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MPPs **Stephanie Bowman**, (Don Valley West) (centre) and **Andrew Dowie**, P.Eng., MPP (Windsor-Tecumseh) (centre right) participated in the PEO GLP training session in 2022. Also in the photo are then PEO North Bay GLP Chair **Donovan Rainbow**, P.Eng., (left) then PEO East Toronto Chapter Rep **Tracy Garner**, P.Eng., Government Liaison Committee Vice Chair **Asif Khan**, P.Eng., (centre left) PEO Windsor-Essex Chapter Rep **Juliana Otero**, P. Eng., (second from the right) and Government Liaison Committee Chair **Jeffery Lee**, P. Eng., (right).

PEO ANNOUNCES COMBINED VOLUNTEER SYMPOSIUM AND GLP TRAINING SUMMIT

PEO CEO/Registrar **Jennifer Quaglietta**, P.Eng., has announced that the 2024 PEO Volunteer Symposium will take place at the Chelsea Hotel in Toronto on November 30. The theme will be “Recognizing our Volunteers’ Role in Regulation.” This will be the first time the volunteer symposium and the GLP Training Summit will be combined into the same itinerary.

Ms. Quaglietta has sent 'Save the Date' invitations to all chapters, encouraging them to send delegates to the volunteer conference.

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Participants of the 2023 PEO GLP Training Summit.

The number of delegates invited from each chapter is determined by the chart below. A delegate can either be a GLP Chair or Rep.

# of MPPs	1-2 MPPs	3-5 MPPs	6+ MPPs
# of invitations	1 delegate	2 delegates	3 delegates
Eligibility	GLP Rep or GLP Chair	GLP Rep or GLP Chair	GLP Rep or GLP Chair

Since 2011, PEO GLP Summits have been held across the province in such communities as Thunder Bay, Sudbury, Timmins, North Bay, Windsor, Chatham, London, Hamilton, Cambridge, Gananoque, Kingston, Ottawa and Toronto.

Speakers at the 2023 PEO GLP Summit included **Deepak Anand**, MPP (Mississauga—Malton), then Parliamentary Assistant to the Associate Minister of Labour, Immigration, Training and Skills Development, Toronto’s Chief Engineer **Jennifer Graham Harkness**, P.Eng., and regulatory legal expert **Ken Jull**.

The event also featured video presentations by Ontario Attorney General **Doug Downey**, MPP (Barrie--Springwater--Oro-Medonte), and then Parliamentary Assistant to the Minister of Economic Development, Job Creation and Trade **Andrew Dowie**, P.Eng., MPP (Windsor-Tecumseh).



Ontario Attorney General **Doug Downey**, MPP (Barrie—Springwater—Oro-Medonte), and **Andrew Dowie**, P.Eng., MPP (Windsor—Tecumseh), then Parliamentary Assistant to the Minister of Economic Development, Job Creation, and Trade, delivered video presentations at the 2023 PEO GLP Summit last November.

ONTARIO ENERGY BOARD PANEL MODERATED BY PEO CEO/REGISTRAR



Participants at the launch of the Council on Women in Energy and Environmental Leadership on July 17 included (left to right) PEO CEO/Registrar **Jennifer Quaglietta**, P.Eng., as well as **Elinor D'Cunha**, **Carolyn Calwell**, **Jacquie Hoornweg**, and **Amy Jacobs**.

PEO CEO/Registrar **Jennifer Quaglietta**, P.Eng., moderated the launch event for the Council on Women in Energy and Environmental Leadership (CWEEL) on July 17. This Council is a division of the Association of Energy Engineers.

The panelists of the event include:

- **Carolyn Calwell**, Assistant Deputy Minister of Energy, Northern Development and Mines, and Chief Corporate Services Officer & General Counsel at the Ontario Energy Board
- **Amy Jacobs**, Senior Vice President of Commercial Operations at Enwave Energy Corporation
- **Jacquie Hoornweg**, President of Joule Communications
- **Elinor D'Cunha**, Senior Director of Market Operations at the Independent Electricity System Operator
- **Stephanie Smith**, P.Eng., Senior Vice President of Engineering and Chief Nuclear Engineer at AtkinsRéalis and Senior Vice President of Engineering at Candu Energy Inc.

Ms. Smith served as the keynote speaker for the event. This was not the first instance where Ms. Quaglietta acted as moderator and Ms. Smith as a speaker. They previously participated in the Women in Engineering panel at the PEO West Central Symposium, 'Engineering Today for Tomorrow,' held on February 24 in Mississauga.

The purpose of CWEEL is to support "career development for professional women, mentoring, networking, and scholarships for aspiring women to pursue technical education and careers in the energy and environmental fields."

FAIRNESS COMMISSIONER RECOGNITION OF PEO FEATURED IN DIMENSIONS

As reported in the June 28 issue of the *PEO GLP Weekly Times*, Ontario's Fairness Commissioner, **Irwin Glasberg**, addressed the PEO Council at their 564th meeting on June 21. The summer issue of *Engineering Dimensions* has highlighted some of his remarks. This edition also featured profiles of all PEO Councillors, an extensive article on PEO's tribunals, and details of a presentation by PEO CEO/Registrar **Jennifer Quaglietta**, P.Eng., discussing the profession's goal to achieve 30 per cent female licensees by 2030. [For further information, see here.](#)



Here is the article on Mr. Glasberg written by PEO Managing Editor **Nicole Axworthy**:

Fairness Commissioner Presents on Promising Registration Practices

By Nicole Axworthy

564th Meeting, June 21, 2024

At Council's June meeting, Ontario Fairness Commissioner Irwin Glasberg, LLB, made a presentation to Council on the Office of the Fairness Commissioner's (OFC) core mandate and fair registration practices under the province's *Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA)*, to which PEO is accountable. The OFC works with regulatory bodies to help establish registration processes that are transparent, objective, impartial and fair and that comply with the specific legal obligations identified in the legislation.

Commissioner Glasberg commended PEO on its new FARPACTA-compliant licence application process, including removing the Canadian experience requirement, meeting registration timelines for internationally trained applicants and its willingness to consider the continued relevance of four-year work experience requirements. "You're a very dynamic regulator, and it's a pleasure for our office to work with you," Glasberg said.

Commissioner Glasberg spoke about the launch of the OFC's Risk-Informed Compliance Framework, which looks at risk factors that could impact a regulator's ability to achieve better registration outcomes for applicants, including:

- Organizational capacity;
- Overall control of its assessment and registration process and interactions with third-party service providers (TPSPs);
- The impact of major changes to registration practices and relations to TPSPs;
- The ability to comply with new legislative or regulatory obligations; and
- Public policy considerations related to labour market shortages and its ability to promote inclusion and address anti-racism concerns in its registration processes.

He noted that the OFC has given PEO a moderate-to-high risk rating for the organizational capacity and overall control factors. "Despite this risk rating, PEO has taken a number of important steps to improve its registration practices and reduce its risk profile," he said. "It is important to note that the designation of a regulator's higher risk is not synonymous with an organization that is not attentive and working on fair registration practices."

Additionally, Commissioner Glasberg shared strategies related to fair registration practices that are being developed by other professional regulators, such as provisional registration strategies, a sequential versus parallel registration process—"PEO has adopted this philosophy, so you are ahead of the curve," Glasberg noted—and eliminating non-essential steps in registration. Finally, he noted best practices for success, such as keeping registration practices flexible, applying lean methodologies to drive process efficiencies, finding ways to assist applicants in finishing their licensing requirements and paying attention to the needs of employers.

VISION STATEMENT UPDATE

Past President Roydon Fraser, PhD, P.Eng., FEC, provided an update on the development of a new PEO vision statement that describes what PEO aspires to achieve to 2050 (see "PEO to Develop a New Vision Statement," *Engineering Dimensions*, Fall 2023, p. 15). Fraser noted that PEO aims to develop a vision statement that is audacious, ambitious, inspiring and goal oriented. The

development process so far has involved 99 member volunteers organized into advisory groups that have created preliminary statements, from which common themes were identified and an interpretive document was developed.

The latest phase of the initiative has involved testing and refining the shortlist of vision statements. This phase involved extensive stakeholder engagement, including with PEO Council, chapters, the Ontario Society of Professional Engineers and student organizations. A total of 96 survey responses highlighted the importance of crafting a vision that resonates with stakeholders, promotes diversity, empowers engineers and ensures public trust and safety. Input on the visioning process will continue to be solicited, with statement options potentially being put before licence holders to vote upon through a referendum.

GOVERNANCE COMMITTEE WORK PLANS

At its June meeting, Council approved the work plans of all four governance committees, which include the Audit and Finance (AFC), Governance and Nominating (GNC), Human Resources and Compensation (HRCC) and Regulatory Policy and Legislation (RPLC) committees. The work plans provide a meeting-by-meeting roadmap and general assurance that the organization's key strategic initiatives and the duties and responsibilities of the committees are addressed during the 2024–2025 Council term.

The AFC work plan includes providing input on the 2025 budget assumptions and reviewing the draft capital and operating budgets prior to presenting them to Council for approval; reviewing and monitoring PEO's risks related to audit, finance, IT and cybersecurity; reviewing the proposed policy on technology use and security for Council and volunteers; and reviewing the expense reimbursement policy.

The GNC work plan includes reviewing the Council elections process; establishing metrics for governance performance, including principles of equity, diversity and inclusion; reviewing suggested changes to the Regional Councillors Committee terms of reference and making a recommendation to Council; reviewing and developing a plan for the format and location aspects of PEO's 2025, 2026 and 2027 annual general meetings (AGMs); and reviewing the Safe Disclosure (Whistleblower) Policy and providing recommendations to Council.

The HRCC work plan includes a CEO/registrar performance review and goal setting, annual organizational succession planning related to critical leadership roles

OUTGOING PEO COUNCILLOR TO CHAIR ELECTRICAL SAFETY AUTHORITY BOARD

Ontario's Electrical Safety Authority (ESA) has announced that former PEO Councillor **Arjan Arenja**, P.Eng., has assumed the role of Chair of the Board of Directors, effective August 1. He served on PEO Council from 2019-2024.

He is currently an Engineers Canada Board Member, where he chairs both the CEO Search Committee and the Human Resources Committee.

Mr. Arenja's involvement with PEO spans both volunteer and professional positions since 2016. He received his professional engineering licence in 1984.

His past PEO roles include:

- Vice Chair for the PEO Government Liaison Committee
- Chair for the Governance and Nomination Committee
- Member of the Executive, Finance and Ontario Society of Professional Engineers-PEO Joint Relations Committees
- GLP Chair and Treasurer of the PEO Georgian Bay Chapter

He succeeds **Christopher Hopper**, who will be stepping away after serving nine years as Chair of the ESA . "Arjan's experience in engineering, construction and board governance made him an excellent candidate for this role," said Mr. Hopper.

Congratulations Mr. Arenja on his appointment.



Former PEO Councillor **Arjan Arenja**, P.Eng., has taken on the role of Chair of the Electrical Safety Authority's Board of Directors.



New Chair of the Electrical Safety Authority, **Arjan Arenja**, P.Eng., co-chaired the 2018 PEO Government Relations Conference with **Jerome James**, P.Eng. (left). Also in the photo are (left to right) then PC MPP **Jim McDonell**, P.Eng., then Liberal MPP **Nathalie Des Rosiers**, NDP MPP **Bhutila Karpoche**, and then Deputy Green Party Leader **Bonnie North**.

FORMER PEO COUNCILLOR PARTICIPATES IN PICKERING EVENT WITH LIBERAL LEADER

PICKERING - Former longtime PEO Councillor **Qadira Jackson Kouakou** had a chance to speak with Ontario Liberal leader **Bonnie Crombie** at an event in Pickering on July 24. Ms. Jackson, who is a lawyer, served on PEO Council from 2016 to 2022 as Lieutenant Governor Appointee.

During her time on Council, Ms. Jackson held the positions of Vice Chair of the Legislation Committee and Complaints Review Councillor. She also served on both the Discipline and Human Resources Committees and remains an active member of the Anti-Racism and Discrimination Exploratory Working Group.

Ms. Crombie, a former Mississauga Mayor and MP for Mississauga —Streetsville, regularly participated in PEO Mississauga Chapter events. While serving as an MP, Ms. Crombie played a key role in efforts to ensure that Canadian embassies inform applicants seeking licensure that licensing is a provincial responsibility.



Former PEO Councillor **Qadira Jackson Kouakou** spoke with Ontario Liberal leader **Bonnie Crombie** at an event on July 24 in Pickering.

WHAT ARE THE GOALS OF PEO GOVERNMENT LIAISON PROGRAM?

The goals of PEO's Government Liaison Program (GLP) are:

- To ensure that the government, PEO licence holders and the public continue to recognize its regulatory mandate, in particular its contributions to maintaining the highest level of professionalism among engineers working in the public interest.
- To have the government view PEO as a partner and understand and support PEO's policy direction.



Through the *Professional Engineers Act*, PEO governs more than 91,500 licence and certificate holders and regulates and advances engineering practice in Ontario to protect the public interest. Professional engineering safeguards life, health, property, economic interests, the public welfare and the environment.

Past issues are available on the PEO Government Liaison Program (GLP) website at <https://www.peo.on.ca/about-peo/glp-weekly-newsletter>

Deadline for submissions is Thursday the week prior to publication. There is no issue next week due to the statutory holiday. Our next issue is August 16.

If you have any comments, additions or questions about the *PEO GLP Weekly Times*, please call or email: Howard Brown, Brown & Cohen Communications & Public Affairs Inc. | 321 Brooke Avenue, Toronto, ON, M5M 2L4 | Cell: 416-844-1180 | howard@brown-cohen.com | www.brown-cohen.com