PEO's mandate
- High level Interview and survey overview
- Discussion on proposed ideas to address barriers



Heather Swan and Haley Rice

Participants

Introductions:

Project Purpose

Identify barriers and challenges for Indigenous peoples to become engineers in focusing on areas of PEO's mandate to help PEO in identifying policy approaches to answer the Truth and Reconciliation Commission Calls to Action.

Focus Group Purpose

- Sharing overview of what we have heard through 1:1 interviews and surveys
- Discussion around ideas on possible ideas to address what we have heard related to barriers

About PEO

PEO regulates the practice of professional engineering and governs its members to serve and protect the public interest by ensuring all professional engineers meet rigorous qualifications for licensing and that only properly qualified individuals practice engineering.

As part of its mandate, PEO also establishes, maintains and develops: standards of knowledge and skill; standards of practice for the profession; standards of professional ethics; and promotes public awareness of its role.

How PEO Serves and Protects the Public Interest

Ensuring all licensed professional engineers are qualified – and by licensing all who qualify

Disciplining professional engineers found guilty of professional misconduct

Investigating all complaints brought about unlicensed, unprofessional, inadequate, or incompetent engineering services

Conducting disputes resolution and hearings

Preparing performance guidelines as benchmarks for quality of service in the engineering profession

Preparing performance standards in regulation





Interview and Survey Overview

Most Common Comments

Limited Education Support

Indigenous communities often face barriers to accessing quality education, including limited resources, remote locations, and systemic inequalities in educational systems. This can impact the pipeline of Indigenous students pursuing engineering degrees.

Lack of Representation, Role Models and Mentors

Indigenous individuals pursuing engineering careers lack visible role models and mentors who share their cultural background and can provide guidance and support in navigating the challenges of the field.

Limited Networking Opportunities

Indigenous engineers may have limited access to networking opportunities and professional connections that can facilitate career advancement and opportunities for collaboration and mentorship.

Comments Specific to PEO's Mandate

Licensing

Most indicated that they did not have challenges with the licensing process but most of their understanding of the process came from their universities, not PEO directly.

Standards of knowledge and skill, practice, and professional ethics

Many noted a lack of materials for Engineers to help them understand best practices for engaging Indigenous Peoples, considerations when working on reserve, and lack of understanding of Indigenous world views and Indigenous Knowledge

Public awareness of PEO

There is a lack of diversity overall and particularly a lack Indigenous peoples represented in PEO's materials and a lack of outreach to Indigenous Peoples around what engineering is and different types of engineering.

Let's Discuss Possible Actions*

These have not been agreed by PEO, but are recommendations that ICE is considering making as part of their reporting



Create Indigenous-specific Mentorship Programs and Networking forums



Identify a target for Indigenous representation in Engineering – similar to 30 by 30 for women



Prepare Guidance documents for PEO members related to best practices for engaging Indigenous Peoples and braiding western and Indigenous knowledge



Increase visibility and inclusivity in advertising and highlighting engineers/projects



Scholarships and education opportunities (i.e. supporting robotics club at schools)

Let's Discuss Possible Actions*

These have not been agreed by PEO, but are recommendations that ICE is considering making as part of their reporting



Review PEOs hiring policies and practices to determine if those are a barrier to having Indigenous Peoples on staff



Mandatory training for Staff and Council on Indigenous Relations and history



Encourage CofA holders to have appropriate anti-racism policies, review hiring practices and provide learning opportunities for staff



Share findings with other organizations for their areas of mandate including education organizations, OSPE, and PEO's Districts



Let's
Discuss
Possible
Actions

Other suggestions?



Recap and
next steps



Next Steps

The report will be
shared before it is
made publicly
available



Discussion Note – Councillor Questions

Agenda Item Number	C-564-10.3
Purpose	To field questions from Council at the end of the Open session.
Strategic/Regulatory Focus	
Motion	None required
Attachments	