

Minutes

Equity & Diversity Committee

Wednesday, December 6, 2017

Room 1B, PEO Offices

5:30 PM

Present: Márta Ecsedi, P.Eng. (Chair)
Greg Allen, P.Eng. (Vice Chair)
Nima Eslaminasab, P.Eng.
Rishi Kumar, P.Eng.
Rakesh Shreewastav, P.Eng. – by teleconference
Vera Straka, P. Eng. (joined at 6:14 pm)

Guest: Gerard McDonald, P.Eng. (PEO Registrar)

Regrets: Bob White, P.Eng.
Fern Gonçalves, EDC Staff Advisor

Consultant: Ann Holmes

Staff: Rob Dmochewicz

1. Opening Remarks

The Chair, Márta Ecsedi, welcomed everyone and called the meeting to order at 5:44 pm.

The Chair advised December 6 is Canada's National Day of Remembrance and Action on Violence against Women. She recalled the shooting rampage at the École Polytechnique de Montréal in which 14 women were killed and called for one minute of silence to commemorate the 28th anniversary of this tragic event.

2. Approval of Agenda

The Agenda of the December 6, 2017 meeting was reviewed and approved as amended.

Moved by Greg Allen, seconded by Rakesh Shreewastav:

That the Agenda of the meeting be approved as amended.

MOTION CARRIED

3. Approval of Minutes

The Minutes of the October 25, 2017 meeting were reviewed and approved as presented.

Moved by Nima Eslaminasab, seconded by Rakesh Shreewastav:

That the Minutes of the meeting held on October 25, 2017 be approved as presented.

MOTION CARRIED



4. 2018 EDC Work Plan

After discussion the committee had at the last meeting, staff created a draft of the 2018 EDC Work Plan. The EDC Work Plan was reviewed and approved as amended.

Moved by Nima Eslaminasab, seconded by Vera Straka:
That the 2018 EDC Work Plan be approved as amended.

MOTION CARRIED

5. Engineers Canada Initiatives

The Chair invited Rakesh Shreewastav to present a summary of some of the Engineers Canada (EC) diversity initiatives. Rakesh reported the following:

- On November 10, Canadian Federation of Engineering Students hosted the Conference on Diversity in Engineering, learned about how they could contribute to a more inclusive engineering profession. This year's conference theme was "Breaking the Status Quo."
- Governor-in-Council (GIC) appointment opportunities are available for engineers. To maintain public confidence in government decision-making, the Government of Canada is committed to filling GIC positions with highly qualified candidates who reflect Canada's diversity.

6. Equity & Diversity Implementation Action Plan – Review

- Policy Statement 1
Equity & Diversity Online Module Usage Report
Rob Dmochewicz reported that 952 users viewed the module as of November 30, 2017.
- Policy Statement 2
Soliciting E&D Success Stories
It was agreed that EDC members will approach companies who hold a Certificate of Authorization from PEO and find out if they have E&D initiatives. A desired outcome is to get contact details for the person responsible for such initiatives so PEO Communications staff can ask to share their success stories in E&D work, to be published in *Engineering Dimensions*. The committee discussed some companies that could be approached.
- Policy Statement 6
Proposal for Pilot to introduce a Chapter Award – Final Review and Discussion about Award Communication and Promotion
Deferred to the meeting in January.
- Policy Statement 7
Project to Identify Perceived Barriers and Recommendations for Change
There was no report from the Chair.

7. Future EDC Meeting Dates:

- Tuesday, January 30
- Wednesday, March 28
- Wednesday, May 16



- Tuesday, June 26
- Wednesday, September 12
- Wednesday, November 21
- Wednesday, December 12

There being no further business, the meeting adjourned at 7:10 PM.

LIST OF ACTION ITEMS:

Responsible	Action	Date Assigned	Status
Fern	To continue to monitor Committee use of E&D Work Plan template	January 20, 2016	Ongoing
Márta Ecsedi	To update the E&D PPT presentation log	March 8, 2016	Ongoing
Greg Allen	To check the Chapter Equity & Diversity Award documentation for its consistency; the final review to take place at the December 6, 2017 meeting	October 25, 2017	Deferred to the meeting in January
EDC members	Each EDC member to outreach three large engineering companies for successful E&D stories	October 25, 2017	Deferred to the meeting in January
Márta Ecsedi	To connect with Duff McCutcheon, PEO Communications Manager, to inquire about possibility of using PEO Social Media channels to communicate and promote the Chapter Equity & Diversity Award	October 25, 2017	Deferred to the meeting in January