

Agenda item 5 - Reports to the Board

5.1 Risk register

5.2 FAR Committee

5.3 Governance Committee

5.4 HR Committee

5.5 Strategic Plan Task Force

5.6 The Board's 30 by 30 Champion



5.1 Risk register

Dwayne Gelowitz

Chair, FAR Committee

Director from APEGS



5.2 Finance, Audit, and Risk (FAR) Committee update

Dwayne Gelowitz

Chair, FAR Committee

Director from APEGS



FAR Committee update

- FAR Committee met on October 21, November 10, and December 1
- October 21: reviewed final budget, draft investment policy, FAR strategic risks and affinity program performance in Alberta
- November 10: reviewed Q3 financial performance (including investments) and the revised forecast for 2020, overall strategic and operational risk registers, and considered improvements to the risk management process, and affinity program performance in Alberta
- December 1: reviewed audit plan, strategic performance report, and FAR strategic risks

FAR Committee update

FAR is working on two aspects of continual improvement

1. Improvements to the risk management process
 - The additional of new resources (Manager, Operational and Strategic Planning) provides an opportunity to review and improve
 - Consideration of the purpose and value of risk management
 - Frequency of review and the role of the Board also under consideration
2. Investment policy and direction
 - In keeping with Board position expressed in the National Position Statement on Climate Change and Extreme Weather Events and others related to infrastructure
 - Proposal to focus on environmental, social, and governance goals in investing
 - Considering RBC Vision Funds to meet this goal, and investigating their cost and performance

5.3 Governance Committee update

Nancy Hill

Chair, Governance Committee

Director from PEO



Governance Committee update

- The Governance Committee met in November to review and discuss:
 - 17 policies for presentation to the Board in February (including the Code of Conduct and the new Investment policy)
 - Bylaw revisions
- Recurring on the Committee agenda:
 - Review and oversight of strategic risks monitored by the Committee

5.4 Human Resource Committee update

David Lynch
Chair, HR Committee
Past President



HR Committee update

The HR Committee met September 17 and October 13, to discuss:

- Recommendations to the Board for chair assessment and CEO objective amendments, and to FAR for amendment of Board risk #3 - succession planning for CEO
- Director development to meet needs identified in the Board self-assessment
 - The Board-on-Board online program will be implemented following the budget approval and made available to directors before the end of January 2021
 - This program addresses the areas identified through the 2020 Board assessment:
 - › Financial literacy and Engineers Canada finances
 - › Enterprise risk management
 - › Board dynamics: collaborating, compromising, and reaching consensus
 - › Fiduciary duty and Engineers Canada-specific responsibilities vis-à-vis the regulators

HR Committee update

- Updates to employee engagement improvement work plans:
 - Progress remains on track with the groups (performance management, client focus and innovation, and organizational vision) and the HR Committee is impressed with the staff's level of voluntary engagement in the work
- CEO evaluation:
 - Consultants are engaged on the formal 360-degree evaluation and comprehensive compensation review, with results being delivered to the Board during the in-camera portion of the February meeting
 - The 360-degree evaluation survey was circulated to Board, CEO Group, stakeholders, and staff on October 20 and closed on November 2

5.5 Strategic Plan Task Force

Jean Boudreau

Chair, Strategic Plan Task Force

President



Strategic Plan Task Force update

- Since the October 1 information session, we held the following consultation sessions:
 - Atlantic regulators (October 22)
 - Western regulators (October 22)
 - Ontario (October 23)
 - Québec (November 9)
 - Engineering Deans Canada (November 19)

Overall feedback

- Overall positive feedback on content and process
- No major changes have been requested
- Different ranking results across regions/jurisdictions
- No specific request to drop any priority
- Priorities are seen as complementary
- Participants emphasized the need to collaborate with regulators to achieve success

Next steps

- On December 8, the Strategic Plan Task Force will review feedback and approve the draft strategic plan to be sent to the Board
- At the February Board meeting, the task force will be recommending that the draft plan be sent to Members for approval
- Following the February Board meeting, the draft plan will be shared with regulators
- The Members will be asked to approve the plan at the May Annual Meeting of Members

5.6 The Board's 30 by 30 Champion update

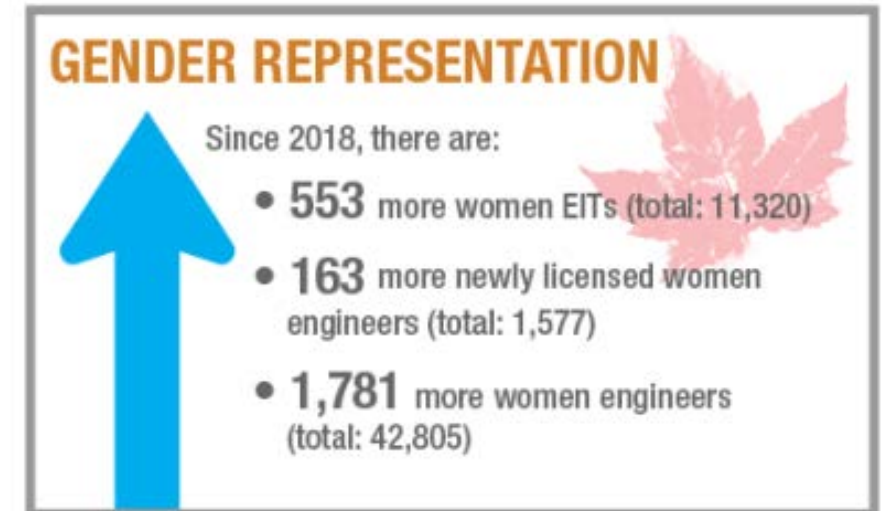
Justin Dunn

Director from Engineers PEI



30 by 30 update

- As part of the implementation of the SP3 Retention Action Plan, Engineers Canada hired [PRA Inc.](#), an independent research firm, to produce a **Gender-based analysis of national engineering licensure assistance and engineering employer awareness programs** report and identification of regulators' best practices. The research questionnaire was distributed to regulators, collecting data on a variety of programs that support engineering graduates on the path to licensure and the demographics represented in those programs (e.g. gender, Indigenous, Black, internationally trained, etc.). The draft report will be provided in December 2020.
- Ongoing support for the **CEAB 30 by 30 Task Force** to address 30 by 30.
- Ongoing support for the **CEQB** to develop guideline for engineers and engineering firms on the topic of diversity and inclusion
- National Membership Report 2020 published with new 30 by 30 data (Jan. 31 2019 to Dec. 31 2019): although the number of newly licensed women is up by 163, the percentage is 17.9%



30 by 30 update

- As part of the implementation of the SP3, Engineers Canada hired Halmyre to evaluate and provide recommendations for the **30 by 30 brand and engagement of Champions**. 30 by 30 stakeholder interviews were conducted in October. Here are some key insights from the Champions:
 - 30 by 30 aspirational and part of a long-term process
 - Greatest area of focus needs to be within companies - improving transparency in diversity numbers and combating unwelcoming culture
 - Traditionally male-dominated fields continue to lack opportunities for female mentorship and advancement. Need to understand the interaction between licensure, male-dominated disciplines, and the alienation of women among those career paths.

30 by 30 update

- Early in November, Engineers Canada met with engineer **MP Marilyn Gladu, new Chair of the federal government's Standing Committee on the Status of Women** and, later in November, made a submission to the Committee on "Impacts of the COVID-19 Pandemic on Women".
- **30 by 30 Working Groups** met throughout October/ November, with presentations on current research and 30 by 30 progress.
- As part of the implementation of the SP3 Professional Development Action Plan, Engineers Canada is a Thought Leader in **DiscoverE's Persist Series** (previously **Global Marathon**), now a monthly speaker series with a mission to build a global community that celebrates and provides support for long-term success of women in engineering and technology. New series begins January 2021.
- Engineers Canada sponsored and presented at the **CCWESTT (Canadian Coalition of Women in Engineering, Science, Trades and Technology) Speaker Series** and the **Canadian Federation of Engineering Students' Conference of Diversity in Engineering**