

## Summary of Engineers Canada's 2020 Spring Meetings

Materials, reports, and presentations can be found at:

<https://engineerscanada.ca/about/governance/board-meetings/2020-05-22>

### President's report

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David Lynch presented the President's Report to the Board, which covered topics including: Engineers Canada meetings and attending the Engineers and Geoscientists British Columbia's Centennial Celebration, Engineers Yukon AGM, NAPEG's AGM and related events, and the March meeting of the APEGA council via WebEx.

### CEO update

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Gerard McDonald provided a verbal report to the Board, covering the first quarter of 2020. In addition, he noted that Engineers Canada has managed well in a work-from-home posture in response to the COVID-19 pandemic. Staff have been coping very well and continue to deliver on the operating plan. The emergency response team is developing a "back to the workplace" approach for the eventual reopening of the office. Face-to-face meetings have been adjusted to virtual meetings as appropriate. Staff will also be providing options for the Board to consider with regard to the Board strategic workshop.

### Q1 Interim Performance Report to the Board

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Gerard McDonald, Luigi Benedicenti, and Ron LeBlanc presented the Q1 Interim Performance Report to the Board, covering the year until March 31, 2020. This report has also been updated to include a five-point scale and the addition of a chevron design indicator to increase accessibility and legibility.

As of this reporting, there have been some delays with the AIP program, which have since been exacerbated by the COVID-19 pandemic and the CEAB's decision to defer the 2020/2021 accreditation visit cycle for one year. Engineers Canada cannot gather data and prepare to launch the system without conducting visits.

The CEQB is experiencing some delays with the diversity and inclusion guideline for employers. A task force was struck, but the planned workshop was postponed due to travel restrictions. The task force is developing a survey to gather this information. In addition, the work on entrepreneurship will be pursued by the National Admissions Officials Group.

The completion of the divestment of PIEVC was noted, and the retirement of David Lapp was marked. David Lynch echoed remarks by Gerard McDonald on the effort and contribution of David Lapp to the profession and, on behalf of Board, expressed thanks for an incredible career and best wishes for the next phase of his life.

## **Board self-assessment report**

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Jeff Holm, chair of the Governance Committee, presented the Board self-assessment report. It was noted that complete responses were received from 15 of 24 Board members and suggestions on increasing completion rates were discussed. The Governance Committee reviewed the results and recommended the following topics for future Board training:

- 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

In addition, ongoing training or on-demand access to training materials was identified to be preferable as compared to one-time training events. Cultural awareness training plans are already underway, as part of the approved OP-9 Diversity and Inclusion sub-strategy.

## **Results of the 2019 employee engagement survey and action plan**

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Gerard McDonald presented the results of the 2019 employee engagement survey as well as the related action plan. Overall, Engineers Canada performed well, with the following areas of improvement identified and targeted for further action:

- Organizational vision
- Customer focus and innovation
- Employee performance management

Working groups were struck to address these issues, each lead by members of the senior leadership team and composed of staff members. Work in all three areas is underway.

## **CEO Group report**

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Jim Landrigan, chair of the CEO Group, presented a summary of their recent meeting. Since the onset of the pandemic, the CEO Group has been holding regular video conferences to share policies and practices to best protect staff and the public in accordance with their respective provincial health measures. On May 20, the group met virtually and received presentations and updates on: international mobility and the meeting of the International Engineering Alliance, accreditation, International Institutions and Degrees Database, National Membership Database, competency-based assessment, resumption of office operations, concerns with recent OSPE/CSPE misrepresentations and lack of transparency, and PEO's signing on to the National Professional Practice Exam.

Engineering Deans Canada and the president of Engineers Canada attended part of the meeting to discuss issues of common concern, such as Indigenous education, attraction and retention of students, the future of the profession, global practice, and ensuring an accreditation system that can take advantage of contemporary pedagogical approaches.

## **President's Group report**

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Jitendra Paliwal, chair of the Presidents' Group, presented a summary of the presidents' meeting. The group had discussions on: continual professional development, membership categories, nomination of member for council elections, size of councils, and funding for initiatives such as 30 by 30, Future City, and equity, diversity and inclusion. The group will be focusing on knowledge transfer and continuity through the engagement of incoming presidents, where possible.

## **National position statements**

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Updated national position statements on: *Diversity, equity and inclusion*; *National and international labour mobility*; and, *Infrastructure on Indigenous reserves and in remote Indigenous communities* were approved for publication on the Engineers Canada public website and to support communication with the federal government.

The Board discussed the new national position statement on *Professional practice in cyber security* and asked for staff to revise the statement to define "critical infrastructure." The national position statement will be considered again at the fall meeting of the Board.

## **Operational imperative 6: Sub-strategy on actively monitoring, researching, and advising on changes and advances that impact the Canadian regulatory environment and the engineering profession**

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The Board approved the sub-strategy for Operational imperative 6: Sub-strategy on actively monitoring, researching, and advising on changes and advances that impact the Canadian regulatory environment and the engineering profession.

## **Accreditation Board criteria**

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The Board approved a motion to change Criterion 3.4.6, reducing the minimum required accreditation units of a program from 1,950 to 1,850. The revised criterion will be effective starting the 2021/2022 accreditation visit cycle. While the total requirement was reduced, requirements for specific components remain unchanged.

## **Policy manual updates**

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The Engineers Canada Board approved revisions to the following policies:

- Policy 1.4 Three-year strategic plan
- Policy 2 Definitions
- Policy 3 Reporting structure
- Policy 4 Role of the Board preamble
- Policy 4.2 Director's responsibilities
- Policy 4.3 Code of conduct
- Policy 4.7 Monitoring the CEO

- Policy 4.8 Board competency profile
- Policy 4.12 Board assessment process
- Policy 4.13 Board director assessment
- Policy 5.4 Communication and support to the Board
- Policy 6.1 Board committees and task forces
- Policy 6.8 Governance committee terms of reference
- Policy 6.9 Canadian Engineering Accreditation Board
- Policy 6.10 Canadian Engineering Qualifications Board
- Policy 6.12 Human resources committee terms of reference
- Policy 6.13 President-elect nomination and election process
- Policy 7.9 Process for in-camera meetings
- Policy 8.1 Emerging disciplines policy
- Policy 8.2 Diversity and inclusion policy
- Policy 9.2 Qualifications Board products
- Policy 9.3 National position statements

### **Governance Committee report on Board size**

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The Board approved a motion to provide the Governance Committee's Report on Board Size to the Members for their consideration. A second motion to recommend a plan to the Members to reduce the size of the Board through attrition was defeated.

### **Reports to the Board**

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The following reports were provided to the Board:

- Accreditation Board update (Luigi Benedicenti)
- Qualifications Board update (Ron LeBlanc)
- Update from the Finance, audit and Risk Committee (Lisa Doig)
- Risk register (Lisa Doig)
- Update from the Governance Committee (Jeff Holm)
- Update from the Human Resources Committee (David Lynch)
- Update from the Strategic Plan Task Force (Jean Boudreau)
- Update from the Board's 30 by 30 Champion (Sandra Gwozdz)
- Annual list of partnership organizations (Gerard McDonald)

### **Annual updates from stakeholders**

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The Board received updates from:

- Jim Nicell, Engineering Deans Canada
- Wendy Vasquez, Canadian Federation of Engineering Students

## **Annual Meeting of Members**

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Jonatha Epp, Past-President, Engineers Geoscientists Manitoba, served as chair for the 2020 Annual Meeting of Members.

## **Reports to the Members**

David Lynch delivered the 2019 Engineers Canada Annual Report and the Annual Strategic Performance Report to the Members.

## **Audit Committee**

The 2019 audited financial statements were approved, and KPMG was appointed as the 2020 auditors.

## **Updates to the bylaw**

The bylaw was amended to remove a specific amount for the Per Capita Assessment. This change will result in the Members annually approving the per capita assessment. Any changes to the Per Capita Assessment would be effective 18 months following the decision by the Members. Should the Members be unable to finalize the amount by July 1 of the year, the existing assessment remains in effect.

## **Regulator presentations**

At an earlier session, each Member provided an overview of successes, lessons learned, promising practices and challenges for the profession faced by their regulator. These presentations are [available on the Engineers Canada website](#).

## **Elections and appointments**

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### **Election of the President-Elect**

Danny Chui was elected by the Board to the position of President-Elect.

### **Appointment of directors**

The Members approved the following directors to the Board for the terms indicated:

- Jean Boudreau, New Brunswick, 2020-2022
- Victor Benz, Alberta, 2020-2023
- Tim Joseph, Alberta, 2020-2023
- Jeff Card, Newfoundland and Labrador, 2020-2023
- Sudhir Jha, Northwest Territories and Nunavut, 2020-2023
- Danny Chui, Ontario, 2020-2023
- Nancy Hill, Ontario, 2020-2023
- Justin Dunn, Prince Edward Island, 2020-2023
- Maxime Belletête, Quebec, 2020-2023
- Nicolas Turgeon, Quebec, 2020-2023

## **Appointment of the Human Resources Committee**

The following directors were appointed to the 2020-2021 Human Resources Committee:

- David Lynch
- Jean Boudreau
- Danny Chui
- Dawn Nedohin-Macek
- Kelly Reid

## **Appointments to the Qualifications Board**

- Roydon Fraser, representative for the Ontario region - July 1, 2020 to June 30, 2023 (3rd term renewal)
- Anil Gupta, representative for Alberta / Northwest Territories and Nunavut - July 1, 2020 to June 30, 2023 (new member)

## **Appointments to the Accreditation Board**

- Pemberton Cyrus, representative for Atlantic region - July 1st, 2020 to June 30th, 2023 (3rd term renewal)
- Suzanne Kresta, member-at-large - July 1st, 2020 to June 30th, 2023 (2nd term renewal)
- Anne-Marie Laroche, member-at-large - July 1st, 2020 to June 30th, 2023 (2nd term renewal)
- Julius Pataky, member-at-large - July 1st, 2020 to June 30th, 2023 (2nd term renewal)
- Jeff Pieper, member-at-large - July 1st, 2020 to June 30th, 2023 (3rd term renewal)
- Tara Zrymiak, representative for Manitoba/Saskatchewan - July 1st, 2020 to June 30th, 2023 (2<sup>nd</sup> term renewal)
- Pierre Bourque, member-at-large – July 1st, 2020 to June 30th, 2023 (new member)
- Mrinal Mandal, representative for Alberta – July 1<sup>st</sup>, 2020 to June 30<sup>th</sup>, 2023 (new member)

## **Upcoming meetings**

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- June 15, 2020 (Virtual meeting to approve committee appointments)
- August 13-14 (Fredericton, NB)
- October 1-2, 2020 (Gatineau-Ottawa, QC-ON)
- December 7, 2020 (Ottawa, ON)
- February 22-24, 2021 (Ottawa, ON)
- May 26-29, 2021 (Halifax, NS)