

## Anti-Racism & Equity

**Goal:** Support for the Recent AREWG (Anti-Racism & Equity Working Group) to develop an **Anti-Racism & Equity Code for PEO**

- Whereas the PEO recently released more action towards Anti-Racism & Equity (as 4 motions were passed in council on April 8th, 2022).
- Whereas PEO has engaged in a number of activities aimed at reaching Engineers Canada's "30 by 30" goal (30% of newly licenced engineers are women by 2030), including a current research study to examine PEO's existing licensure process for potential gender biases and unintentional biases that impede women from obtaining licenses. The findings should be considered in planning actions to address inequities related to race to consider the potential for unintended consequences for women (in general, as well as different racial groups)
  - a. Note there are some encouraging indicators of improvements in gender representation in Ontario - 28% of EITs who participated in the Licensure Assistance Program (LAP) and obtained a license are women; 30% of PEO committee and Task Force Chairs and Vice-chairs are women and 30% of P.Eng.'s on council are women (2018-2019 data)
- Whereas the ARE Code is a significant step for PEO and the professional engineering community due to societal norms and expectations in 2022. Multiple lenses will be critical for understanding barriers in engineering (due to race, gender, ability, sexual orientation, etc.) and therefore an intersectional approach will be critical in developing an Anti-Racism & Equity code.
- Whereas learned experience in trying to identify barriers to full participation and implementation of effective policies/action:
  - a. Requires collaborative efforts (e.g. need to involve Engineers Canada, all provincial regulators, employers,....)
  - b. Requires education of the professional community. EDI framing is relatively recent and is evolving. It is important for individual engineers to come up to speed on basic terms and responsibilities under current laws and policies. It is recommended that PEO consider the Law Society, where CPD requirements include 3 hours of professionalism of which 1 hour is dedicated to EDI training
  - c. Has been implemented with best practices in the "30 by 30" model which could be useful for ARE (i.e. annual check ins for collaborators to continue discussion on best practices and to share metrics/data, etc.)
- Whereas the implementation of the Code establishes a foundation that PEO can use to create a vigorous EDI culture within the PEO organization.
  - a. Note the importance of analyzing metrics - as this shows progress towards a more diverse and inclusive organization/culture; without metrics equity issues are invisible and usually ignored.

**Be It Resolved That the AREWG (Anti-Racism & Equity Working Group) will develop an Anti-Racism & Equity Code for PEO, which pertains to both the inner workings of the PEO, and the individual licensee.**

**Member #1: Val Davidson.**

E-Signed: *Val Davidson. 4/18/22*

**Member #2: Vanessa Raponi**

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**Date: April 19, 2022**