



MINUTES

The 546th MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was held at the Novotel, 3 Park Home Avenue, Toronto, on Friday, April 8, 2022, at 10:00 a.m.

Present:

- C. Bellini, P.Eng., President and Council Chair
- M. Sterling, P.Eng., Past President
- N. Colucci, P.Eng., President-Elect
- M. Spink, P.Eng., Vice President Elected
- C. Chiddle, P.Eng., Eastern Region Councillor/Vice President Appointed
- A. Arenja, P.Eng., Lieutenant Governor-in-Council Appointee
- P. Broad, P.Eng., Western Region Councillor (virtual)
- R. Brunet, P.Eng., Lieutenant Governor-in-Council Appointee
- C. Chahine, P.Eng., East Central Region Councillor
- M. Chan, P.Eng., Councillor-at-Large
- J. Chisholm, P.Eng., West Central Region Councillor
- L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
- A. Dryland, CET, Lieutenant Governor-in-Council Appointee
- L. MacCumber, P.Eng., West Central Region Councillor
- S. MacFarlane, P.Eng., Western Region Councillor (virtual)
- P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee
- G. Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee
- L. Notash, P.Eng., Councillor-at-Large
- P. Quinn, P.Eng., Councillor-at-Large (virtual)
- 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

Staff:

- J. Zuccon, P.Eng., CEO and Registrar
- D. Abrahams, VP Legislation and Policy
- L. Latham, VP Regulatory Operations/Deputy Registrar
- L. Maier, VP Organizational Effectiveness
- C. Mehta, Director, Finance
- P. Gavilanez, Acting Director, Human Resources
- D. Smith, Director, External Relations
- M. Wehrle, Director, Information Technology
- J. Max, Manager, Policy
- M. Soepiter, Controller, Finance
- E. Chor, Research Analyst, Secretariat
- M. Feres, Supervisor, Council Operations
- D. Power, Secretariat Administrator
- B. St. Jean, Senior Executive Assistant
- N. Axworthy, Editor, Engineering Dimensions



Guests:

- V. Banday, P.Eng., Incoming Councillor
- M. Barzallo, Compliance Analyst, Office of the Fairness Commissioner
- D.A. Brown, Governance Solutions Inc.
- D.L. Brown, Governance Solutions Inc.
- H. Brown, CEO, Brown & Cohen
- S. Clacken, Carpe Novo (CN) Consultant (AREWG)
- T. Ferguson, Auditor, Deloitte (minute 12442 only)
- R. Fraser, Incoming Councillor
- V. Hilborn, P.Eng., Incoming Councillor
- N. Hill, P.Eng., PEO Director, Engineers Canada
- Q. C. Jackson Kouakou, Barrister and Solicitor, AREWG member
- W. Kershaw, AREWG member
- D. Kiguel, P.Eng., Incoming Councillor
- T. Kirkby, P.Eng., Incoming Councillor
- L. Lukinuk, Parliamentary Services
- D. Montgomery, Incoming Councillor
- D. McComiskey, Governance Solutions Inc.
- K. Reid, P.Eng., PEO Director, Engineers Canada
- P. Shankar, Incoming Councillor
- G. Wowchuk, Incoming Councillor

Council convened at 10:00 a.m. on Friday, April 8, 2022.

CALL TO ORDER

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

12416 – APPROVAL OF AGENDA

Past President Sterling requested the addition of an agenda item titled “Gender Neutral Language and Gender Pronouns”.

Moved by Vice President Spink, seconded by Councillor Arenja:

That:

- a) The open agenda, as presented to the meeting at C-546-1.2, Appendix A be approved as amended; and**
- b) the Chair be authorized to suspend the regular order of business.**

CARRIED

12417 – DECLARATION OF CONFLICTS OF INTEREST

There were no conflicts of interest declared.

12418 – PRESIDENT'S REPORT

President Bellini provided a summary of his activities since the February Council meeting which included attendance at two Engineers Canada board meetings as well as a meeting with the Presidents of the 12 regulators across Canada. On March 1st at a National Engineering Month kick-off event President Bellini participated in a round table discussion on the future of P.Eng. licence alongside fellow regulators and advocates from Alberta, British Columbia, Engineers Canada and OSPE. This discussion, which was broadcast live, was organized by OSPE and moderated by TVO's Steve Paiken. The group discussed and debated important topics like the differences in regulation and legislation across the country; diversity and inclusion within the profession; and public awareness around the engineering licence. A recording of the discussion is available on the OSPE website.

On March 7th President Bellini, with CEO/Registrar Zuccon, met with the Ontario Human Rights Commission at their request to discuss PEO's draft Anti-racism and Anti-discrimination Working Group's initiative and generally find that the draft code reflects a commitment to anti-racism and equity and is consistent with the Commission's Guide to developing human rights policies and procedures.

President Bellini also attended several AGM's as well as two Joint Relations Committee meetings.

President Bellini then provided a summary of Council's accomplishments on the following topics:

- The focus of the May 20, 2021-2022 Kick-Off Meeting was on the Council schedule and governance roadmap milestones for the term
- Councillors participated in a series of Governance workshops held in spring 2021 focusing on important issues including why governance change is needed, understanding the roles of governors vs. staff, critical inquiry and decision making skills at the board level, distinguishing between operational and policy decisions relevant to PEO, identifying the types of decisions PEO committees will make and the role of staff in providing the relevant information, identifying skill sets and background best suited to those decision making responsibilities for those committees and using generative decision making processes
- Held individual committee meetings under the theme "Identifying the knowledge and skills required for committee decision-making and roadblocks to appointing competency-based committees". The objective of these committee workshops was to build trust and assure that council members' concerns are being taken into account; and identifying reasons for hesitancy about moving to a competency-based board. There was also discussion around the outputs of their committees and the types of skills/background that would qualify a person to make those decisions
- ICD National Online Conference June 3rd Regarding Next Level Governance (offered to all Councillors)
- Generative thinking sessions
- At the June Council meeting Council formally accepted the Anti-Racism & Anti-Discrimination "A Bridge to PEO's More Successful Future" created by independent consultants under the direction of PEO's Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG). This report is available on PEO's website. Council also decided to make the report public. It is available on the PEO website. The report did reveal some vulnerabilities. The working group is now examining recommendations to address these gaps.
- A gender audit was approved at the June 2021 Council meeting to examine PEO's licensing process and internal operations as part of recommendations by the 30 by 30 Task Force. The audit is being conducted by experts from the University of Toronto's Rotman School of Management



- The 2021-2022 Strategic Plan captures the work Council has been focusing on since 2020 and serves as an official document to communication PEO's transformation to stakeholders
- PEO is creating a mandatory CPD program based on the existing PEAK program. This will be a mandatory annual component of licensure for all PEO licenced engineers beginning January 1, 2023
- Operational and procedural amendments to the *Professional Engineers Act* were approved by Council including supporting the mandatory annual reporting and audits, providing electronic delivery of PEO notices and communications and streamlining complaints timelines
- Council approved a motion related to Phase 4 of the Governance Roadmap that will see PEO chapters continue as currently referenced in the regulations and bylaws. Council also endorsed a process recommendation by the Governance and Nominating Committee (GNC) to deal with the activities and outputs of chapters along with all other activities and outputs that are in the "neither" category, not considered to be governance or regulatory in the activity filter. As part of this motion GNC directed the Regional Councillors Committee (RCC) to oversee a risk assessment in consultation with chapters to eliminate high risk activities and operationalize others so that volunteering engagement is maintained and more effective organizational control is ensured. GNC will bring those recommendations to future Council meetings for decision.

The Chair thanked Council members for all their hard work throughout the year. Past President Sterling, on behalf of Council, thanked President Bellini for his leadership during a very challenging time.

12419 – CEO/REGISTRAR'S REPORT

CEO/Registrar Zuccon noted that his report was in the agenda package. He extended his appreciation to the Academic Requirements Committee (ARC), the Experience Requirements Committee (ERC) and licensing staff for their efforts. He reported that the COVID induced backlog for applications is under control. He also noted that the information discovery and digitization capacity project is on track to fully digitize the 21,000 inventory of paper based in-process P.Eng., licence application files by fall 2022.

CEO/Registrar Zuccon responded to questions.

12420 – STRATEGIC PLAN UPDATE

Council received an update on the 2023-25 strategic planning process which began at a session in January 2022. Council was reminded of the progress that had been made to date regarding the three strategic pillars of Enhanced Governance, Modernized Operations, and Superior Organization.

Stakeholder consultations, an internal inventory, and an environmental scan about regulatory and engineering trends are underway. Discussion will continue at a two-day workshop planned for May 12 and 13. Council will be asked to reaffirm PEO's mission, vision and values at the May workshop. It is anticipated the 2023-23 Strategic Plan will be considered for approval at Council's November 2022 meeting.

12421 – CENTENNIAL UPDATE

L. Maier advised that PEO will be hosting a dinner on May 13th to acknowledge its centennial year and providing Council members with the opportunity to take part in the reveal of PEO's refreshed brand narrative and potentially a new image. The centennial is a milestone, a point in time and perfect opportunity to reaffirm and clearly define the role with the stakeholders, including the public, the licence holders and the government.

In 2018 PEO engaged a research firm to look into the perception of the PEO brand and found that it was relatively unknown and that work needs to be done to increase awareness of the organization and explain and reinforce the benefits of the professional engineer's licence. The strategic plan will include the development of a three-year communication strategy. This strategy will re-position PEO in the eyes of its audiences to move away from

the current perception of an association type body to a modern regulator that is forward looking, building a safer, better Ontario and ensuring each professional engineer is accountable and works to the highest standard.

Council was provided with some details regarding the May workshop and centennial dinner.

12422 – 2021 AUDITED FINANCIAL STATEMENTS

PEO's governing legislation and its By-laws require that Council approve the audited financial statements of the Association for presentation to members at PEO's Annual General Meeting and that these statements be published on PEO's website for access to all members.

Staff, responding to a question regarding a review of the current Investment Policy, advised that this would be discussed at an upcoming Audit and Finance Committee meeting.

There was some discussion regarding the surplus which several members of the Audit and Finance Committee addressed.

Moved by Councillor Cutler, seconded by Councillor Schelske:

That Council:

- a) approve the audited financial statements for the year ended December 31, 2021, and the auditor's report thereon, as presented to the meeting at C-546-2.5, Appendix A; and**
- b) authorize the President and President-elect to sign the audited financial statements on Council's behalf.**

CARRIED

12423 – RECOMMENDATION OF THE APPOINTMENT OF AUDITORS FOR 2022

It is necessary for Council to recommend the appointment of an auditor for 2022 to the members, for their approval at the April 30, 2022 Annual General Meeting.

Section 52 of By-Law 1 states:

The members of each annual meeting shall appoint one or more auditors who shall be chartered accountants to hold office until the next annual meeting and if an appointment is not so made, the auditor in office shall continue in office until a successor is appointed.

Moved by Councillor Cutler, seconded by Councillor Chiddle:

That Council recommend to members at the April 2022 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2022 and hold office until the next annual general meeting or until a successor is appointed.

CARRIED

12424 – ENGINEERS CANADA DIRECTORS REPORT

The March 2022 update was included in the meeting package.

It was noted that the report does not include any mention of Engineer Canada's involvement in climate change. Council was advised that this is being considered for the next update.

12425 – ENGINEERS CANADA ANNUAL MEETING OF MEMBERS: DIRECTION TO PEO MEMBER REPRESENTATIVE

At its February 25, 2022 meeting, the Engineers Canada Board voted in favour of recommending one item to the Members for their approval at the 2022 Annual Meeting of Members (AMM).

Members will be asked to vote on the following motion:

THAT section 1.1 of the Bylaw be amended as follows:

“Registrant” means an individual registered with a Member at December 31, with the exception of applicants, ~~and~~ students, and those registered solely as a geoscientist or geoscientist in training.

Assessment Fee Recommendation

At its December 13, 2021 meeting, the Engineers Canada (EC) Board agreed to recommend to the Members that the **2024 Per Capita Assessment Fee would be reduced to \$8 per registrant**. As a result, this recommendation will be going to the EC's AMM for their approval on May 28, 2022.

Board Size Recommendation

It is anticipated that at the May 28, 2022 EC AMM, Engineers Nova Scotia will seek to obtain Member support for the plan to reduce the size of the Engineers Canada Board from 23 directors to 16 directors over a three-year period, ending 2023, as presented in the EC Governance Committee's Report on Board Size from May 2020.

Moved by Councillor Arenja, seconded by Councillor Chahine:

1. That Council direct PEO's Member Representative at the 2022 Engineers Canada Annual Meeting of Members to support the approval of the Engineers Canada Bylaw amendment, as outlined in C-546-2.8, Appendix A and approved by the Engineers Canada Board on February 25, 2022.
2. That Council direct PEO's Member Representative at the 2022 Engineers Canada Annual Meeting of Members to support the approval of the 2024 Per Capita Assessment Fee reduction, as outlined in C-546-2.8, Appendix B and approved by the Engineers Canada Board on December 13, 2021.
3. That Council direct PEO's Member Representative to vote against the motion *“THAT the Engineers Canada Board of Directors be reduced in size to 16 members, in the manner proposed in the Governance Committee's May 2020 Report on Board Size, with the reduction taking effect by May 2025”* as outlined in C-546-2.8, Appendix C.

CARRIED

12426 – ENGINEERS CANADA – CANDIDATE FOR PRESIDENT-ELECT

PEO is a Member of Engineers Canada. As such it nominates individuals to serve on the Board of Directors of Engineers Canada. Nancy Hill, P.Eng., who was President of PEO in 2019-20, is currently serving as an Ontario Director on the Engineers Canada board. Her term expires at the EC Annual Meeting of Members in 2023. As one of the larger engineering regulators and contributors to the budget of Engineers Canada, PEO derives value from having a member of PEO serve from time to time as EC's President.

At the May 2022 Engineers Canada Board of Directors Meeting, held in conjunction with the Annual Meeting of Members, an election will be held for the position of President-Elect of Engineers Canada. Ms. Hill has indicated that she is interested in seeking the position for 2022-23. In order for her to be eligible, she must also be an Engineers Canada Director and hence eligible to serve as Engineers Canada's President in 2023-24 and Past President in 2024-25.

It was proposed that Council agree that it will nominate Ms. Hill for a further two-year term as one of Ontario's five Directors after her current term expires at the 2023 Engineers Canada AMM, conditional on her being selected as President-Elect at the May 2022 EC Board Meeting held in conjunction with the EC AMM. This commitment on Council's part will allow Ms. Hill to stand as a candidate in the upcoming election for the position of President-Elect of Engineers Canada. It is a requirement for the position.

Moved by Councillor Arenja, seconded by Councillor Schelske:

That Council agrees to re-nominate Nancy Hill, P.Eng., to serve a further two-year term as an Engineers Canada director from Ontario commencing at the 2023 Engineers Canada Annual Meeting of Members, conditional on her being chosen as President-Elect at the May 2022 EC Board Meeting held in conjunction with the EC AMM.

CARRIED
2 abstained

12427 – GUIDELINE – PRE-START HEALTH AND SAFETY REVIEW

The Professional Standards Committee (PSC) was instructed by Council to revise the existing Pre-Start Health and Safety Review guideline as per the following motion passed at the June 21, 2019 Council meeting.

That the Professional Standards Committee is instructed to form a Pre-Start Health and Safety Review subcommittee to complete the work described in the Terms of Reference as presented to the meeting at C-528-2.9, Appendix A.

The PSC recommended that Council approve the *Pre-Start Health and Safety Review (PSR)* for publication, since it meets the objectives laid out in its approved Terms of Reference.

Moved by Councillor MacCumber, seconded by President-elect Colucci:

That Council:

- 1. Approve the publication of the Pre-Start Health and Safety Review guideline as presented to the meeting at C-546-2.10; and**
- 2. Direct the Registrar to publish the guideline and notify members and the public of its publication through usual PEO communications; and**

3. Stand down the subcommittee which prepared the *Pre-Start Health and Safety Review guideline*.

CARRIED

12428 – ANTI-RACISM AND ANTI-DISCRIMINATION EXPLORATORY WORKING GROUP (AREWG) UPDATE

Councillor MacCumber, Acting Chair for the Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG), thanked all PEO leaders for the support that has enabled the AREWG to do this important work. AREWG is grateful for all the time and effort that all Councillors and stakeholder have invested. The ARE

Code is a key deliverable that Council requested for Phase 3 of the AREWG's work. It is anticipated by Ontario's Attorney General, whom PEO's President and CEO/Registrar briefed in November 2021 about PEO's plans. In expressing support for the ARE initiative, the Attorney General indicated that he looks forward to the outcome of PEO's work to establish its ARE Code. It is anticipated by Ontario's Fairness Commission who strongly supports its contents and see it as furthering statutory fairness obligations. Other oversight bodies and public interest organizations such as the Ontario Human Rights Commission; the Canadian Centre for Diversity and Inclusion; and key umbrella engineering organization are also pleased with this code.

Councillor MacCumber acknowledged the contributions of President Bellini and former Councillors Peter Cushman, Qadira Jackson and Wayne Kershaw as well as those who submitted comments to the consultants.

It was identified that language should be included as a major equity issue for AREWG to consider moving forward in terms of communication methods used by PEO and how this impacts members who are deaf or hard of hearing.

Moved by Councillor MacCumber, seconded by Councillor Walker:

- 1. That Council approves the Anti-racism & Equity (ARE) Code v.1.1. – included in the Council package –and commits PEO to abide by it and ensure that: (i) its final form is prominently posted as an official PEO policy on PEO's website, and easily accessible by the public and PEO's licence holders; and (ii) PEO prominently announces to the public before the 2022 AGM that Council has approved the ARE Code.**
- 2. That Council tasks the AREWG to: (i) collaborate with PEO's staff, committees, initiatives, and/or people resources to deal appropriately with the supplementary feedback obtained in the February-March 2022 consultations; and (ii) ensure that it focuses on public policy in Ontario, with a prioritized focus on viewing policy through racial context lenses, and a subsequent focus on viewing policy through gender lenses.**
- 3. That Council tasks the AREWG, with the allocation of appropriate people and financial resources, to complete the remaining AREWG Phase 3 steps that Council approved in November 2021 and report the related progress and any recommendations to Council.**
- 4. That Council – recognizing Indigenous Peoples' constitutionally protected right of self-determination – tasks the AREWG with the allocation of appropriate people, finances, resources and time to evaluate PEO's role in Truth and Reconciliation and accountabilities to answer the Calls to Action through meaningful engagement with Indigenous Peoples, members, and Communities in Ontario; to work towards developing policy approaches led by Indigenous Peoples; and to regularly provide updates to Council throughout the year and to the membership at every AGM.**

CARRIED

The vote was followed by a round of applause.

12429 – PROCESS FOR FILLING COUNCILLOR VACANCIES

From time to time between elections, a vacancy may arise in an elected Council position, because of a Councillor's resignation or for any other reason. Council is aware that there are pending resignations to take effect after the upcoming Annual General Meeting. Council is asked to establish a consistent and transparent process for appointing candidates to vacant positions. Council is also asked to refer the matter to Regulatory Policy and Legislation Committee (RPLC) to determine if this process should be included in a regulation or by-law.

Subsection 3(10) of the *Professional Engineers Act* states that Council shall fill vacancies *as soon as practicable*.

The Governance and Nominating Committee (GNC) is the appropriate governance committee to propose a method for filling vacancies and to implement it if approved. The RPLC is the committee that would consider whether such a process should be included in a regulation or by-law, pursuant to Council's authority under sections 7 and 8 of the *Professional Engineers Act*.

Moved by Councillor Notash, seconded by Councillor Chahine:

That the process for filling Councillor vacancies be deferred to the next meeting of Council in order to provide a more detailed briefing note that would include issues related to the amount of time remaining in a term.

DEFEATED
2 abstained

Moved by Councillor Arenja, seconded by Vice President Spink:

That Council instruct the Governance and Nominating Committee to adopt the following process for recruiting potential candidates for vacant elected positions:

- **Contact the first runner-up from the most recent Council election for the position where the vacancy has arisen to determine if they are interested in serving the unexpired portion of the Council member's term and if so recommend that Council appoint that person at the earliest opportunity; or**
- **In the event the first runner-up for a position declines, contact the next runner-up in the most recent election and, if that person is willing, recommend them for appointment as above; and if that runner-up declines, continue this process in sequence with additional runners-up, as applicable; or**
- **In the event that all runners-up decline, or where there were no runners-up because of an acclamation at the time of the last election, invite expressions of interest from those PEO Members eligible to fill the vacancy, consider candidates and make a recommendation to Council at an appropriate time.**

and

That Council further instruct the Regulatory Policy and Legislation Committee to consider and make appropriate recommendations to Council with respect to setting out the above process in a regulation or by-law.

CARRIED

12430 – GOVERNANCE ROADMAP – PHASE 4: RISK ASSESSMENT PROCESS

Councillor Arenja advised that one of the key issues coming from various GNC meetings was the issue of chapters and how deal with risk for items that fall under the “neither” category in the Activity Filter and how to mitigate that risk. He advised that Councillor Roberge is taking the lead on this with the assistance of a few other councillors. The identification of high-risk activities will be done in consultation with the chapters. The data will be collected and presented to GNC and then to Council.

12431 – 2021 AND 2022 ELECTIONS ISSUES REPORTS

Councillor Arenja noted that there was a very robust discussion on the Issues Report at the last GNC meeting. He stated that the 2021 and 2022 Election Issues Reports contain a number of common themes, some operational in nature. Staff have been tasked with providing recommendations for best practices to deal with

these items. There are also items that require bylaw and regulation changes in order to implement. The work will start with a holistic best practices review, getting recommendations from staff for GNC’s consideration, and then to Council with recommendations on how to proceed.

12432 – GOVERNANCE COMMITTEE UPDATE

The four governance committees provided transition reports which covered topics such as committee functioning and composition, meeting frequency, work in progress, mandate, 2022/23 focus, and membership and attendance.

There was a query about the significance of keeping track of member attendance, a quantitative data point and whether qualitative feedback should be included in future reports. It was noted that this was a first step and that future reports could include peer assessments to determine how well committee members are performing their duties as governors. Some boards also ask members to self-assess.

12433 – GOVERNANCE ROADMAP: TWO-YEAR REPORT

David Brown, GSI, provided a summary of the two-year governance roadmap. He provided background information and an overview of the 4 phases of the governance roadmap.

He noted that Governance is a journey, not a destination, and as the end of Council’s two-year Roadmap draws near, PEO and its Council can take stock in how far they have come:

Of the 49 governance areas evaluated in the 2022 self-assessment survey, Councillors rated 47 of these as improved since 2020, many of them significantly. In fact, the only two that dropped were CEO succession (facing imminent change) and respectful engagement with management (a small number of instances; this too has actually improved based on GSI’s observations at meetings.)

Further, Council meetings are more positive, high-level, and focused on regulatory and governance matters; and much less on operational requests of staff, debate and citing rules of order to block or delay change.

Council is functioning at a higher, governance direction and control level, and has begun to effectively use its 4 Governance Committees to undertake governance supervision in significant and relevant delegated areas.

Recommendations from GSI to Council:

- Stay the course: during the two-year roadmap, Council approved key governance directions, including clarify the governing role of Council, the distinct roles and composition of its 4 Governance Committees and PEO's Regulatory Committees, and a process to de-risk activities that are neither regulatory nor governance while engaging volunteers
- As the RPLC gains momentum in implementing its workplan, Council should encourage and facilitate work on real, substantive regulatory matters (public interest)
- Complete the Strategic Plan with measurable outcomes and an accountability framework for management to report to Council, and Council to oversee
- Revisit the unfinished steps in the Governance Roadmap: (1) complete the risk assessment of the "neither" activities, including Chapters; (2) embed the governance directions in PEO's Regulations, Bylaws and/or Policies; and (3) revisit Council composition and selection approach

12434 – GENDER NEUTRAL LANGUAGE AND GENDER PRONOUNS

Past President Sterling advised that on June 19, 2020, a Councillor requested that all Council documents use gender-neutral language. In the absence of a Council motion/direction, no action has been taken and she was therefore bringing forward a motion to help direct this work.

PEO has committed in its 2020-2022 Strategic Plan to become a more inclusive organization and provide a more welcoming environment for people of all diverse identities. Gender identity or expression is an identifiable group protected from discrimination in the *Canadian Human Rights Act*.

Moved by Past President Sterling, seconded by Vice President Chiddle:

That Council directs the CEO/Registrar to develop – for Council's approval – a policy regarding gender-neutral and gender inclusive language, in alignment with current best practices in the public interest and directs the RPLC to help ensure the most current gender-neutral language is used in all PEO documents.

CARRIED
1 abstained

12435 – CONSENT AGENDA

Moved by Councillor Arenja, seconded by Councillor Roberge:

That the consent agenda be approved, consisting of:

3.1 Minutes – 545th Council meeting – February 18, 2022

3.2 Consulting Engineer Designation Applications

3.3 Changes to the 2022 Statutory and Regulatory Committees' Membership Lists

CARRIED
1 abstained

12436 – C-545 MEETING MINUTES

That the minutes of the 545th meeting of Council, held February 18, 2022, as presented to the meeting at C-546-3.1, Appendix A, accurately reflect the business transacted at that meeting.

CARRIED

12437 – CONSULTING ENGINEER DESIGNATION APPLICATIONS



1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 1.
2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 2.
3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as set out in C-546-3.2 Appendix A, Section 3.

CARRIED

12438 – CHANGES TO THE 2022 STATUTORY AND REGULATORY COMMITTEES' MEMBERSHIP LISTS

That Council appoint members to the Academic Requirements Committee (ARC), Consulting Engineer Designation Committee (CEDC) and Complaints Committee (COC) as presented to the meeting at C-546-3.3,

Appendix A, and a chair and vice chair to the Consulting Engineer Designation Committee (CEDC) as presented to the meeting at C-546-3.3, Appendix B.

CARRIED

Moved by Vice President Chiddle, seconded by Councillor Chahine:

That Council move in-camera.

CARRIED

The item below was moved out of in-camera for the limited purpose of notifying the government that the regulation was ready for Cabinet consideration.

REGULATION AMENDMENTS TO CREATE A MANDATORY CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM AND REQUIREMENTS

Subject to the approval of the Lieutenant Governor in Council, PEO Council approved the sealed amendments to Regulatory 941 to create a mandatory Continuing Professional Development (CPD) program based on PEAK.

C. Bellini, P.Eng., Chair

M. Feres, Supervisor, Council Operations