

## Minutes: Annual General Meeting May 8, 2019

**MINUTES** of the Annual General Meeting of the Ontario Society of Professional Engineers held at the Ambassador Hotel and Conference Centre, Kingston, Ontario on the 8<sup>th</sup> day of May 2019 at the hour of 6:30 in the evening.

**PRESENT:**

Approximately 45 Professional, Honourary, and Associate members of the society attended in person.

**Items**

**1.0 Call to order**

The Chair, Jonathan Hack, P.Eng. welcomed those present, thanked the sponsors and introduced the current Board of Directors. The meeting was called to order at 6:30 p.m.

Ron Clifton P.Eng., OSPE Board Director, acted as scrutineer for the meeting.

The Chair noted that a notice of the meeting had been duly sent to all members of the Society, and there was a quorum present. He declared that the meeting was properly constituted for the transaction of business. A copy of the notice of the meeting will be kept with the minutes of the meeting.

**2.0 Approval of Minutes**

The minutes of the Annual General Meeting of May 8th, 2018 were submitted for approval.

**UPON MOTION** duly made, seconded and carried, **IT WAS RESOLVED** that the minutes of the last meeting of members held on May 8th, 2018 be taken as read.

**MOVED:** Karen Chan; **SECONDED:** Tibor Turi; **MOTION CARRIED.**

The Chair introduced Nancy Hill, P.Eng., President, Professional Engineers Ontario (PEO); Annette Bergeron, President, Engineers Canada; Bruce Matthews, CEO, Consulting Engineers Ontario; Rosanna Baggs, President-Elect, Ontario Association of Certified Technicians and Technologists and Marisa Sterling, P. Eng., Chair of the Professional Engineers Foundation for Education who all brought greetings.

The Chair acknowledged and thanked all special guests in attendance from various stakeholders and associations. He also acknowledged past Presidents of OSPE, Paul Acchione, Annette Bergeron and Karen Chan, as well as former Board Director, Clare Morris.

**3.0 Report of the Chair and CEO**

The Chair and CEO began their report noting that OSPE reached a very important milestone this year – the successful completion of our 2015-2019 Strategic Plan.

Four years ago, we set ambitious goals to *engage* our members, *amplify* their voices, and ultimately, ensure that all members of the engineering community have access to the opportunities and support they need to *excel* in their chosen profession. It was noted that we not only met our goals, but we exceeded them across all facets of the organization. They thanked each member for working with OSPE to the push boundaries of what it means to be an engineer, innovator and problem-solver in our society.

Over the last four years, OSPE carefully aligned campaigns, projects and events with the four pillars laid out in our 2015-2019 Strategic Plan. Each initiative has kept OSPE en route to becoming an increasingly impactful, inclusive and issues-oriented organization that is well positioned to speak to those challenges that will truly impact the future direction of the engineering profession. Countless examples from 2018 confirm that OSPE is recognized by the media, government and public as a trusted resource for sound policy recommendations. Rather than approaching decision-makers with a laundry list of criticisms, we come bearing evidence-based and actionable solutions that will strengthen Ontario's economy and improve our quality of life. OSPE members are leading the advocacy charge on substantive issues that impact us all. Whether it comes to energy policy, innovation investment or pay equity, we strive to highlight the issues that matter most to *you*. By working together, we succeed together.

We continue to broaden our definition of "diversity in engineering," under the guidance of our Equity, Diversity and Inclusion Committee. Over the past year, the Committee has made it a priority to increase our advocacy outreach on behalf of internationally trained engineering graduates, so that they are empowered to contribute their expertise to the profession and province.

In November, OSPE ambassadors met with Ontario Minister of Labour Laurie Scott, to discuss the negative impacts that restrictive regulation has on today's internationally educated engineers. Based on our recent analysis of Census data, OSPE stressed the need to reduce red tape when it comes to job creation and to create more work-integrated learning opportunities for engineering students. OSPE has continued to invest in our Bridging Program for international engineering graduates. In 2018, we introduced a new course stream designed to help international graduates adapt their employment skills to pursue work in Ontario's environment sector. As of 2018, we also offer free one-hour webinars and online career fairs, moderated by OSPE staff, to familiarize international engineering graduates with the many ways we can support their journeys to licensure.

To gain a clearer picture of the needs and priorities of our *student members*, OSPE signed a formal partnership with the Engineering Student Societies Council of Ontario in 2018. In August, OSPE and ESSCO launched a survey of engineering students from across the province – the results of which form the basis of a soon-to-be-released report on tuition trends, job prospects and internships.

Stemming from this research, we have already started approaching government with our strategic recommendations. Our pre-budget submission, for example, recommended that government address today's skills gap by creating accessible and predictable funding opportunities for companies looking to hire interns and early career professionals.

OSPE strives to provide members at all stages of their careers with meaningful opportunities to diversify their skillsets and stay connected to the engineering community. Launched in 2018, our new volunteer program or "Ambassador Hub," allows OSPE volunteers to create personalized profiles that filter volunteer opportunities catered to their interests. Members can track their volunteer hours and collect redeemable points as a thank-you for helping us carry out our work in their communities.

We recognize that our success is not possible without the benign support of the members we serve, so we have introduced “OSPE Fellowships” to honour engineers and engineering graduates who have donated their time and expertise to the engineering community for more than 10 years. Members who have been accepted as a Fellow of the Society will be presented with a volunteer service pin at our annual Ambassador Appreciation Events and will be able to use the abbreviation FOS – Fellow of the Society – after their names.

OSPE is also strengthening our online community by collaborating with many of our preferred partners, including The Personal, BMS Group, GHD, Corestone Law, and our newest affinity partner National Bank, to share informative blog posts that answer member-submitted questions on everyday topics from insurance needs, to legal matters. OSPE successfully increased our member satisfaction rate to an industry-leading 86% in 2018.

We’ve revamped our reports, so that our committees’ findings are increasingly visual and digestible for readers without technical backgrounds. Infographics, animated videos, summary reports and one-page briefing notes are just some of the innovative tactics we’re employing to deliver our message.

Between 2015 and 2019, OSPE’s media coverage grew steadily year-over-year. Our members and advocacy work were featured in 115 media stories. What’s most notable is that in many of these cases, our members were proactively sought out by media outlets for comment as subject matter experts.

To reach even broader audiences, our 2018 ‘OSPE Supports Remarkable’ public awareness campaign, utilized video for the first time in the organization’s history. Each video told the inspiring story of a professional engineer whose work is changing the world for the better. More than 4,300 people visited the campaign website to watch our five OSPE videos, and as it turns out, many were eager to learn more about who OSPE is and what we do. Almost 30% of all traffic to our main website arrived via the ‘Remarkable’ collateral throughout the duration of the campaign. The ‘Remarkable’ campaign also harnessed several new types of media to raise awareness about the many sectors in which engineers work. The campaign was featured in the ON-the-GO commuter magazine, video ads throughout Toronto’s downtown PATH system, Gateway Newsstands and billboards across the province. Altogether, these assets garnered about 19.5 million impressions.

OSPE’s online public awareness campaign, #AnEngineerWasHere, made its return to social media in 2018. On September 19<sup>th</sup>, Ontarians used our signature yellow tags to share photos of anything designed or created by an engineer. Participants’ photos were uploaded to an interactive map on the campaign website to give visitors a preview of the engineering innovation taking place across Ontario. To date, the #AnEngineerWasHere hashtag has garnered almost 1 million online impressions, and has achieved international reach, with activity in countries as far as the United States, the United Kingdom, Brazil and China.

Before the 2018 Ontario general election, OSPE also took to social media to highlight major issues impacting the engineering community. OSPE’s Engineering Ally campaign asked political candidates to ‘Take the Pledge’ to show their support for Ontario’s engineers and the issues they care about most. The online campaign, and supplementary outreach from our Political Action Network, fostered closer relationships with elected officials and engineering champions from all parties. In total, 39 candidates took OSPE’s pledge – 8 of whom were elected to Queen’s Park and 6 of whom are members of the Official Opposition.

Between 2015-2019 OSPE has received over \$2.2 million dollars in funding from the federal and provincial government to support programs for Ontario’s engineering community. Status

of Women Canada, funded OSPE's three-year 'Breaking Barriers' project, which included a grassroots survey and a 2018 report that identifies systemic barriers contributing to the underrepresentation of women in STEM. OSPE is now developing micro-learning digital resources for employers who want practical tips and tools for attracting, retaining, supporting and advancing women in STEM careers.

Between 2015 and 2019, OSPE worked diligently to increase our number of published reports, policy papers, position statements and earned consultation invitations – reaching a total of 235. That's a 122% increase over the last four years. Three substantial recommendations from OSPE's pre-budget submission were reflected in the final 2018 Provincial Budget, including funding allocated to extend the Career Ready Fund to 2021, and to strengthen partnerships between post-secondary institutions, employers and key industries to provide more experiential learning opportunities for students.

OSPE has also made significant headway laying the foundations for fruitful relationships with Premier Doug Ford's government. Given the transition in leadership in 2018, OSPE carefully adapted our messaging to better resonate and align with the new government's priorities, allowing OSPE to continue conversations on issues important to our members. In November, OSPE met with Minister of Education Lisa Thompson to highlight the general lack of digital and financial literacy skills in Ontario and the need to better educate parents and students in these areas so that youth are equipped for the jobs of the future. In June, our members also engaged with Premier Doug Ford directly on climate change, expressing concerns about the government's decision to cancel the GreenON program. OSPE volunteers shared alternative strategies for responsibly reducing carbon emissions in Ontario – a conversation that we continued with Minister of the Environment Rod Phillips in October. OSPE presented findings from our newly published report on electricity price reform and asked that the government ensure an engineer serves on both the Ministry of Environment, Conservation and Parks' advisory panel on climate change and the Mining Working Group. We were pleased to see the working group does, in fact, include two professional engineers and two engineering graduates.

OSPE also obtained recognition from government that engineers are essential in the design and approval of infrastructure asset management plans. Ontario's new Construction Act, effective as of July 1<sup>st</sup>, 2018, incorporates OSPE's recommended changes, including the need to expand natural gas and broadband internet access to northern communities. When government makes smart investments in infrastructure by spending more on engineers, it promotes long-term cost savings through proper design.

OSPE volunteers met with Minister of Infrastructure Monte McNaughton to advocate for alternative funding options for infrastructure projects and improvements to the bidding process, particularly through qualifications-based selection. OSPE also suggested several infrastructure priorities, including the need to expand natural gas and broadband internet access to northern communities.

In the interests of strengthening the reputation and effectiveness of the engineering profession, OSPE and Consulting Engineers Ontario formally called for Professional Engineers Ontario to cease all non-regulatory activities. Since December 2018, all three organizations have been working together under the specific direction of the Attorney General to develop a consensus plan that will help delineate each organization's distinct mandate in a manner that successfully achieves the objectives of the Professional Engineers Act. We look forward to continued collaboration in this regard.

In a similar spirit of collaboration, OSPE has started bringing together our dedicated Committee and Task Force volunteers for annual workshops and planning sessions to help establish a unified vision that will empower each committee to better align its goals and advocacy efforts with our Strategic Plan. OSPE has continued to foster strategic partnerships with educational institutions, innovation hubs, like-minded organizations and firms seeking to hire engineers. OSPE launched 284 new community initiatives and partnerships between 2015 and 2019. There is no doubt that this 360% increase in community engagement has enhanced the breadth and depth of the work we are able to carry out as your advocacy body.

In September, OSPE signed an agreement with Canadian Urban Transit Innovation Consortium to collaborate on initiatives to develop the next generation of mobility and transportation technology for Canadians. The first outcome of this partnership was the development of the Propel Us website, which provides students and recent graduates with job search resources and information on the trends reshaping the smart mobility sector. In December, OSPE met with Metrolinx executives to discuss their plans for the expansion of the GO Transit Lines.

Last year, another OSPE initiative – the Engineering Professional Success Mentorship Program – made the successful transition from a pilot program to a permanent membership benefit. Thanks to new partnerships with Hydro One and Transport Canada, OSPE mentors can continue to provide recent engineering graduates with licensure, career planning, entrepreneurship and networking support.

In December 2018, OSPE, alongside our friends at OACETT, made another public commitment to promote equity, diversity and inclusion by signing the Leadership Accord on Gender Diversity, developed by Electricity Human Resources Canada. As a signatory, OSPE agreed to a range of governance, recruitment, retention and workplace readiness initiatives to promote and safeguard equal opportunities in the workplace.

The 16<sup>th</sup> Annual Claudette-MacKay Lassonde Fall Forum: It's Time We Act, welcomed over 800 enthusiastic engineers, engineering graduates, students, public figures and thought-leaders to discuss strategies for supporting and encouraging women to join and remain in the engineering profession. More than 70 partners supported the event and more than 24 speakers shared their knowledge and experiences during the day's plenary sessions and panel discussions. The 'It's Time We ACT' event hashtag ensured these conversations extended well beyond the walls of the Shaw Centre in Ottawa. The hashtag was used 833 times and garnered approximately 9,000 online impressions.

In 2018, OSPE also introduced several new types of community events. We hosted our first summer boat cruise, which proved to be a fun social networking opportunity for members. Building on the success of our annual EIT Summit, OSPE hosted its first Young Professionals' Night at Dave and Busters to bring engineering students and recent graduates together for an entertaining and informative event. Attendees had professional headshots taken and received personalized advice from our preferred partners about money management, resume-writing, interview skills and crafting a successful elevator pitch.

We will remain vigilant and focused on assessing and embracing opportunities to build new partnerships and mobilize the entire engineering community to influence sound policymaking. We need to ensure that the expertise of the engineer is front and centre, so that each of you can continue innovating and delivering solutions to society's complex challenges.

It was asked that members update their OSPE profile and communications preferences so that they never miss an important policy win or OSPE event. Create a profile on Ambassador

Hub to find volunteer opportunities that speak to you. Tell a colleague about OSPE and ask them to join you for one of your next OSPE initiatives.

The Chair thanked the CEO, OSPE's Board of Directors and the whole OSPE staff for their hard work and unstinted support and collaboration. The CEO thanked the Chair for his kind words. He noted that he valued working together during his terms as President. OSPE is well-positioned to continue to prosper into the future

#### **4.0 Report of the Nominations Committee**

The Chair of the Nominations Committee, Laura Yu. delivered the Nominations Committee report. The Nominations Committee included Isi Caulder, Wes Leewis, Grant Walsom, Kevin Wright and herself. She noted that the key duty of the committee was to ensure that the slate of candidates presented to the Board represented the interests, sectors, and regions of the Society. She further noted that four Board positions were open as a result of the normal rotation.

The four successful candidates elected to the Board of Directors were announced as follows:

##### **Three-year term:**

Ron Clifton, P.Eng.  
Anna Gkalimani, P.Eng.  
Tom Murad, P.Eng.  
Tyler Schierholtz, P. Eng

#### **5.0 Report of the Treasurer**

The Treasurer, Réjeanne Aimey summarized the auditors' report and presented the audited financial statements for the fiscal year ended December 31<sup>st</sup>, 2018.

#### **6.0 Report of the Audit and Finance Committee**

Réjeanne Aimey provided the Audit and Finance Committee report on behalf of her fellow committee members, Emily Thorn Corthay and Ron Clifton. She noted that the committee was pleased with the professional and efficient manner in which the auditors, BDO Canada LLP, carried out its work this past year and recommended their appointment for 2019.

**UPON MOTION** duly made, seconded and carried, **IT WAS RESOLVED** that BDO Canada LLP, Chartered Accountants be appointed auditors of the Society to hold office until the next annual meeting or until their successors are appointed, and that the Board of Directors of the Society be authorized to fix the auditors' remuneration.

**MOVED:** Réjeanne Aimey; **SECONDED:** Emily Thorn Corthay; **MOTION CARRIED.**

#### **7.0 Members Questions**

The meeting was opened for general questions from the membership. It was noted that holding the AGM in Kingston was long overdue. It was asked if OSPE had plans to hold the meeting in other cities. It was noted that OSPE will look at moving the event though out the province moving forward.

#### **8.0 Presentations**

The Chair, Jonathan Hack invited Karen Chan, CSPE trustee and Past OSPE President, to make a presentation to OSPE to support their new Student Ambassador Program.

The next presentation was the Personal Scholarship. Due to the generosity of The Personal, OSPE was able to award two individual scholarships of \$2,500 for senior undergraduate and graduate students of engineering in Ontario. This scholarship awards student members of OSPE who demonstrate not only outstanding academic achievement but also demonstrated

community leadership and commitment to the engineering profession. Two undergraduates and two graduate students of engineering received this award. The two scholarship recipients were Liza Anastasia DiCecco and Carmen Bracho.

The next presentation was the Annual University Student Challenge sponsored by OSPE and initiated by the National Engineering Month Ontario Steering Committee. The competition provides students with opportunities to work together to host one or more public outreach events in their local community. The first-place team was Philip Lu, Henry Zhang, Jennie Hu and Morris Huang from the University of Toronto. The second-place team included Afifa Saleem, Ipsita Bhargava, Negar Balaghi and Matthew Choi from the University of Toronto. And the third-place team included Rachel Cohen, Allison Tolgyesi, Hunter Marriott, Alexandra Johnson and Khatra Badreldin from the University of Ottawa.

The next presentation was the OSPE President's Volunteer Award. This unique award of recognition for volunteers going above and beyond in effecting positive change for the engineering profession in Ontario was presented to Shelly Deitner. The Professional Engineers category recognizes an OSPE volunteer who has served as an advocate for the engineering community through various roles in committees, task forces, and boards for the betterment of engineers across the province.

The Chair thanked outgoing Board members Shelly Deitner and Emily Thorn Corthay for their considerable contributions to OSPE.

Tibor Turi, OSPE Vice Chair presented the Chair, Jonathan Hack with a token of appreciation for his service and contributions as President and Chair for the 2018 – 2019 term.

The Chair asked that all 2019-2020 Board Members stay behind for a brief meeting.

## **TERMINATION**

There being no further business, **UPON MOTION** duly made, seconded and unanimously carried, **IT WAS RESOLVED** that the meeting be terminated.

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Jonathan Hack, P.Eng.  
President and Chair

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Ron Clifton, P.Eng.  
OSPE Board Director