



## MINUTES

The 564<sup>th</sup> MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 37 King Street East, Sovereign Ballroom, Toronto on Friday, June 21, 2024 at 8:30 a.m.

### Present:

#### (In-Person)

G. Wowchuk, P.Eng., President  
R. Fraser, P.Eng., Past President  
F. Saghezchi, P.Eng., President-elect  
G. Boone, P.Eng., Vice President (elected)  
N. Lwin, P.Eng., Vice President (appointed), East Central Region Councillor and Vice President  
C. Chiddle, P. Eng., Eastern Region Councillor  
L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee  
A. Dryland, CET., Lieutenant Governor-in-Council Appointee  
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  
G. Nikolov, P.Eng., 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):

R. Walker, P.Eng., Councillor-at-Large

### Regrets:

P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee  
L. Notash, P.Eng., Councillor-at-Large  
R. Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee

### 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  
D. Sikkema, Chief People Officer  
K. Praljak, Director, Communications  
M. Rusek, Director, Investigations and Prosecutions  
J. Schembri, Director, Volunteer Engagement  
D. Smith, Director, External Relations  
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):**

P. Habas, Director, Program Management Office  
A. Kwiatkowski, Director, Digital Transformation & Information Technology  
C. Mehta, Director, Finance  
N. Axworthy, Manager, Communications  
N. Brown, Legal Counsel and Manager, Tribunals  
J. Max, Manager, Policy  
K. Mehrizi, Manager, Equity, Diversity, and Inclusion  
S. Rawal, Policy Counsel

**Guests**

**(In-Person):**

C. Bellini, P.Eng., Ontario Director, Engineers Canada  
H. Brown, President, Brown & Cohen  
A. Eisner, Compliance Analyst, Office of the Fairness Commissioner  
I. Glasberg, Ontario Fairness Commissioner  
B. Kates, Partner, WeirFoulds LLP  
T. Kirkby, P.Eng., Ontario Director, Engineers Canada  
L. Lukinuk, Parliamentary Services  
S. Perruzza, CEO, OSPE

**Guests**

**(Virtual):**

S. Cameron, Counsel, Ministry of the Attorney General  
Nada Fahmy, Consultant, Crestview Strategy  
Nour Fahmy, Consultant, Crestview Strategy  
N. Hill, Past President, Engineers Canada  
H. Rice, ICE Indigenous & Community Relations  
H. Swan, P.Eng., ICE Indigenous & Community Relations

Council convened at 8:36 a.m. on Friday, June 21, 2024.

**CALL TO ORDER**

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

**12725 – APPROVAL OF AGENDA**

The following changes were requested:

- Correct the item type for 10.2 (“Recommendations for Addressing the Truth and Reconciliation *Calls to Action*: Final Report”) from “Discussion” to “Decision”.
- Move 11.5 (“Update on Licensing Process and Academic Requirements Committee”) to be addressed as the second item in camera.

Moved by Councillor Schelske, seconded by Councillor Chiddle:



**That:**

- a) The agenda, as presented to the meeting at C-564-1.2, Appendix A be approved as amended; and
- b) the Chair be authorized to suspend the regular order of business.

**CARRIED  
Unanimous consent**

**For: 22**

G. Boone  
 C. Chiddle  
 L. Cutler  
 A. Dryland  
 S. H. Ehtemam  
 A. Elshaer  
 R. Fraser  
 V. Hilborn  
 M. Liu  
 N. Lwin  
 S. MacFarlane  
 G. Nikolov  
 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: 3**

P. Mandel  
 L. Notash  
 R. Prudhomme

**12726 – DECLARATION OF CONFLICTS OF INTEREST**

Councillor Hilborn declared a perceived Conflict of Interest due to her employment with the Government of Ontario, and that participation in the meeting is representative of Councillor Hilborn and not the councillor’s employer.

**12727 – CONSENT AGENDA**

The Chair proposed that a motion be approved by unanimous consent.

Moved by Councillor Sung, seconded by Councillor Senaratne:

**That the Consent Agenda be approved, consisting of:**



- 2.1 Open Session Minutes – 563 Council Meeting
- 2.2 Changes to the Statutory and Regulatory Committees Membership List
  - a) Approval of Committee Membership Changes
  - b) Committee Membership Changes
- 2.3 Consulting Engineer Designation Application
  - a) Approving
  - b) Declining

**CARRIED**  
**Unanimous consent**

**For: 22**

**Against: 0**

**Abstain: 0**

**Absent: 3**

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

P. Mandel  
L. Notash  
R. Prudhomme

**12728 – PRESIDENT’S REPORT**

President Wowchuk highlighted the results of Engineers Canada’s Spring Meetings and Annual Meeting of Members (AMM) during the period May 21-25, 2024. Key highlights at the meetings included:

- The status of the 30 by 30 objectives and recognizing the difficulty of meeting 30% of females in the engineering profession by 2030 while continuing the principles of the initiative and striving to encourage more females to join the engineering profession.
- A request from the President of the Association of Professional Engineers and Geoscientists of Alberta (APEGA) to support the Association’s opposition to exempt the title of “software engineer” from Alberta’s *Engineering and Geoscience Professions Act*, which would allow non-engineers in the technology industry



to legally call themselves “software engineers”. It was noted that this issue may affect the Software Engineering profession in Ontario and other jurisdictions.

President Wowchuk answered questions related to Engineers Canada’s Spring Meetings, potential discussions on the Future of Engineering Accreditation, and PEO’s current support and further actions needed to support APEGA on their current case with the Alberta Government.

### **12729 – CEO/REGISTRAR’S REPORT**

CEO/Registrar Quaglietta acknowledged that June 21 is Indigenous Peoples’ Day which honours and celebrates the cultural heritage and resilience of Indigenous peoples across Canada. Quaglietta also noted that today is a time to listen, educate, and reflect upon the historical injustices and ongoing challenges faced by Indigenous communities; and that later in this meeting Council will have an opportunity to review recommendations from consultants on the topic of indigenization.

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

- Participation at Engineers Canada’s Spring Meetings and AMM during the period May 21-25, 2024 and highlighted the current work that needs to be done to further improve representation among genders and underrepresented communities in the engineering profession, through the principles of the 30 by 30 program.
- PEO has prepared an action plan on the current Anti-Racism & Equity (ARE) Code which will be presented in the September CEO/Registrar’s Report.
- In July 2023, PEO had a total of 34,700 legacy P.Eng. applicants and thanks to the continued progress against the Inventory Management Plan, the total number of legacy applicants has decreased by over 10,000 due to the closure of inactive applications to date. Of these applicants, the number of processable legacy files is approximately 20,000, excluding applicants who haven’t yet accumulated 48 months of engineering experience.
- PEO’s Strategic Stakeholder Advisory Group (SSAG) held its inaugural meeting on May 29, 2024. The SSAG is a new and intentional way to engage with stakeholders to support PEO’s regulatory policy development process.
- For the full year 2023 the PEAK compliance rate for the program’s first two elements was at 76.5% and as of late May 2024 is at 73.9%, which suggests there will be significant year-over-year improvement by the end of 2024.
- Further engagement with chapters, with a target of visiting 12 this year and ultimately all 36 over three years, ensuring all chapters are visited at least once.
- Key data points and updates on areas of the business, including:
  - Status of the operational plan and association projects/initiatives;
  - remissions and resignations;
  - customer service metrics and inquiry resolutions;
  - a special thank you and recognition to PEO’s volunteers during National Volunteer Week in April; and
  - revenues and expenses for the three months ending March 31, 2024.



[N. Hill joined the meeting at 9:01 a.m.]

[A. Kwiatkowski joined the meeting at 9:04 a.m.]

The CEO/Registrar and Staff provided additional information and answered questions related to the current legacy applicants and EIT applications; the Strategic Stakeholder Advisory Group; the increase and volume of complaints and a future lean review to improve the complaints process; annual reports from the regulatory and statutory committees; and the internal EDI committee.

### **12730 – “VISIONING FOR RELEVANCE” INITIATIVE**

[Nada Fahmy and Nour Fahmy joined the meeting at 9:16 a.m.]

Past President Fraser provided a status update on the “Visioning for Relevance” Initiative with the assistance of Crestview Strategy. In October 2023, 99 PEO member volunteers were organized into 10 advisory groups and met 60 times and generated 62 preliminary vision statements. Ten common themes were identified, with the top five themes being:

- Empowerment and Excellence in Engineering
- Equity, Diversity, and Inclusivity
- Public Safety and Trust
- Leadership in Innovation and Change
- Self-governance.

Crestview Strategy then compiled the common themes and summarized the multiple sessions that were conducted to create 20 vision statements for the working group to consider in its efforts to select a shortlist of vision statements and put together an interpretive document. In Spring 2024, the advisory groups were tasked with interpreting and providing feedback on the assigned themes and were prompted to create challenge questions to further test and refine the vision statements.

Several visioning statements were selected through feedback from the working group, stakeholders, student organizations, engineering societies, and councillors. The next steps are to improve on the current selected visioning statements and gather input from current members of Council and finalize two statements.

[S. Cameron joined the meeting at 9:41 a.m.]

Past President Fraser answered questions on the purpose of the vision statement and its importance for PEO, the current timelines and financial cost of the project so far, the demographics of volunteers who participated in the advisory group, and the possibility of having a referendum of PEO’s membership on a preferred vision statement. Past President Fraser also collected feedback from Councillors, including emphasis on wordings such as “the practice of engineering”, “respect”, and “safety”.

It was noted that the feedback collected at the June Council meeting will be sent to Crestview, more feedback will be collected in the next month, and it is anticipated that a motion will be presented at the September Council meeting on finalizing the process. Past President Fraser encouraged members of Council to send written comments and input over the summer if they have any further feedback on the visioning process.

President Wowchuk thanked Past President Fraser and the volunteers who participated in the Visioning for Relevance initiative and noted that the work being done on a new vision statement will be very beneficial for PEO in the future.

[Nada Fahmy and Nour Fahmy left the meeting at 9:55 a.m.]

**12731 – AUDIT AND FINANCE COMMITTEE WORK PLAN FOR 2024-2025**

AFC Chair, Councillor Cutler, presented the proposed 2024-2025 AFC work plan including an overview of priority items and topics organized by committee meeting and the associated Council meeting date. The 2024-2025 work plan consists of the annual review of PEO’s budget, audit, and investments, and issues of cybersecurity and the risk register. It was also noted that, further to discussions at the June 4, 2024 AFC meeting, a review of the Expense Reimbursement Policy will be initiated at the committee’s September meeting.

The AFC Chair answered questions regarding the use of PEO’s current surplus, and cybersecurity budget for the work that will be done in the fall of 2024.

Moved by Councillor Nikolov, seconded by Councillor Hilborn:

**That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-564-4.1, Appendix A, be approved.**

**CARRIED**  
**Unanimous Consent**

**For: 22**

G. Boone  
C. Chiddle  
L. Cutler  
A. Dryland  
S. H. Ehtemam  
A. Elshaer  
R. Fraser  
V. Hilborn  
M. Liu  
N. Lwin  
S. MacFarlane  
G. Nikolov  
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: 3**

P. Mandel  
L. Notash  
R. Prudhomme

## 12732 – 2025 ANNUAL GENERAL MEETING: DATE

[M. Liu left the meeting at 10:10 a.m.]

Council considered a recommendation from the Governance and Nominating Committee regarding the date for the 2025 Annual General Meeting.

Moved by Councillor Chiddle, seconded by Councillor Nikolov:

**That Council selects Saturday, April 26, 2025, as the date for the 2025 Annual General Meeting.**

**CARRIED**  
**Unanimous Consent**

**For: 21**

G. Boone  
C. Chiddle  
L. Cutler  
A. Dryland  
S. H. Ehtemam  
A. Elshaer  
R. Fraser  
V. Hilborn  
N. Lwin  
S. MacFarlane  
G. Nikolov  
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: 4**

M. Liu  
P. Mandel  
L. Notash  
R. Prudhomme

## 12733 – APPROVAL OF 2025 ELECTION DOCUMENTS

PEO Council Elections are held annually in accordance with sections 2 through 26 of Regulation 941 under *The Professional Engineers Act* (the General Regulation). Each year at its June meeting, Council approves the Voting Procedures, Election Publicity Procedures, and Nomination Forms for the following year's election. Once approved, these documents are amended where required and incorporated into the 2025 Council Election Guide. Additionally, Section 13 of the General Regulation requires Council to annually appoint the Regional Election and Search Committees (RESC) and the Chairs for each region.

Council reviewed and considered a draft version of the procedures and forms for the 2025 election that the Governance and Nominating Committee (GNC) reviewed at its June 3, 2024 meeting. There was a discussion





regarding the sentence “I understand that a false statement or misrepresentation could result in disciplinary action under the Professional Engineers Act”, found on the Nomination Acceptance Forms at Appendix D.

Moved by Past President Fraser, seconded by Vice President Lwin:

**That the Nomination Acceptance Forms be amended to remove the phrase “I understand that a false statement or misrepresentation could result in disciplinary action under the Professional Engineers Act.”**

**CARRIED**

<b><u>For: 12</u></b>	<b><u>Against: 8</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 4</u></b>
G. Boone	C. Chiddle	G. Wowchuk	M. Liu
L. Cutler	V. Hilborn		P. Mandel
A. Dryland	G. Nikolov		L. Notash
S. H. Ehtemam	R. Panesar		R. Prudhomme
A. Elshaer	L. Roberge		
R. Fraser	G. Schjerning		
N. Lwin	P. Shankar		
S. MacFarlane	S. Sung		
F. Saghezchi			
S. Schelske			
U. Senaratne			
R. Walker			

Staff answered questions from Councillors on proof of residency in Ontario, nomination rules, and potential modifications of the time frames of the election process to allow the campaign portion to allow candidates to have more time to engage with the membership while shortening the voting period as elections are now administered online.

Moved by Councillor MacFarlane, seconded by Councillor Chiddle:

**That Council, with respect to the 2025 Council election:**

- 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 amended at meeting C-564-5.2, Appendix D.**
- e) appoint 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.**

**ORIGINAL MOTION CARRIED WITH FORM AMENDMENT**



**For: 21**

G. Boone  
C. Chiddle  
L. Cutler  
A. Dryland  
S. H. Ehtemam  
A. Elshaer  
R. Fraser  
V. Hilborn  
N. Lwin  
S. MacFarlane  
G. Nikolov  
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: 4**

M. Liu  
P. Mandel  
L. Notash  
R. Prudhomme

[I. Glasberg joined and M. Liu returned to the meeting at 10:45 a.m.]

**12734 – GOVERNANCE AND NOMINATING COMMITTEE WORK PLAN FOR 2024-2025**

GNC Chair, Councillor MacFarlane, presented the proposed 2024-2025 GNC work plan including an overview of priority items and topics organized by committee meeting and the associated Council meeting date. Highlights of the proposed work plan include the Director Accountability Framework which will be discussed later during the in-camera session, the establishment of metrics for governance performance, and the Council Remuneration Framework.

The GNC Chair answered questions relating to term limits and Council composition and noted that a broader discussion related to election matters will be undertaken at a future plenary session and may include these topics.

Moved by Councillor MacFarlane, seconded by Vice President Lwin:

**That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-564-5.1, Appendix A, be approved.**

**CARRIED  
Unanimous Consent**



<u>For: 22</u>	<u>Against: 0</u>	<u>Abstain: 0</u>	<u>Absent: 3</u>
G. Boone			P. Mandel
C. Chiddle			L. Notash
L. Cutler			R. Prudhomme
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
R. Fraser			
V. Hilborn			
M. Liu			
N. Lwin			
S. MacFarlane			
G. Nikolov			
R. Panesar			
L. Roberge			
F. Saghezchi			
S. Schelske			
G. Schjerning			
U. Senaratne			
P. Shankar			
S. Sung			
R. Walker			
G. Wowchuk			

### **12735 – FARPACTA DISCUSSION WITH ONTARIO’S FAIRNESS COMMISSIONER**

Fairness Commissioner Irwin Glasberg made a presentation regarding the roles and responsibilities of the Office of the Ontario Fairness Commissioner (OFC). The Ontario Fairness Commissioner receives annual reports on PEO’s registration practices and acts as a strategic advisor for the organization and other regulators.

In 2021, the OFC launched its new Risk-Informed Compliance Framework (RICF) which considers risk factors that could impact a regulator’s ability to achieve better registration outcomes for applicants. The OFC has conferred a moderate to high-risk rating on PEO for both the first and second iterations of the RICF. The Commissioner noted, however, that PEO has taken several important steps to improve its registration practices to reduce its risk profile and he recognized the significant milestones PEO has accomplished, including:

- migrating away from the Canadian experience requirement to a competence-based assessment scheme;
- meeting the time limits for the registration of domestic labour mobility applicants;
- reducing the inventory of legacy applicants;
- digitalizing the application process; and
- the consideration of a 4-year work experience component as part of the registration process.

[N. Brown joined the meeting at 11:24 a.m.]

[D. Sikkema left the meeting at 11:49 a.m.]



The Fairness Commissioner answered questions relating to:

- the current risk rating by the OFC and how it is published and changed;
- criteria, rules, and factors impacting competency-based and individualized assessment processes/approaches;
- potential mental health supports for applicants getting certified;
- dealing with applicants that have been affected by the FARPACTA changes;
- how different regulators have special rules compared to engineering (i.e., healthcare regulators); and
- how OFC encourages and advises regulatory bodies to be compliant with FARPACTA legislation.

On behalf of Council, President Wowchuk, thanked the Fairness Commissioner for his time and his presentation on best practices for fair registration.

[A. Elshaer and I. Glasberg left the meeting at 12:20 p.m.]

**12736 – HUMAN RESOURCES AND COMPENSATION COMMITTEE WORK PLAN FOR 2024-2025**

[H. Swan joined the meeting at 1:00 p.m.]

HRCC Chair, Councillor Roberge, presented the proposed 2024-2025 HRCC work plan including an overview of priority items and topics organized by committee meeting and the associated Council meeting date. It was noted that the overarching responsibility of HRCC is to oversee the employment relationship with the CEO/Registrar, including the areas of goal-setting and performance evaluation.

Moved by Councillor Roberge, seconded by Councillor Dryland:

**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.**

**CARRIED  
Unanimous Consent**

<b><u>For: 21</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 0</u></b>	<b><u>Absent: 4</u></b>
G. Boone			A. Elshaer
C. Chiddle			P. Mandel
L. Cutler			L. Notash
A. Dryland			R. Prudhomme
S. H. Ehtemam			
R. Fraser			
V. Hilborn			
M. Liu			
N. Lwin			
S. MacFarlane			
G. Nikolov			
R. Panesar			
L. Roberge			
F. Saghezchi			
S. Schelske			
G. Schjerning			

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

**12737 – REGULATORY POLICY AND LEGISLATION COMMITTEE WORK PLAN FOR 2024-2025**

[A. Elshaer returned to the meeting at 1:10 p.m.]

RPLC Chair, Councillor Hilborn, presented the proposed 2024-2025 RPLC work plan including an overview of priority items and topics organized by committee meeting and the associated Council meeting date. It was noted that the work plan is flexible and that items can be added, deleted, or moved throughout the year according to changing business priorities.

Moved by Councillor Hilborn, seconded by Vice President Boone:

**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.**

**CARRIED**  
**Unanimous Consent**

**For: 22**

G. Boone  
C. Chiddle  
L. Cutler  
A. Dryland  
S. H. Ehtemam  
A. Elshaer  
R. Fraser  
V. Hilborn  
M. Liu  
N. Lwin  
S. MacFarlane  
G. Nikolov  
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: 3**

P. Mandel  
L. Notash  
R. Prudhomme



### **12738 – TRIBUNAL ACTIVITY REPORT**

Council received an update about the activities of the Tribunals Office, and related Committees (Discipline – DIC and Registration – REC).

In response to a question, the Chief Legal Officer summarized the tribunals process, the types of tribunals, the circumstances under which case information is made public, and how PEO handles hearings related to allegations of professional misconduct.

[H. Rice joined the meeting at 1:20 p.m.]

### **12739 – ENGINEERS CANADA DIRECTORS REPORT**

There were no questions or discussion with respect to this item.

### **12740 – RECOMMENDATIONS FOR ADDRESSING THE TRUTH AND RECONCILIATION CALLS TO ACTION: FINAL REPORT**

Council was presented with 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). Advisors from ICE were engaged to implement a Council motion passed in April 2022, directing the Anti-Racism and Equity Working Group (AREWG) to evaluate PEO's role in TRC and accountabilities to answer Calls to Action through engagement with Indigenous Peoples, license holders and other communities in Ontario.

Representatives from ICE, summarized their final report and recommendations that were included in the Council package. Stakeholder engagement was conducted by ICE to ensure meaningful engagement with Indigenous engineers and Indigenous firms in Ontario that offer engineering services.

ICE presented 20 recommendations based on its findings for PEO to consider and adopt and the next steps for PEO revolve around the TRC Calls to Action:

- An emphasis on the importance of Indigenous representation in the field of engineering.
- Underscoring the significance of preserving and revitalizing Indigenous languages and cultures.
- Highlighting the necessity of providing professional development opportunities for public servants, including those in engineering, to better understand Indigenous history, rights, and cultures.
- An emphasis on the importance of partnerships and collaboration between government, 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.

[B. Kates joined the meeting at 2:00 p.m.]

Staff and ICE answered questions from councillors related to potential deadlines and legal obligations for PEO's actions relating to the TRC, Indigenous identification of applicants, and PEO's staff and resource capacity to implement the proposed recommendations.

Moved by Councillor Hilborn, seconded by Councillor Chiddle:

**That Council accepts the recommendations outlined in the report entitled *Recommendations for addressing the TRC Calls to Action and Increasing Indigenous Representation in Engineering in Ontario* and directs staff to integrate them into PEO's EDI Action Plan.**

Council discussed an amendment to the motion to change the word *accept* to *receive*, with the understanding that staff continue in its efforts to develop more detail and specificity in relation to the recommendations.

Moved by Past President Fraser, seconded by Councillor Schelske:

**That Council *receives* the recommendations outlined in the report entitled *Recommendations for addressing the TRC Calls to Action and Increasing Indigenous Representation in Engineering in Ontario*.**

**AMENDMENT CARRIED  
Unanimous Consent**

**For: 22**

G. Boone  
C. Chiddle  
L. Cutler  
A. Dryland  
S. H. Ehtemam  
A. Elshaer  
R. Fraser  
V. Hilborn  
M. Liu  
N. Lwin  
S. MacFarlane  
G. Nikolov  
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: 3**

P. Mandel  
L. Notash  
R. Prudhomme

Council then voted on the main motion, as amended.

**For: 22**

G. Boone  
C. Chiddle

**Against: 0**

**Abstain: 0**

**Absent: 3**

P. Mandel  
L. Notash



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

R. Prudhomme

**MOTION CARRIED AS AMENDED**

[H. Rice and H. Swan left the meeting at 2:25 p.m.]

**12741 – COUNCILLOR QUESTIONS**

No questions or discussion took place for this item.

**12742 – MOTION TO MOVE IN CAMERA**

Moved by Councillor Chiddle, seconded by Councillor Elshaer:

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

**CARRIED  
Unanimous Consent**

**For: 22**

**Against: 0**

**Abstain: 0**

**Absent: 3**

- G. Boone
- C. Chiddle
- L. Cutler
- A. Dryland
- S. H. Ehtemam
- A. Elshaer
- R. Fraser
- V. Hilborn

- P. Mandel
- L. Notash
- R. Prudhomme





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

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The meeting concluded on June 21, 2024 at approximately 5:10 p.m.

These open session minutes consist of 17 pages and minutes 12725 to 12742 inclusive.

“Gregory P. Wowchuk”

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Gregory P. Wowchuk, P.Eng., Chair