

# MINUTES

## 30 x 30 TASK FORCE

Thursday, November 22, 2018, 7:00-9:00 p.m.

### Attendees

Chair: Helen Wojcinski, P.Eng.  
Vice-Chair: Christian Bellini, P.Eng.  
Council Liaison: Bob Dony, P.Eng.  
Lola Hidalgo, P.Eng. (Via Teleconference)

Staff Support: Sylvia Millstein  
Regrets: Jeannette Chau, P.Eng.

#### 1. Call to Order

The meeting was called to order at 7:04 p.m.

#### 2. Conflicts of interest

The chair asked if there were any conflicts of interest. No conflicts were identified.

#### 3. Approval of the Agenda

Moved by Christian Bellini, seconded by Bob Dony.

**That the Agenda be amended and approved. APPROVED.**

#### 4. Approval of the Minutes of the October 17, 2018 Meeting

Moved by Christian Bellini, seconded by Bob Dony.

**That the Minutes of the October 17, 2018 meeting be approved. APPROVED.**

#### 5. Recent Developments

##### a. SWE Event – 30 by 30 Task Force Opening Remarks on behalf of Engineers Canada

PEO was asked to do a presentation on behalf of Engineers Canada at the Society of Women Engineers (SWE) event in Toronto. L. Hidalgo represented the PEO 30 by 30 Task Force. She indicated that her presentation went well. OSPE was also invited to the event and represented by Leila Kheradpir, MSc, P.Eng. SWE is interested in collaborating with PEO/OSPE/EC.

**Action: The Chair to provide feedback to Cassandra Polyzou of Engineers Canada on their presentation.**

**Action: The Chair to invite SWE to the 30 by 30 stakeholder focus groups.**

##### b. CLC – 30 by 30 Breakout Session

The Chair attended the Chapter Leaders Conference (CLC) on Saturday, November 17, 2018. During the breakout sessions, the Chair provided the group with an overview on the 30 by 30 initiative. Wrapping up the session, the Chair went around the table and asked what they would commit to. She noted that more work is needed on educating the Chapters on the 30 by 30 – this session was just a start. Desmond Gomez indicated that he would be willing to hold special sessions with the Chapter leadership to build awareness and their commitment to take action. The Chair of the Brockville Chapter invited her to come and speak to parents and daughters. She indicated to the Chair that to make her visit worthwhile, that he also include a 30 by 30 session with the chapter leadership from the Easter Region. Similarly, the Task Force could hold 30 by 30 sessions with the Chapter Leadership for Western and East Central Regions, and possibly host a Skype/teleconference for the Northern Region. Notes were pad boarded at the session.

#### **c. Discussion with Laura Paul (Tiree) – Gender Bias Metrics on Licensing Process**

It was noted by the Chair that Laura Paul's colleagues had a difficult time achieving their licences. Laura also provided her thoughts on possible metrics on the Experience Requirements process.

**Action: J. Chau to research as to which discipline most women engineers are getting interviewed for, i.e. biomedical, etc.**

#### **d. Engineers Canada Champion**

The Chair attended her first Engineers Canada Champion meeting via teleconference. The next meeting will be face-to-face in Ottawa in January 2019 and she will have more information to report at that time. Engineers Canada is again looking at metrics and that it could be 19% of women engineers in Ontario as opposed to the previous figures they reported of 17% in Ontario. It was also noted that, the average across Canada for women engineers may also increase from 17% to 18%.

**Action: J. Chau to provide the Task Force with a list of who the largest engineering firms are in Ontario.**

**Action: J. Chau to invite CEO Bruce Matthews, P.Eng. of Consulting Engineers of Ontario to the 30 by 30 TF and to ask the CEO if he can provide a list of the largest engineering firms in Ontario.**

### **6. Discussion of Communication Strategy/Stakeholder Groups.**

The Task Force discussed the 30 by 30 Communications Strategy/Plan and made the following suggestions:

- Outline of what we want to get out of the sessions.

- Prepare and tailor separate packages for each group of stakeholders.
- Conduct session between February and June 2019.
- Start with women's groups first to identify their issues and capture their experiences.

The Chair also asked the Task Force to brainstorm all their contacts to the current V1.1 list. She is especially interested in an industry list. As well, she asked for the dates of the next meetings of the pertinent committees they serve on – e.g. ARC, ERC, Licensing Committee. This input is needed by the end of December to complete the communication plan.

Action: The Chair requested that J. Chau work with her on the logistics, i.e. booking rooms, meals, etc.

Action: Task Force to provide contacts for the guest list, especially for industry/engineering employers, to the Chair by the end of December.

Action: Task Force provide the dates of the next meetings of the pertinent committees to the Chair by the end of December (e.g. ARC, ERC, Licensing Committee, RCC, etc.).

Action: The Chair will prepare a template presentation that can be tailored for the various stakeholder groups, including objectives of the session, in late December 2018 for the discussion at the January 2019 meeting.

Action: L. Hidalgo to arrange to have someone from MTO to speak to the 30 by 30 TF at their January 2019 meeting (TBD).

Action: J. Chau to speak to Peter Frise regarding providing a contact person at Chrysler.

B. Dony noted he would lead the academic groups. He suggested that the academic session be held at the same time as the CODE meeting in June when the Deans will already be at PEO. The Deans could then be invited to the session along with other academic supporters/champions of 30 by 30. He also suggested that the Task Force could invite student leaders of first year student societies to a session when they are attending a student conference in Toronto. The next student conference will be held in February 2019, which could align with the first session of women engineering groups. To engage the student group, the Task Force will have go through or reach out to ESCCO.

Action: B. Dony to provide input into the logistics and lead the facilitation of the academic session.

Action: J. Chau to invite Tracey Caruana to the December 6, 2018 30 by 30 TF meeting or January 2019 TF meeting (TBD), to discuss ESCCO and student societies.

Action: Chair will follow up with Engineers Canada on the Ontario Universities Champion List, i.e. Mary Wells, Kim Jones, etc. for possible invitation to the academic session.

**7. Other Business – Articles from J. Chau**

Action: The Task Force to review the articles for future discussion.

**8. Next Meeting**

The next meeting is scheduled for December 6, 2018; 6:30-9:00 p.m. at PEO Headquarters.

The Chair indicated that she has requested a slot at the Plenary session in February to provide Council with baseline information.

**9. Adjournment**

The meeting was adjourned at approximately 9:00 p.m.