

Eblast #1 from Susan Shi:

When I first became the Chair of the Kingston Chapter in 2023, our team created a new working committee, the Anti-Racism and Equity committee, under the guiding principles of PEO's Anti-Racism and Equity code. The vision I had at the chapter level was, through the creation of this committee, to empower members of various background to actively participate in chapter business, to improve event planning through DEI lens, and to eliminate barriers.

Our chapter board consists of mainly working professionals who are of different ethnicity. We have modernized our events to promote members bringing their kids and families. This has worked really well for the Chapter, and we have seen a significant increase of interest and participation. I truly believe that all these changes make our chapter a cohesive and productive group. We tailor guest presentations to include DEI topics. We have open lines of communications with local engineering firms, started collaborations with Queen's University Women in Engineering, and participated in local events including City of Kingston Climate Expo Women in STEM panel discussion.

If elected, I want to ensure that, as a self-regulator, PEO stays on track to accomplish the DEI Action Plan:

- To raise awareness and complete education and training;
- To complete review of regulatory policy, programs, standards, guidelines, as well as licensing, complaints and discipline processes to achieve equity and foster inclusivity in its core regulatory functions; and
- To promote collaboration with other regulatory and advocacy groups on initiatives such as 30 by 30.