

Vision Statements & Interpretive Document

Visioning 2050

FOR:

**Professional Engineers of Ontario
Council Review**

November 29th, 2024



**Professional Engineers
Ontario**

Visioning 2050 in Review

The Professional Engineers Ontario (PEO) engaged in a comprehensive visioning process, Visioning 2050, facilitated by Crestview Strategy, to help chart the path forward as a regulator that will meet the needs of the future of the profession. This initiative aimed to refresh PEO's vision to ensure relevance and value for all stakeholders.

The entire approach to engagement was grounded on the basis that a vision statement should be developed from the grassroots up, ensuring it proactively reflects the input, insights, and values of PEOs members and mandate as a regulator. This process led to the largest engagement initiative undertaken by PEO to date, enabling volunteer members to challenge assumptions, guide the iterative process and help chart the path forward for the future of the profession.

A good vision statement is goal-oriented, inspiring, and widely accepted by an array of stakeholders.

As part of this process, the following objectives are being considered to ensure the effectiveness of the vision statement:

- **Audacious, Ambitious, and Inspiring.** The vision should be bold and motivating.
- **Self-Regulation.** It should clarify the role of self-regulation at PEO.
- **Measurable Metrics or Goals.** The vision should include clear, measurable goals.
- **Decision-Making Aid.** It should assist Council in making and guiding decisions.
- **Appealing Readability.** The vision should be well-written and resonate positively with readers.

By the Numbers

Volunteers	Meetings	Vision Statements	Survey Responses
109	102	62	2745

In the initial phase during fall 2023, 99 PEO member volunteers were organized into 10 advisory groups. Over the course of 3 months, 60 Advisory Group meetings were held. These groups generated 62 preliminary vision statements, from which 10 common themes were identified. The top five themes were Empowerment and Excellence in Engineering, Equity, Diversity, and Inclusivity, Public Safety and Trust, Leadership in Innovation and Change, and Self-governance. This phase demonstrated the passion and insight of the advisory group members and laid the groundwork for the subsequent stages.

Phase 2 commenced in winter 2023, focusing on developing an interpretive document based on the identified themes. The advisory groups were consolidated from 10 to 3, with 47 highly engaged volunteers. The members that remained were dedicated and committed to the process, taking time out of their busy schedules to meet with their fellow volunteers. During this

phase, each group continued to refine and rank the vision statements through multiple rounds of iteration. The top 20 statements were presented to the Working Group, complemented by analyses of their themes and language. The themes were then ranked and interpreted, forming the basis of the interpretive document.

By spring 2024, Phase 3 was underway, with the focus on finalizing the vision statement and interpretive document. The advisory groups were tasked with interpreting and providing feedback on the assigned themes. They were prompted to come up with challenge questions to test and refine the vision statements. This phase involved extensive stakeholder engagement, including an in-person engagement with P.Eng. licence holders at PEO's AGM in April, as well as interactions with Council, Chapters, OSPE, and student organizations. A total of 96 survey responses highlighted the importance of crafting a vision that resonates with stakeholders, promoting diversity, empowering engineers, and ensuring public trust and safety.

After the advisory groups' seven vision statements were refined to encapsulate PEO's core values and future aspirations, we entered final phase of the process.

In Phase 4, we reached out to PEO's stakeholders, Ontario's engineering students, and licensees with surveys tailored to each group. More specifically, we attended ESSCO's PEO-SC Conference in October to engage with students, facilitating direct engagement and feedback. This approach enabled us to not only garner their support but also gather meaningful insights to shape the future of the profession.

For stakeholders currently leading the profession, we sought their perspectives on the direction of the vision statements—how these statements aligned with the profession's present needs and challenges, and what adjustments might be necessary to meet long-term goals. For students, as future leaders of the profession, we invited their views on how they see the profession evolving and how these vision statements resonated with their aspirations. We were particularly interested in their ideas for refining or enhancing the statements to ensure they are forward-thinking, inclusive, and relevant to the next generation of engineers.

Through this process, we received survey responses from 20 stakeholders, 70 students, and 2,559 licensees. These insights were instrumental in refining the following four vision statements.

Final Vision Statements

Statement 1

Trusted engineers
Protecting the public
Forging innovation
Towards a sustainable future.

Interpretative Component

Trusted

- Being entrusted by the public to do what's right; to act ethically in the best interests of the public.
- Seen as ethical and transparent, fostering confidence in actions and intentions.
- Perceived as a subject matter expert of the profession with a proven track record of competence.
- Recognized widely for their positive impact and leadership within the profession.
- Ensures rigorous education, ongoing competency assessments, and standard setting practices to foster continual trust of the public in an evolving technological landscape.

Protecting the public

- Ensuring that public interests are paramount.
- Upholding ethical standards and practices that prevent harm and promote the welfare of the community.
- Enabling culture that is capable of judging and whistleblowing what is not.

Forging innovation

- Creating an environment where engineers are inspired and equipped to lead transformative change in their fields.
- Addressing global issues like climate change, infrastructure resilience, and technological advancement, ensuring their work serves the public good.
- An adaptive and forward-looking engineering profession that continuously evolves in an increasingly complex and dynamic world.

Sustainable future

- Focusing on practices and technologies that minimize environmental impact and support long-term ecological health.
- Ensuring equitable social systems that foster well-being, diversity, and inclusion for current and future generations.
- Developing technologies that are durable, maintainable, and designed with long-term viability in mind.
- Engineering practices move forward while considering innovative approaches. The use of technology in an environmentally and socially responsible manner.

Statement 2

Trusted technical leaders protecting the public and embracing change towards a sustainable future.

Interpretative Component

Trusted

- Being entrusted by the public to do what's right; to act ethically in the best interests of the public.
- Seen as ethical and transparent, fostering confidence in actions and intentions.
- Perceived as a subject matter expert of the profession with a proven track record of competence.
- Recognized widely for their positive impact and leadership within the profession.
- Ensures rigorous education, ongoing competency assessments, and standard setting practices to foster continual trust of the public in an evolving technological landscape.

Technical leaders

- Leaders who possess deep knowledge in specific technical fields.
- Individuals who drive technological advancement and innovation within the profession.
- Subject matter experts that shape the discourse and direction of technology within the profession.

Protecting the public

- Ensuring that public interests are paramount.
- Upholding ethical standards and practices that prevent harm and promote the welfare of the community.
- Enabling culture that is capable of judging and whistleblowing what is not.

Embracing change

- Being open and responsive to new trends, technologies, and practices.
- Actively seeking and implementing new solutions and improvements.
- Fostering an organizational or societal mindset that is positive towards change and evolution.
- Strengthening the ability to manage and thrive through changes and disruptions.
- Exploring opportunities and innovations that strengthen the profession and bring societal benefits.

Sustainable future

- Focusing on practices and technologies that minimize environmental impact and support long-term ecological health.
- Ensuring equitable social systems that foster well-being, diversity, and inclusion for current and future generations.
- Developing technologies that are durable, maintainable, and designed with long-term viability in mind.
- Engineering practices move forward while considering innovative approaches. The use of technology in an environmentally and socially responsible manner.

Statement 3

Self-regulated trustees of the engineering profession protecting and enhancing public safety.

Interpretative Component

Self-regulated

- The ability to maintain self-governance of the profession; to govern itself without external interference, maintaining independence in its regulatory practices.
- Holding members accountable for their actions through internal mechanisms, ensuring compliance with established rules and ethical guidelines.
- Encouraging ongoing development and adherence to best practices within the profession, driven by internal review and feedback processes.
- Ensure public trust is maintained through professional standards; the ability to maintain autonomy to address evolving challenges.

Trustees

- Individuals or bodies entrusted with the responsibility of overseeing and safeguarding the interests and integrity of the profession.
- Upholding a commitment to act in the best interest of the profession and public, with a duty to maintain ethical standards and accountability.

Enhancing

- Implementing and evolving new technologies, methodologies, or safety protocols that improve safety outcomes in engineering applications.
- Increasing public knowledge and awareness of safety issues and the role of engineering in mitigating them.

Public Safety

- Proactively identifying and addressing potential safety issues before they become significant threats.
- Adhering to safety regulations, codes, and best practices to ensure the safety and well-being of the community.
- Making decisions that prioritize the health, safety, and welfare of the public above other considerations or personal gain.

Statement 4

A prosperous, safe and sustainable future by diverse practitioners anticipating change (and disruption) with innovative responsibility.

Interpretative Component

Prosperous

- Proper direction and actions are being taken to ensure the satisfaction of the public.
- Prosperity affects the process of licensing policies as it ensures alignment with the impact of engineering.
- Considers and incorporates Indigenous school of thought, such as Seven Generations.
- Understand that there must be a balance between what is aspirational and what is measurable to track movement.
- Ensures that equity, equality, and inclusivity are considered.
- A profession that anticipates disruptions and embraces change.
- Safety of the impact to the public is a fiduciary obligation and built into the work of professional engineers.

Sustainable future

- Focusing on practices and technologies that minimize environmental impact and support long-term ecological health.
- Ensuring equitable social systems that foster well-being, diversity, and inclusion for current and future generations.
- Developing technologies that are durable, maintainable, and designed with long-term viability in mind.
- Engineering practices move forward while considering innovative approaches. The use of technology in an environmentally and socially responsible manner.

Anticipating change

- Embodies a proactive and forward-looking approach as opposed to a reactive approach.
- Predict and prepare for future trends and potential disruptions.
- Establishing foresight enables individuals and organizations to seize opportunities and mitigate risks effectively.
- Develop innovations that will strengthen engineering as a profession and bring multiple benefits to the community.

Innovative Responsibility

- Prioritizing advancements that are not only cutting-edge but also environmentally and socially sustainable.
- Ensuring that innovation does not compromise ethical considerations or the long-term interests of the public and their safety.
- Maintaining ethical obligations in protecting the public interest while embracing disruptive and groundbreaking ideas.

