

Hello all! Appreciate your interest and wanting to know more!

Little bit about me: I'm born and raised in Toronto, but my family came from Sault Ste. Marie. During the day I work as a Land Development Engineer building new communities in Milton, Oakville, Brantford, Whitby, and Bowmanville. I became an engineer because of my Uncle who always told me to push for integrity, in others and in myself. This is a core foundation of why I'm running for PEO Council: to progress in every action – with integrity in every decision.

As Chapter volunteers, we act as the face of PEO. Be it technical seminars, board meetings, license presentation ceremonies: we hear member complaints, their concerns, and their challenges. While Chapters can't answer every question – a strong link between our Councillors and the Chapters can help by informing our members what we're doing about the issues they raise. PEO's new competency-based assessments for license applicants, and government changes like Ontario Bill 2 and Federal Bill C-12 are new mechanisms addressing these concerns. As PEO continues to evolve post-pandemic, we can use the Chapter network as a communication tool to get ahead in our messaging. In a digital-age, Chapters help spread our updates and act as our first line of public relations, something that needs to be respected, not treated as the last-informed.

The task of volunteering is important, whether it be with our community food banks, our homeless shelters, or with PEO. We need to understand that as time passes, life evolves, and transition planning is essential to ensure our community remains supported. That's why I want to work with our Chapters ensuring they are building up future leadership, not just leading. We volunteer our time, our most valuable asset; we must ensure these efforts showcase our interest in making the world a better place.

East-Toronto Chapter had only a handful volunteers when I joined in 2023, pandemic burn-out had set in. Working with the now past-chair, we restarted in-person meetings which allowed us to rebuild volunteer connections. Being more consistent with meetings and improving occurrence of communications helped build a new pool of Chapter executives and volunteers. This type of involvement is a problem for many Chapters, and as Councillor, I would work both at and outside of Congress to ensure Chapter Executives felt supported to be able to fulfill their roles. This includes understanding changes implemented with the new Chapter Manual released by PEO in Fall 2025. By standardizing operations across the province, this would help eliminate confusion, clarifying the aim of Chapter operations.

We also can't ignore that PEO has undergone other transformative changes since the pandemic to modernize and address core recommendations made through the 2018 external regulatory review. Now is not the time to undo these changes, we should be building upon them to increase PEO's regulatory flexibility. This is needed to address present and future challenges the Regulator will face like with AI policy, revisions can't happen in a vacuum. This is why stakeholder and Chapter

involvement is so important. While one way of doing this is by using our Professional Standards Committee (PSC) to increase the frequency of reviews on emerging technologic regulation or software's impact to the public, we also need to engage licensed professionals – and why I'm ready to dedicate my time as your Councillor, across the East-Central Region, to support PEO staff gathering input from other engineers like yourself to build informed regulations that address Public safety but avoid constricting innovation.

Lastly, at PEO Council 572 (September 2025), Council endorsed two policy frameworks about ethical conduct and program lengths to allow PEO staff to potentially operationalize an "EIT 2.0" Program. *Note*: additional consultation with the Ministry of the Attorney General (MAG) is required to implement PEO Council's direction – [Council Minutes Linked here](#). A revival of the Engineer-In-Training program (*not "intern"*) program is a huge step for PEO to provide the Public confidence in fields requiring frequent seal usage – I know as I work in one, and it's often a question we engineers get asked at public meetings. In addition, the policies passed require more clarity for how program users can be heard by PEO Council, their regulator. Feedback from the program should be incorporated into future updates to the framework to remain flexible. While proceeding to operationalizing the program limits future stakeholder input, these are recommendations that can still be made for evaluation. While consultation with the MAG is not a guarantee of return, PEO should have a back-up in place should implementation be denied.

Further, at PEO Council 573 (November 2025), Council endorsed changes to reduce the Time Based Experience Requirement for new applicants from 4-years (48 months) to 2-years (24 months), subject to consultation with the MAG. [Council Minutes Linked here](#). These changes recommended by the Regulatory Policy and Legislation Committee (RPLC) aim to address the Ontario Fairness Commissioner comments related to PEO's alignment with FARPACTA. Further to the recommendations, PEO needs to better communicate these changes, ensuring members and future applicants are aware of when these regulatory changes can be expected.

It's an honour to be nominated and run for the East-Central Councillor position on PEO Council. Although I do not have a campaign website, I am more than happy to answer any questions you have. You're welcome to reach out to me on my LinkedIn page or via email at adow.peo@gmail.com. I hope the above information has given you better clarity on my campaign platform, and gives you confidence in me to be your Councillor.