



Minutes

The 249th Meeting of the EXECUTIVE COMMITTEE of PROFESSIONAL ENGINEERS ONTARIO was held on Tuesday, August 15, 2017 at 3:00 p.m.

Present: B. Dony, P.Eng., President and Chair
G. Comrie, P.Eng., Past President
D. Brown, P.Eng., President-elect
N. Hill, P.Eng., Vice-President (elected) [via teleconference]
M. Spink, P.Eng., Vice-President (appointed)
C. Bellini, P.Eng.
W. Turnbull, P.Eng.

Staff: G. McDonald, P.Eng., Registrar
S. W. Clark, LL.B.
F. Goncalves
L. Latham, P.Eng.
M. Price, P.Eng.
D. Smith
M. Wehrle
J. Zuccon, P.Eng.
R. Martin
D. Power

CALL TO ORDER

Notice having been given and a quorum being present, President Dony, acting as Chair called the meeting to order.

14-95

APPROVAL OF AGENDA

Moved by Vice-President Spink, seconded by Councillor Bellini:

That:

- a) the agenda, as presented to the meeting at E-249-1.1, Appendix A, be approved, and
- b) the Chair be authorized to suspend the regular order of business.

CARRIED

14-96

MINUTES – 247th EXECUTIVE COMMITTEE MEETING – JANUARY 17, 2017

The Executive Committee reviewed the minutes of the 247th EXE Committee meeting held January 17, 2017.

Moved by President-elect Brown, seconded by Vice-President Spink:

That the minutes of the 247th open session meeting of the Executive Committee, held on January 17, 2017, as presented to the meeting at E-249-2.1, Appendix A, and amended, accurately reflect the business transacted at that meeting.

**14-97
MINUTES – 248th EXECUTIVE COMMITTEE
MEETING – FEBRUARY 23, 2017**

The Executive Committee reviewed the minutes of the 248th EXE Committee meeting held February 23, 2017.

Moved by Past President Comrie, seconded by Vice President Spink:

That the minutes of the 248th open session meeting of the Executive Committee, held on February 23, 2017, as presented to the meeting at E-249-2.2, Appendix A, accurately reflect the business transacted at that meeting.

CARRIED

**14-98
PEER REVIEW – 2018 – 2020 STRATEGIC
PLAN**

Registrar McDonald advised that the 2017-2020 Strategic Plan was developed based on recommendations from the 2017 Council Workshop. There are three focus areas in the Strategic Plan which are Protecting the Public Interest, Engaging Stakeholders and Advancing PEO's Mission. The Strategic Plan also includes the nine strategic objectives there were agreed to at the Workshop. There will be a number of specific strategies under each of the nine strategic objectives, some of which are already underway, i.e. the PEAK Program, the Public Information Campaign and the online licensing project. Other items will be developed through Council and the committees.

Registrar McDonald noted that the Strategic Plan sets broad based objectives for the association. He confirmed that new projects must align with the Strategic Plan and that associated budget costs would be presented to Council for approval. In response to a query regarding measurement of the strategic directives Registrar McDonald explained that Council would determine the metrics.

Following review the following changes were recommended:

- Strategic Planning Process – present the emergent themes in priority order
- Revise core values to read “PEO’s core values are intended to inform the behaviors of its members, staff, and volunteer leaders
- Strategic Priorities
 - remove the word “education” from item 4. Engage chapters as a valuable regulatory resource
 - replace “remove” with “address” under item 6. Augment the applicant and licence holder experience

**14-99
PEER REVIEW – UNIQUE EMAIL ADDRESS
POLICY**

During the 2017 Council election, it became known that a small number of members (252) have provided PEO with a non-unique email address. That is, either a shared email address (e.g. bobandsally@example.com) or generic email address (e.g. info@somecompany.com). As election voting is driven by member

email addresses, a non-unique email address could challenge the integrity of the voting process. In addition, PEO engages in communication that requires confidentiality with the intended individual such as during the application process or for the purposes of payment.

Currently, there are 3,215 non-unique email addresses for all licence and certificate of authorization holders.

In order to ensure that PEO communications are sent and received by the intended recipient, the Registrar requested the development of a policy.

It was suggested that all licence holders be required to provide a unique email address. This may require legislative and/or regulation changes. PEO staff will investigate and provide suggestions at a future Executive Committee meeting.

There were no suggested changes to the Briefing Note that will be presented to Council at its September meeting.

**15-00
PEER REVIEW – WITHHOLDING
INFORMATION FROM DISCLOSURE ON
PEO’S PUBLIC DIRECTORIES POLICY**

Currently, requests to withhold information from PEO’s public directories is made through the submission of a Request to Withhold Information from the Public Form.

There are 202 individual PEO directory profiles withheld at the present time.

The Form appears to have been introduced following the approval of the PEO Privacy Policy in 2004. However, its development and criteria used to grant a request to withhold information from PEO’s public directories is unclear. As a result, the Registrar requested a review of the current practice and development of a supporting policy.

To support development of the policy, an environmental scan was conducted of Ontario regulators. The regulators indicated that removal of information is done through a formal request to a party within their organization. The criteria applied to grant the request is whether on reasonable grounds there is a belief that disclosure may jeopardize the safety of an individual. The party making the request must provide supporting documentation.

There were no suggested changes to the Briefing Note that will be presented to Council at its September meeting.

**15-01
PEER REVIEW – 30 BY 30 INITIATIVE**

PEO did not initially endorse the 30 by 30 initiative because, unlike the other regulators, Ontario has a separate advocacy arm of the profession. When the initiative was first launched, it was therefore agreed that OSPE should take on the champion role for the 30 by 30 initiative, appropriate for its mandate of advancing issues of

importance to the profession. However, upon further examination, for this licensure goal to be fully realized, PEO, in its regulatory capacity and as the constituent association of Engineers Canada, must also formally sanction the initiative.

Engineers Canada has confirmed that all provincial and territorial regulators from across Canada, except for PEO, have signed onto this pivotal goal of reaching a critical mass of women obtaining their licences by 2030. As such, PEO has become conspicuous in its absence by not endorsing the initiative and not actively encouraging more women to pursue licensure in Ontario.

A small caucus of engineer volunteer leaders recognized this omission and developed, in conjunction with OSPE's WEAC Chair and co-champion for the 30 by 30 initiative, a draft joint action plan between PEO and OSPE, per their respective mandates, to address this inequity based on Engineers Canada's nine promising practices.

A draft briefing note, including a draft joint action plan, prepared for the September Council meeting, requests PEO's formal endorsement of the 30 by 30 initiative while still delegating the champion role to OSPE will be discussed at this Executive Committee meeting for feedback and support

Currently, only 12% of professional engineers in Canada and 14.7% of newly licensed engineers in Ontario are women.

In 2011, Engineers Canada launched a bold mission, the 30 by 30 initiative, a commitment to raising the percentage of newly licensed engineers in Canada that are women to 30 percent, a widely accepted threshold for self-sustaining change, by 2030.

For this initiative to be successful, however, it is imperative that it be owned by the entire engineering profession, both regulatory and advocacy, and by both women and men engineers.

It was the consensus of the Executive Committee that motion three being presented to Council at its September meeting be revised so that it includes the following words after membership "in accordance with Section 3, Proposed Action/Recommendation of Briefing Note C-514-2.5".

15-02 GLP REVIEW IMPLEMENTATION PLAN

Recently both CEO and OSPE have expressed serious concerns with the report "Enhancing PEO's Government Liaison Program (GLP): Implementation Plan for the GLP Audit Recommendations" which was approved by PEO Council at its June meeting.

At its June meeting, PEO Council considered the response of the Government Liaison Committee to the recommendations of the GLP Audit report that had been presented to Council in November 2016.

After a plenary presentation and consideration of the issue in the Council meeting, Council passed the following motion.

That Council:

- a) Approve the GLP Audit Implementation Plan as presented to the meeting at C-513-2.4, Appendix A – Enhancing PEO’s Government Liaison Program (GLP) Report and Appendix B – GLP Implementation Plan
- b) Direct the Government Liaison Committee to implement the Plan

Shortly after news of this decision was made public, both OSPE and CEO expressed serious concern with the perceived tone of the document, which they felt was promoting the expansion of the scope of the GLP into their respective areas of responsibility (i.e. non-regulatory policy). The concerns of these two organization were provided in the agenda package for the meeting.

It was noted that both OSPE and CEO representatives on the Government Liaison Committee had the opportunity to provide input to the GLP Audit Implementation Plan that was presented to Council at its September 2017 meeting.

It was agreed that the recommendations submitted by OSPE and CEO be forwarded and reviewed by the Government Liaison Committee (GLC) and that following this, any proposed changes be discussed with the Ontario Society of Professional Engineers (OSPE) and Consulting Engineers of Ontario (CEO) prior to re-consideration by Council.

Moved by Past President Comrie, seconded by Councillor Bellini:

That the Executive Committee move in-camera.

CARRIED

**15-03
IN-CAMERA SESSION**

While in-camera, the Executive Committee:

- a) Verified the in-camera minutes of the 247th Executive Committee meeting held January 17, 2017.
- b) Discussed Government Relation Services.

**15-04
EXECUTIVE COMMITTEE ITEMS**

a) McRuer Report Clarification and Messaging

The committee discussed the Royal Commission Inquiry into Civil Right (McRuer Report) which has been referred to at recent Council meetings.

b) Clarification of Purpose of Executive Committee meetings and Executive Committee Processes

Vice-President Spink requested that all members of the Executive Committee be consulted whenever there are changes to the meeting schedule.

Registrar McDonald confirmed that the process for submitting agenda

items for inclusion on the EXE agenda is the same as that for Council.

c) Response to McKinsey Report Regarding Women in Engineering (30by30 Action Plan)

Vice-President Spink referred to the McKinsey Report – The Power of Parity: Advancing Women’s Equality in Canada (June 2017) and that given the negative content regarding women in engineering whether PEO should respond by providing information regarding the 30by30 Action Plan.

It was noted that this should be an OSPE initiative as an advocating body but that PEO would consider a collaborative response to this report.

d) Low License Uptake by Ontario’s Engineering Graduates

Registrar McDonald advised that this concern is being addressed in the Strategic Plan.

e) Consider Opportunities for Council Governance Education

This matter is being discussed by the HRC.

f) Education Committee

Vice-President Spink referred to the Education Terms of Reference as it relates to education-related policy and whether or not this should be part of the Education Committee’s mandate. President Dony suggested that a representative from the Education Committee attend an upcoming plenary session to update Council on its activities, etc.

g) Engineers Canada Affinity Program Update

Registrar McDonald advised that Engineers Canada is in the process of re-negotiating its affinity programs and the relationship it has with TD Meloche Monnex. While almost all of the other engineering regulators in the province receive revenues from this program, PEO does not. Engineers Canada will be making a presentation at the September plenary session to inform Council what options are available so that Council can decide on its position at the November Council meeting.

There being no further business, the meeting concluded.

These minutes consist of minutes 14-95 to 15-04 inclusive and six pages.

B. Dony, P.Eng., President and Chair

G. McDonald, P.Eng., Registrar