

Plenary Session Summary

The plenary session of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was held via ZOOM Videoconference on Friday, March 25, 2022 at 10:00 a.m.

- Present:
- C. Bellini, P.Eng., President and Council Chair
 - N. Colucci, P.Eng., President-Elect
 - M. Spink, P.Eng., Vice President Elected
 - A. Arenja, P.Eng., Lieutenant Governor-in-Council Appointee
 - P. Broad, P.Eng., Western Region Councillor
 - R. Brunet, P.Eng., Lieutenant Governor-in-Council Appointee
 - C. Chahine, P.Eng., East Central Region Councillor
 - J. Chisholm, P.Eng., West Central Region Councillor
 - C. Chiddle, P.Eng., Eastern Region Councillor
 - L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
 - A. Dryland, CET, Lieutenant Governor-in-Council Appointee
 - Q. C. Jackson Kouakou, Barrister and Solicitor, Lieutenant Governor-in-Council Appointee
 - L. MacCumber, P.Eng., West Central Region Councillor
 - S. MacFarlane, P.Eng., Western Region Councillor
 - G. Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee
 - L. Notash, P.Eng., Councillor-at-Large
 - L. Roberge, P.Eng., North Region Councillor
 - S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
 - R. Subramanian, P.Eng., Northern Region Councillor
 - S. Sung, Lieutenant Governor-in-Council Appointee
 - R. Walker, P.Eng., Eastern Region Councillor
- Regrets:
- M. Chan, P.Eng., Councillor-at-Large
 - P. Quinn, P.Eng., Councillor-at-Large
 - Marisa Sterling, P.Eng., Past-President
- Staff:
- J. Zuccon, P.Eng., CEO and Registrar
 - D. Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
 - L. Latham, P.Eng., Deputy Registrar, Regulatory Compliance
 - L. Maier, VP Organizational Effectiveness
 - C. Mehta, Director, Finance
 - D. Smith, Director, External Relations
 - M. Wehrle, Director, Information Technology
 - J. Max, Manager, Policy
 - E. Chor, Research Analyst, Secretariat
 - M. Feres, Supervisor, Council Operations
 - D. Power, Secretariat Administrator
- Guests:
- V. Banday, Incoming Councillor
 - R. Fraser, Incoming Councillor

V. Hilborn, Incoming Councillor
D. Kiguel, Incoming Councillor
T. Kirkby, Incoming Councillor
D. Montgomery, Incoming Councillor
D.A. Brown, Governance Solutions Inc.
R. DeRooy, Governance Solutions Inc.

CALL TO ORDER

Notice having been given and a quorum being present, President Bellini called the meeting to order at 10:00 a.m.

ANTI-RACISM AND ANTI-DISCRIMINATION EXPLORATION WORKING GROUP (AREWG) REPORT

Councillor MacCumber, Acting Anti-Racism and Anti-Discrimination Exploration Work Group (AREWG) Chair, provided the following update:

AREWG is happy to report that it has successfully completed PEO's first public consultation regarding anti-racism and equity. It was done in accordance with the process that the public consultation materials described.

Overall, the consultation feedback provides strong and broad-based support for the ARE Code. The vast majority of participants eagerly await PEO's progress to approve the code. More fundamentally, the draft code was reviewed by three leading expert agencies regarding human rights, equity, and fairness laws and policies in Ontario. These include the Office of the Fairness Commissioner (OFC); the Ontario Human Rights Commission (OHRC); and the Canadian Centre for Diversity and Inclusion (CIDI). All 3 commented that the ARE Code is consistent with applicable expectations. They await PEO's progress, with great interest.

Key umbrella engineering organizations such as Engineers Canada, Ontario Society of Professional Engineers (OSPE) and the Association of Consulting Engineering Companies (ACEC-Ontario) also support the code.

The AREWG will present an updated version of the code for approval at the April 2022 Council meeting. The updated version is currently being compiled and will be consistent with the consultation version. It is being updated purely to spell out certain details that the experts and other participants suggested making evident in the code upfront.

The code was drafted primarily through a racial lens, building on the AREWG's groundwork to date. AREWG believes this is appropriate for a necessarily incremental approach, working within constraints. The experts like OFC are happy with this approach. Indeed, the OFC commented that adopting the code "would represent a watershed decision" for PEO and "confirm PEO's role as a leader amongst Ontario's regulators" in terms of equity leadership.

The AREWG is mindful that its mandate was recently expanded beyond race. Once the code is adopted, AREWG looks forward to building on this strong foundation and proposing enhancements in subsequent versions

to also spell out language directly from additional equity lenses such as gender identity. The working group believes that the current umbrella phrasings under “equity” provide an adequate foundation for such future enhancements.

Councillor MacCumber advised that the AREWG consultant will be present at the April Council meeting to field questions. She thanked Council for their continued trust and support in performing this work on Council’s behalf.

It was reiterated that the ARE code is a work in progress and will continue to be developed. Future work will broaden the scope. Risks identified in the original risk analysis were addressed. The next steps being proposed by AREWG will encompass many of the issues raised during consultations.

GOVERNANCE AND NOMINATING (GNC) REPORT

- **Governance Roadmap – Phase 4**
- **2021 and 2022 Elections Issues Reports**

Governance Roadmap – Phase 4

President Bellini advised that the April 8th meeting will be the last meeting that Council will actively tackle governance issues, bringing a close to the governance roadmap work. He noted that Council has made great strides.

Councillor Arenja, GNC Chair, referred to the Governance Roadmap – Phase 4 material in the agenda package. The briefing note states, in part, that “in light of Council’s decision to amend the original motion presented by GNC to add “*which includes consultation with the Chapters*” to item 2, there was general agreement among members of the GNC that the assistance of the Regional Councillors Committee (RCC) during this portion of Phase 4 activity will advance the work of addressing the risk-based policy approved by Council. Thus, it was agreed that the next step in the process is to request the assistance of the RCC to begin the consultation process with Chapters.

RCC has created a working group for this matter. As a member of the RCC, Councillor Roberge agreed to be the liaison between the GNC and RCC and will report regularly to the GNC.

Discussion points

- Consider liability and risk from an insurance point of review regarding chapter activities – a good structure/methodology needs to be in place to determine how risk is identified including likelihood of risk/impact of risk - (this will be undertaken by RCC)
- Ensure PEO is compliant with current workplace legislation such as the Accessibility for Ontarians with Disabilities Act (AODA), the Occupational Health and Safety Act (OHSA), emergency protocols, etc.
- If RCC recommends the elimination of some activities because they do not fall under PEO’s regulatory mandate, there should be a structure in place to transfer these activities to an effective advocacy body

- Chapters do valuable work for PEO and the profession, including the Government Liaison Committee (GLC). Interaction with MPP's is important in keeping the lines of communication open for networking to bring important issues to their attention

Following feedback regarding uncertainty related to chapter activities it was noted that the direction of Council with respect to chapters has not, at this stage, been to limit any of the activities that chapters are currently involved in but seeks to examine the benefits as well as risks. Council will have the opportunity to discuss this further once RCC and GNC report back to Council with recommendations.

President Bellini welcomed George Nikolov who replaces Lieutenant Governor-in-Council Appointee Todd Bruyere. He also advised that Paul Mandel had just been appointed to replace Lieutenant Governor-in-Council Appointee Qadira Jackson. President Bellini thanked Todd Bruyere and Qadira Jackson for their contributions to Council. He recognized Councillor Jackson for her contributions as a member of the Anti-Racism and Anti-Discrimination Exploration Working Group (AREWG).

2021 and 2022 Elections Issues Reports

Councillor Arenja referred to the recommendations included in the 2021 and 2022 Elections Issues Reports and noted that there was some overlap. GNC looked at the recommendations holistically and have tasked staff with reporting back to the Committee regarding issues that could be addressed via operational improvements; as well as longer-term matters that would require continued and deeper analysis. Feedback was provided.

There was a brief discussion regarding Council composition. Council was advised that this is included on the 2022/23 GNC Workplan.

NEXT PLENARY SESSIONS

August 24, 2022
October 28, 2022
January 27, 2023