

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 The Board's 30 by 30 Champion

5.6 30 by 30 operational update

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 January 26 to review affinity program performance in Alberta and to consider improvements to the risk management process
 - This Board had previously raised concerns about the risk management process, and FAR has been considering improvements
 - The current process is resource intensive, and produces lengthy reports that are reviewed frequently by this Board, but only at a cursory level
 - There is a desire to look at risk more strategically:
 - › To move from looking at isolated potential events to considering strategic threats and opportunities
 - › To know what actions we're taking in response to a risk and if they are working
 - › To ensure that impact on risk is considered when making other decisions

Typical risk management process



FAR recommendations

- 38 operational and strategic risks be consolidated to 5-10 strategic risks, and 5-10 operational risks – *stop looking at events, look at impact*
- Create a Corporate Risk Profile which will include:
 - Risk management approach (process, roles and responsibilities, and definitions)
 - Risk register (matrix + in-depth description of each risk)
- Board's quarterly review be replaced with annual review
- FAR be the only Board committee to review strategic risks on an ongoing basis
- When appropriate, Board briefing notes should refer to our risks
- New risks that arise be first brought to FAR prior to the Board

FAR next steps

If the Board supports this approach:

- FAR will consolidate risks and create the Corporate Risk Profile
- The new Corporate Risk Profile will be presented at the April meeting for Board review
 - This will give staff time to ensure that all identified items are included in the 2022 planning and budgeting, which starts in May.

5.3 Governance Committee update

Nancy Hill

Chair, Governance Committee

Director from PEO



Governance Committee update

- The Governance Committee will meet on March 3 to review:
 - The governance effectiveness survey results
 - Policy revisions
 - › Focus: better incorporating EDI throughout the Board policy manual
 - Proposed approach to include key performance indicators (KPIs) within the strategic performance reports (for the 2022-2024 Strategic Plan)
 - 2020-2021 Governance Committee's work plan and considerations for next year's committee

5.4 Human Resource Committee update

David Lynch
Chair, HR Committee
Past President



HR Committee update

The HR Committee met December 8 and January 11, to discuss:

- Recommendations to the Board
 - Director self- and peer-assessment survey
 - › Results will inform 2021-2022 committee structures
 - 2021 CEO objectives
 - 2020 CEO assessment
 - › Formal 360-degree evaluation and comprehensive compensation review are complete; 3 Presidents met with G. McDonald on January 25 to communicate the results
 - › Recommendations being delivered to the Board during today's in-camera
 - Oversight of Board risk #3 - succession planning for CEO (no changes)

HR Committee update

Other initiatives:

- Director development
 - The Board-on-Board online program is now open
 - This program addresses the areas identified through the 2020 Board assessment
- Call for nominations - President-Elect
 - Details will be emailed following this meeting with nominations closing end of April
 - *Reminder:* Change to eligibility may be coming into effect in 2022 (as per item 4.4)

5.5 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 the **Gender-based analysis of national engineering licensure assistance and engineering employer awareness programs** report. (see Board agenda 5.8)
- **30 by 30 aspirational scorecard** has been finalized for the use of the Board and regulators to set measurable yearly targets towards 30 by 30. (see Board agenda 5.6)
- 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.
- 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**). New series began February 10, 2021.

30 by 30 update

- **30 by 30 Working Groups** met throughout January/February, with presentations on current research, Concordia's Women in Engineering internship program, and 30 by 30 progress.
- As part of the implementation of the SP3 sub-strategy, Engineers Canada hired Halmyre to evaluate and provide recommendations for the **30 by 30 brand and engagement of Champions**.

5.6 30 by 30 operational update

Gerard McDonald

CEO, Engineers Canada

