



Annual General Meeting

Package

May 8, 2021

ANNUAL GENERAL MEETING

Saturday May 8, 2021

Via Webinar

AGENDA

9:30 a.m. ANNUAL GENERAL MEETING

Call to Order

Motion to approve the minutes of the Annual General Meeting of May 6, 2020

Report of the Chair and CEO

Report of the Nominations Committee

Report of the Treasurer

Report of the Audit and Finance Committee and Appointment of Auditors

Presentations

Members' Questions

Closing Remarks

11:30 a.m. CONCLUSION OF ANNUAL GENERAL MEETING

Annual General Meeting (Virtual)

Saturday May 8, 2021

Rules of Order

QUORUM:

The Society's Bylaw No. 2 states that quorum at a meeting of members consists of 25 members of the Society who are eligible to vote at the meeting and who are present in person (via web conference) or by proxy.

MOTIONS:

If members have been given advance notice of the terms of a motion it should be approved or rejected without amendment. The only permissible amendment in these circumstances would be the adoption of wording to clarify, without altering, the intent of the motion. The inclusion of substantial new items without prior notice to members is considered unfair to the members present at the meeting in person and, especially, to those represented by proxy or not represented at all.

MOVE OR SECOND A MOTION:

To move or second a motion, click on the **questions tab** located in your control panel. Enter your name and whether you MOVE or SECOND.

VOTING:

Votes may be cast in person (via web conference) or by proxy. A proxy is the authority to vote given by one person to another. Those wishing to vote by proxy at a Society members' meeting must submit their proxy in writing to the CEO or his or her designate 2 business days before the meeting is to take place.

When the Chair calls for a vote on a motion, a **polling pop up** will appear on your screen to either vote **IN FAVOUR** of the motion or **OPPOSED** to the motion.

General Motions:

Motions shall be determined by a simple majority vote (fifty per cent (50%) plus one (1)). All members of the Society may vote for most motions.

Auditor Motions:

Motions shall be determined by a vote of **Professional, Associate and Honorary** members at which two-thirds (2/3) of those casting a vote approve the decision of the Board.

Members' Questions:

All questions will be answered through the **questions tab**. The moderator will retrieve all questions and announce them to Chair. The Chair will either answer the question directly or will defer to the appropriate person. Questions can be asked prior to the vote of a motion as well as during the question period.

When asking a question, members are asked to:

- Pose your question through the **questions tab** via a text box located on your control panel.
- Enter the question.
- To pose your question live, click the **hand button**. Staff will introduce you and unmute your microphone. Individuals will only be allowed to ask one question at a time.
- Pose the question succinctly.
- Respect that there are others in attendance who wish to be heard and ask only one question at a time.
- Questions should be in good taste, be incapable of being misinterpreted and should give offence to no one.

AGM Frequently Asked Questions

1. How do I login to the AGM webinar?

To register for the AGM, please complete the registration form here:
<https://attendee.gotowebinar.com/register/7514310266949475343>

You will be emailed a link to connect to the event. Please check you spam/junk folders for the automatic email from GoToWebinar.

2. What time does the meeting start and when should I login?

The meeting officially starts at 9:30am We recommend you launch the webinar up to 30 minutes prior to the scheduled start time in order to test your system.

3. Can I test my system ahead of the meeting?

Yes, please click here to test your system, <https://support.goto.com/webinar/system-check-attendee>

4. What if I have technical difficulties?

View the GoToWebinar Attendee QuickStart video here: <https://youtu.be/oD3jaxQTcuQ>

If you have additional questions, please review the GoToWebinar FAQ page here:
<https://www.gotomeeting.com/en-ca/webinar/online-webinar-support> or call support at 1-833-851-8340.

5. Will the presenters see or hear me?

No, you will be able to view and listen to the meeting, but **YOU will not be SEEN or HEARD.**

6. Can I ask questions during the meeting?

You will be able to ask questions of the presenter, move or second a motion and ask questions during the voting of motions via the **Questions** tab in the control panel.

7. How will I be able to vote for motions?

Voting will be conducted by a **polling pop up**. Once a vote is called a polling pop up will appear and you will vote either IN FAVOUR of the motion or OPPOSED to the motion. Once you vote the polling pop up will disappear.

8. How do I move or second a motion?

You can move or second a motion by entering your full name and 'moves'/'seconds' to the **Questions** tab in the control panel.

9. Can I make changes to the proposed motion or enter a new motion?

If members have been given advance notice of the terms of a motion it should be approved or rejected without amendment. The only permissible amendment in these circumstances would be the adoption of wording to clarify, without altering, the intent of the motion. The inclusion of substantial new items without prior notice to members is considered unfair to the members present at the meeting in person and, especially, to those represented by proxy or not represented at all.

10. Who can vote for the Appointment of Auditors?

Appointment of Auditors motion shall be determined by a vote of **Professional, Associate and Honorary** members at which two-thirds (2/3) of those casting a vote approve the decision of the Board.

11. What are General motions and who can vote?

General motions are approval of minutes and adjourning the meeting. They shall be determined by a simple majority vote (fifty per cent (50%) plus one (1)). All members of the Society may vote for general motions.

12. Are you able to hold an AGM online?

OSPE is incorporated under the Ontario Corporations Act. There was an emergency order posted on April 24, 2020 with respect to the Corporations Act allowing corporations to hold meetings online regardless of what is stated or not stated in the bylaws.

Minutes: Annual General Meeting May 6, 2020

MINUTES of the Annual General Meeting (AGM) of the Ontario Society of Professional Engineers held virtually on the 6th day of May 2020 at the hour of 6:00 in the evening.

PRESENT:

Approximately 76 Professional, Honourary, and Associate members of the society attended virtually.

Items

At 6:00pm, prior to the official start of the AGM, OSPE welcomed their keynote speaker, Dr. Chris Bart, the world's leading researcher on organizational mission statements and how companies can use them more effectively to become a "mission driven" organization. He is currently the CEO of Corporate Missions Inc., an international consulting firm dedicated to helping organizations excel in the execution of their strategies. Dr. Bart gave a presentation on Competency Based Boards followed by a fulsome question and answer period.

1.0 Call to order

The Chair, Tibor Turi, P.Eng. welcomed those present, thanked the sponsors and introduced the current Board of Directors. The meeting was called to order at 7:17p.m.

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, 2019 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, 2019 be taken as read.

MOVED: David Brown; **SECONDED:** Ron Clifton; **MOTION CARRIED.**

3.0 Report of the Chair and CEO

The Chair and CEO began their report noting that this was the first full year of OSPE's new strategic plan.

We are entering a new era of rapid change; demographic and technological changes are always at the forefront of our thoughts. How do we maximize the potential of engineers, what are the core messages we want to put forward for engineers and how can we play an active, engaged role in society. How can we make sure engineers in this community are recognized for their ability to lead the way, show their deep care for society, and bring everyone together to unite against a common cause?

We need to have constant dialogue with our members, who make up our committees, task forces and Board of Directors. All our work is done in service of the incredible people that make up these groups, and we can't thank them enough.

The first year of our new strategic plan was marked with success. We can Engineer the Future Together because of OSPE's professional and dedicated approach, our robust, integrated value system, and a tireless dedication to work hard for our membership base. This engaged, forward thinking, and innovative membership base pushes us for long-term, holistic, solutions that rely on evidence-based thinking. Your insight and expertise continue to guide our strategic thinking and our advocacy efforts.

Our efforts are built around the three main pillars of the strategic plan, Engineers Lead, Care and Unite.

We strongly believe that engineers must be consulted on crucial decisions that affect the future. Engineers are all-around thinkers, capable of problem solving and strategic thinking. We understand how to get resources to the communities that need them, how to prioritize decision making, and how to balance immediate needs with future problems. When everything—population, climate, technology—is changing, this ability to look at all sides of the picture is vital. We will share numerous examples from 2019 that show this outreach effort by our Advocacy teams. These examples show what we're proud to have achieved: that OSPE is recognized by the government as a leader in policy recommendations, that the public trusts our voice, and that the media recognizes us as a source of valuable information. By approaching advocacy in a way that honours the engineering spirit, by bringing evidence-based, actionable solutions, we can see that we are increasing the profile of engineers in the public imagination. All these efforts are led by our membership base. Whether it's issues of the economy or climate, or recommendations for energy policy and pre-budgets, our goal is to advance the issues that matter to you.

OSPE is committed to fostering an equitable, diverse, and inclusive engineering community to deliver unparalleled value at every stage of our members' careers. To better represent all segments of Ontario's engineering community, OSPE continues to expand and refine our services to better meet the needs of our diverse membership base. This year was the launch of our OSPE Exchange HUBS. We launched in five cities across Ontario in September 2019: Hamilton, Kingston, Toronto, Windsor, and Guelph. The focus of the Hubs is to find a local gathering point for our diverse community to exchange knowledge and ideas, it's a mix of engineering graduates, professional members, retirees, and students who are either living or working in the area. The Hubs are ambassador driven, meaning that each Hub is organized towards the specific needs of the community, and able to provide guidance for the unique issues that face them. Students are the future of the workplace, and OSPE has worked hard to make sure they have our attention. We met with York University's Dean of Lassonde School of Engineering to discuss the future of engineering education, and, along with our partners at ESSCO, attended the Council of Ontario Deans of Engineering to discuss their recently released report. And in May, with ESSCO, we released a report on tuition, job prospects, and co-op/internships with several recommendations for government and universities. OSPE has been busy building relationships across the spectrum, hoping to leverage these connections into policy recommendations.

In August, we met with members of the Turkish delegation, including the Prime Minister Binali Yildirim, ambassadors, and councilors to discuss infrastructure and procurement in Ontario, and a way for Turkish Nationals to obtain engineering credentials in Ontario. In April, we discussed with the Ministry of Labour & Skills Development and with the Ministry of College and Universities, the findings of a survey commissioned by OSPE and ESSCO, regarding the Pay Transparency Act, and the continuing pay discrepancy between men and women. In July, OSPE signed a partnership agreement with Women in Renewable Energy (WiRE) to work towards collective goals and ensure that members receive increased

benefits. And in October we were invited to join the Ontario Chamber of Commerce's Workforce Development Council as a representative of the STEM sector.

Keeping our eyes open and uniting different disciplines is a key focus for OSPE. We believe that cross collaboration and interdisciplinary thinking will allow us to prepare for the future in which these skills are fully integrated. By developing these connections now, OSPE prepares for the future. As COVID-19 is teaching us, we are deeply integrated and reliant on our mutual strengths.

We're very proud of our advocacy efforts that unite all the different engineering groups: internationally educated engineers, students, mid-career professionals, and those in vulnerable sectors. We believe that this is the greatest strength engineers can offer, a different perspective, all backed with rigorous, evidence-based thinking, with the aim of creating a healthy society. We spent much of this year speaking to members in the Government, with the aim of recommending policy. The year began with a great start when we released our pre-budget submission. We also called on the provincial government to council with engineering and electricity rate experts, who can best advise on how to introduce an interruptible retail electricity market, assemble financial experts to consult on replacing the Fair Hydro Plan, as well as address Ontario's skills gap. Alongside this, we called for a professional engineer to be appointed to an advisory panel for the Made in Ontario Environmental Plan on climate change. We met with the Ministry of Transportation to discuss infrastructure priorities; as well as Metrolinx to discuss future bidding. We provided a submission to the Ministry of Environment, Conservation and Parks, calling for the establishment of clear, measurable targets and outcomes to reduce greenhouse gas emissions. Our Energy Task Force members met with the Hon. Bill Walker, Associate Minister of Energy to discuss an approach for reducing electricity prices in Ontario. Our last Ministry meeting was with the Ministry of Economic Development, Job Creation and Trade, to speak about the engineering labour market, the employment rate of engineers, the disadvantages facing IEGs in Ontario and the importance of creating transparency in the system.

All throughout the year we met with Industry groups such as the Ontario Homebuilders Association to discuss the Ontario Building code; we hosted a roundtable on Smart Cities, with Cisco and Allstream, to discuss new technologies and opportunities in the private sector. We also held a roundtable with SpinMaster, bringing in experts to discuss innovation, creativity, and engineering. Leading and uniting go hand-in-hand, and we're proud to say that at OSPE, our non-partisan, issue-based approach means that we can enter through all doors. We do not bring a laundry list of criticisms, but well-thought out solutions to problems, all deeply considered by engineers. Our work through the year shows that we take this role seriously and we're happy to build robust connections through the government and private industries.

One of our large advocacy efforts, as directed by our members, is to ensure the protection of underrepresented and undervalued groups in the engineering community. If diversity, and the wealth of different perspectives is our strength, we must find ways to engage with it. The research already tells us this is true: that diverse teams are capable of higher degrees of creative and innovative thinking. Organizations have spent the last few years shifting towards adopting these ideas into their daily practices. It's no longer a matter of optics, but something that has a tangible, real effect on the bottom line. As much as everyone wants to help, since this is new territory for many, the roads are not yet built. OSPE works to build these paths through its Woman in Advocacy Champions Task Force, and its Equity, Diversity, and Inclusion committees. On November 6, we hosted EDI Imperative: Changing the Profile of STEAM in Canada at the Shaw Center in Ottawa. We had over 700 attendees, representing government, industry, and academia. The goal of the forum was to provide attendees with

strategies and tools to implement diversity and inclusion tactics, to make the most of their workplace. Dr. Imogen R Coe, of Ryerson, gave the keynote on combatting gender stereotypes. There was also a workshop on the Six Cylinder Framework, delivered by Hamlin Grange, founder and co-president of DiversiPro; and numerous panels with experienced, successful industry professionals who offered real-world, take home advice that could be implemented towards change.

What we hear from our members is that as organizations prepare to make significant changes, they fear they don't have the capacity to evaluate or integrate diversity initiatives effectively. We are proud that our series of speakers, panels, and workshops offered a mix of information and styles hoping they address the nuts and bolts of diversity and inclusion and help propel us to the future.

On June 18th, 2019, over 300 individuals from the government, academia, the engineering sector, students, and those outside of the engineering profession gathered to attend the 17th Annual Claudette MacKay-Lassonde Forum. The forum was held in Kitchener, Ontario, with the specific purpose of hosting discussions that led to practical solutions for women in the STEM sector. Prime Minister Trudeau provided a welcome message, and Jane McKenna, MPP for Burlington, and Catherine Fife, MPP for Waterloo, both attended and spoke. Panels were held on an assortment of topics and all featured industry professionals from organizations such as CN Rail, PwC, and the Canadian Armed Forces. The panel topics were on the differences between Mentorship and Sponsorship and the role men play in the fight for equity. To wrap up, we received talks from Alicia Sullivan, a director at Catalyst, on positive steps women can take to build their career, and a speech on leadership from Diane Lundquist.

As always, when it comes to complex, hot button topics, OSPE is glad to connect people with speakers who provide tangible, real world solutions, that help us understand and innovate with care. As part of this measure, we premiered DiversifySTEM at the forum. DiversifySTEM is aimed at the time crunched employee who still wants to improve their workplace. It delivers short, five-minute, actionable lessons focused on gender diversity and changing the culture. It is full of practical tips on getting the most of your workforce; like how to attract and retain women in their STEM careers. As mentioned, we often hear from our member base that while the theories surrounding diversity are great, they are often left without practical tips. Diversify STEM provides flexible, action-oriented modules, with the goal of providing employers direct strategies to help break barriers. Since the launch, over 2,000 have accessed the lessons 15,000 times! Available on the Apple Store and Google Play, this app, funded by the Women and Gender Equity Canada program, has been a big hit.

OSPE is proud of the relationships we build across government departments. As part of our ongoing partnership with the government, we often deliver projects for them. In 2019, this comprised of six projects, worth a total of \$1,490,715. Let's take a quick look at a few. Since 2009, we have provided an Exam Skills Preparation course on behalf of the government. This is for engineers seeking their P. Eng. license. We deliver it over a five-week period, and last year, we offered the course in Toronto, Mississauga, Cambridge, and Ottawa. An astonishing 93% of students say they would recommend this class to others. Even better, 87% of students enrolled in the course successfully pass their PPE exam. We also offered a six-week, 48-hour course, for engineers looking to upgrade and adapt their skills for the environmental sector. The course is dynamic, offering both online and classroom components, and is offered throughout Ontario. One of our highly regarded offerings is funded by the Federation of Canadian Municipalities, who tasked us to deliver seven Asset Management workshops in 2019. We delivered these lessons in Chatham, Sudbury, Owen Sound, Brantford, Belleville, London, and Barrie. The lessons were interactive and all about the balancing act between customer expectations and affordability.

97% of attendees would recommend the workshop to a peer, and 98% said it met or exceeded expectations! The government, at both levels, keeps funding OSPE to deliver up-to-date Professional Development. They trust us with some of the most important learning objectives, those geared towards keeping engineers at the cutting edge of technology, upgrading skills, and understanding the shifting dynamics of the economy. This is one of the great ways that we know OSPE is well-respected and trusted.

OSPE has made big strides to amplify and engage with our members across social media. Not just to promote our events, but to keep in regular check with what our members are thinking, what they want, and what's working. Social Media's ease of use is a great tool. It allows for quick, instant collaboration, for a richness of diverse thought, to come forward, and for open & honest dialogue. Our Society Notes blog is a tool we use to roll out longer messages to our members. In 2019, we had 40,000 unique visitors to the page. Twitter saw 1,488,400 impressions: LinkedIn 696,000. Our Facebook page remained a regular way to communicate with members, and we saw 1,360,000 impressions. To collate these comments and likes, we launched a Chatter page in the Voice, aimed at spotlighting some of the more helpful comments. The most eye-popping stat for us was the hashtag #ChangeSTEAM which peaked at number 4 worldwide on Twitter, during the EDI conference. We were proud and happy to see our members engaged and talking all throughout the day!

OSPE's not all business! We believe that engineers can strengthen their bonds by meeting after work hours, or in more casual settings, not just for "networking" but to unwind, and get to know each other in a different setting. We held several events to congratulate our members on their hard work, and to find a low stress, social way to engage. We had our annual Boat Cruise, Ottawa Holiday Party, and Toronto Holiday party, amongst our regular E3's, advocacy roundtables, and Hubs, all with a dedicated social element.

OSPE is focused on influencing public policy, and so it must be engaged with the public. Our engineers tell us how to direct our resources: whether it's social development, closing pay gaps, or altering workplaces, we work in many different arenas. The future is created today. We take pride in keeping an eye on the concerns of the future and believe it's part of the mandate of our strategic pillars to increase the public profile of engineers. To that end, we presented a submission to the Ministry of the Environment, Conservation and Parks regarding Ontario's Emissions Performance Standards, highlighting the need for large emitters to pay their fair share of greenhouse gas emissions. We continued to celebrate P.Eng. Day by highlighting the important contributions and work engineers do in Ontario. We released a statement on the Coroner's Inquest into the Radiohead stage collapse that reiterates the importance of continuing professional development for engineers, as it is for other licensed professionals in Ontario. We attended a meeting with Finance Minister Victor Fideli, as part of the Ontario Business Advisory Council, to share recommendations for the 2019 Provincial Budget. We hosted the 10th annual Lobby Day and MPP Reception. We welcomed more than 35 MPPs from all political parties for the release of the Energy Task Force's latest report Retail Electricity Price Reform: Path to Lower Energy Bills and Economy-Wide CO2 Emission Reduction. OSPE engineers met with NDP Attorney General Critic, MPP Sara Singh, Liberal Attorney General Critic, MPP Nathalie Des Rosiers and Ontario Green Party Leader MPP Mike Schreiner to share OSPE's perspective regarding PEOs role as a regulatory body. We were extremely proud that OSPE's recommendations were included in the new Construction Act taking effect Oct 1, 2019. Following years of consultation with OSPE, the Government of Ontario's makes changes to the Construction Act regarding new prompt payments and the adjudication processes; amendments related to liens against municipalities came into effect.

This year was our year to introduce the new strategic plan and lay the foundation. We wanted public engagement, engineers to step up, interdisciplinary thinking, and solid wins: we're proud to say we got that. We're optimistic about where OSPE is headed, but COVID-

19 shows us that nothing is certain. The future is tumultuous and the time to prepare is now! We have lots to look forward to. 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 center, so that each of you can continue innovating and delivering solutions to society's complex challenges. At the end of the day, OSPE exists to support you. Most of you here today are active members who consistently drive our mandate forward, and I sincerely thank you for your time and passion. Without you, there would be no OSPE. Through our advocacy body, each of us has the chance to make a difference and to take on leadership roles outside of our careers. There are many ways to contribute: Sign up for our revamped mentorship program, unveiled later this year, submit a guest blog on a topic of importance to you, participate in a hub or volunteer your time as an Ambassador. While OSPE is all about strengthening our profession, the Society is also dedicated to your personal and professional growth too. Tell a colleague about OSPE and ask them to join you for one of your next OSPE initiatives. Every "win" that we achieve together enhances the reputation of the engineering profession. This is how we create more opportunities of greater magnitude for Ontario's engineers. S. Perruzza thanked the dedicated members who rise to the occasion every time OSPE seeks your expertise and input. T. Turi expressed gratitude for the continued support and for putting trust in OSPE over the past 20 years.

S. Perruzza announced a new OSPE initiative that we are all very excited about, the Ontario Engineering Academy or OEA. The OEA came from asking ourselves a simple question: how can we prepare engineers for the future? There is no easy answer, because it's a complex, multi-faceted question. We must ask: what are the technologies of the future? How will demographics shift? What will happen to the climate, and how will that alter industry? COVID-19 has reminded us that while we can imagine the future, we cannot predict it with 100% certainty. As much as we try, we cannot possibly predict how these different variables will interact, and how industry and government will react. If we cannot predict the exact outcome, the best thing to do is prepare our engineers. Prepare them to handle the challenges of the future; prepare them for new technologies, the shifting workspaces, for the evolving sectors of the economy, and for the skills gaps that will increase. We want to implement a rigorous, interactive, future-focused system of learning, that helps engineers in all stages of their career and for all areas. Whether it's leadership skills like communication, or hard skills concerned with technological applications, the Ontario Engineering Academy is here to show engineers we're here to help them prepare for their future and we will be eager partners throughout their careers. Right now, only 30% of engineering graduates are employed in an engineering profession. The skills gap is real, tangible, and affecting us day to day on all fronts. Problems of the future must be solved now, and we believe the Ontario Engineering Academy will lay the foundation for this change. Because of the changing frontiers of the workplace, engineering graduates, and even those in mid-career, are finding it harder and harder to match their considerable skills with jobs. As they move through their career, these small skill gaps widen, meaning that they fall further behind. By design, university and industry do not have the infrastructure in place to make quick adjustments that are focused on the core realities of being an engineer in today's environment. The purpose of the Ontario Engineering Academy is to fill that gap—to walk side by side with engineers and make sure that they are maximizing their potential earnings, skillset, and career opportunities.

At OSPE, we want to fulfill our duty to engineers. We have three goals, always: to lead, unite, and care. We want to lead and take charge on this issue to close this gap. We want engineers to feel united, and like they have a community to turn to when they experience struggles in the job market. And lastly, we care; we care because engineers are leaders in our world, who can transform lives and societies for the better. Our OEA team is being led by

John DaSilva, P.Eng. and they are working to share more details with you in the coming months. Please stayed tuned.

S. Perruzza noted there are never enough words to express his pride in the members, Board, and staff for executing the objectives laid out in our Strategic Plan. As we start this next chapter in OSPE's story, we have a highly motivated and visionary Board leading the way. It is an exciting time to get involved in your advocacy body. The OSPE community you have helped us build and nurture looks forward to serving you for many more years.

4.0 Report of the Nominations Committee

T. Turi thanked Laura Yu, Chair of this committee as well committee members, Harvey Shi, Grant Walsom, Kevin Wright and Christina Visser. He 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. He 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:

Réjeanne Aimey, P.Eng.
Nicholas Burgwin, P.Eng.
David Carnegie, P.Eng.
Mark Frayne, P. Eng

5.0 Report of the Treasurer

The Treasurer, Ron Clifton summarized the auditors' report and presented the audited financial statements for the fiscal year ended December 31st, 2019.

6.0 Report of the Audit and Finance Committee

The Treasurer provided the Audit and Finance Committee report on behalf of his fellow committee members, Angela Wojtyla and Laura Yu. He noted that the committee was pleased with the professional and efficient manner in which the auditors, BDO Canada LLP, carried out their work this year and would like to recommend retaining them for 2020.

UPON MOTION duly made, seconded and carried, **IT WAS RESOLVED** that BDO Canada, LLP, 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: Ron Clifton; **SECONDED:** Jonathan Hack; **MOTION CARRIED.**

7.0 Motion to amend: Bylaw No. 2

Vice Chair, Réjeanne Aimey, joined Tibor Turi to present the motion to amend bylaw No. 2.

Having qualified, competent members of the board is paramount to the success of a member organization. Currently candidates can submit a nomination for the OSPE Board of Directors, two different ways: First, by submitting a nominations package with six signatures and automatically being included in the slate, or second, by submitting a resume to the Nominations Committee for consideration. When a candidate submits a resume to the Nominations Committee, the candidate is evaluated based on geographic region, or engineering sector, and a Board approved competency-based matrix. The proposed changes to Bylaw No. 2 involve removing the option to automatically be added to the slate of candidates by obtaining six signatures. This would ensure that each candidate is equally evaluated by the Nominations Committee, and that, as per the OSPE bylaws, there is a balanced slate with at least 7 Professional Engineers on the Board at all times.

The Vice Chair confirmed there will still be a Call for Nominations, members can still submit a cover letter and resume for consideration and there will still be an election. The Board of Directors is now and will continue to be selected by the membership.

The Nominations Committee consists of the Chair, who is a current Board Director, and 4 OSPE members who are recruited based on their sectors and regions to ensure we have as much representation as possible from different areas across Ontario, as well as engineering disciplines and backgrounds. Currently, OSPE will put out a call for Board nominations to the entire membership annually across all of its communications channels, including The Voice magazine, the OSPE website and Society Notes blog, social media channels, member e-mails and e-newsletters, etc. The Nominations Committee also canvases the OSPE membership at large by reaching out to OSPE's industry and community contacts, who then reach out to their networks to see who has the interest, qualifications and competencies needed during that election year. Once a list of nominations is collated, it goes to OSPE's current Board of Directors for approval.

While candidates can be questioned or removed by the Board for any reason, the list of members who self-nominate cannot be screened out, as per our by-laws, regardless of whether they are qualified or not. Even if there is a valid reason why they should not be on the OSPE Board, our Board of Directors cannot prevent an individual from running for the Board. Over the past few years, 70 to 80% of the candidates running for OSPE's board come from the Nominations Committee's outreach efforts.

OSPE's Strategic Planning and Board Development Committee looked at best governance practices for boards, including what is standard for Board composition at other professional membership associations. The trend is that most are moving to this practice. The latest recommendation for PEO from three recent independent reviews, have also all made the same recommendation. Engineers and Geoscientists, BC has also moved to this model, as have many other professional bodies. OSPE has had a few members send messages commending the Board for moving in this direction as well, mentioning that it demonstrates that the organization is maturing. In the last PEO Council Package, there is a spreadsheet which shows how many engineering regulators and bodies have either partially or fully moved to this model. Dr. Chris Bart, who is an internationally recognized governance expert, has advised us that in a landmark decision by the Supreme Court of Canada, it was ruled that subject to any restrictions imposed by law, a corporation's Board of Directors is responsible for the effective governance of the organization. Although there were some members who were against OSPE doing so, the overwhelming majority of the comments, emails and phone calls, including our member satisfaction survey results demonstrated that more than 80% of respondents were supportive of this move. It was difficult, but the right thing to do. The focus of this shift in language is to emphasize a competency matrix when selecting a nomination slate. The original purpose of the nomination process is to choose qualified, competent, and certified board members, who represent, respect, and value OSPE's mission. Key to this is ensuring that candidates meet minimum requirements that lay the foundation for future success. So, in an effort to highlight the value of a competency matrix, we have eliminated the provision that allows for a nomination to occur with only six signatories. We believe by focusing on the competency matrix, we promote a meritocracy.

The second focus of the bylaw is ensuring that all members of OSPE are represented. This change ensures that the nominations must come from all geographic areas of Ontario, and all sectors of the engineering community. As part of our strategic plan, Engineering the Future Together, we believe unity is a key component of our mandate. Part of uniting is to ensure that every demographic is represented and has a voice in the direction of the

organization. To achieve this, the bylaw change will reserve a maximum of five positions for Associate members and ensure that there are always at least 7 Professional members.

A Board Director is elected by the membership and can only be removed by the membership. After some discussion with legal counsel, we wish to note that a Board Director can be removed by the OSPE Board of Directors for violating the OSPE Code of Conduct. OSPE membership may also be terminated in accordance with policies established by resolution of the Board from time to time. Given that, a Board Director is a member and their membership can be revoked for breaching the Code of Conduct, which would then make them ineligible to sit on the Board. The membership elects a Director to lead and to represent their interests. We expect all our members to abide by the OSPE Code of Conduct and we must also ensure that consistency and compliance with the OSPE Code of Conduct for our Board Directors. This addendum spells it out quite clearly.

Our last change will help to ensure that the bylaw is clear and precise in its ask. It stabilizes the language by removing one sentence, and adding another, to clarify the purpose of the Nominations Committee. This small change, from “exact number” to “greater than the number” ensures an election of directors.

We believe these changes allow us to sharply focus on OSPE goals:

- to provide comprehensive representation,
- to guarantee that there is a level of excellence that our leaders adhere to, and
- to provide equal balance within the board.

We see the changes being proposed today as refinements that allow language to adhere closely to the original purpose of the bylaw. These changes have been reviewed and discussed extensively with our legal counsel, including the intent of the nature of the changes. Our legal counsel is comfortable that the proposed language changes meet that intent.

The motion to amend Bylaw No. 2, 6.9.1 d) Nominations Committee was moved and seconded. The floor was opened to questions for the membership. Discussion ensued. The motion was put to a vote and the motion was carried.

UPON MOTION duly made, seconded and carried, **IT WAS RESOLVED** that approves the proposed amendment to Bylaw No. 2, 6.9.1 d) Nominations Committee, which will now read: *There shall be a Nominations Committee, consisting of a director who is not up for re-election, who shall be the chair of this Committee, and four (4) Professional and Associate members appointed by the chair of this Committee, subject to approval by the Board. No member of this Committee may be nominated for election as a director. This Committee shall be responsible for preparing a slate of candidates for election to the Board in any given term according to the principle that those candidates selected must effectively represent the broad interests and regions of the Society. It shall be the express mandate of the Nominations Committee to ensure that a full slate of candidates are nominated, **which are greater than the number of available positions to make certain of an election of directors.** The further duties of the Nominations Committee shall be established from time to time by the Board.*

MOVED: Karen Chan; **SECONDED:** Jonathan Hack; **MOTION CARRIED.**

The motion to amend Bylaw No. 2, 6.7 Removal of Directors was moved and seconded. The floor was opened to questions for the membership. Discussion ensued. The motion was put to a vote and the motion was carried.

UPON MOTION duly made, seconded and carried, **IT WAS RESOLVED** that approve the proposed amendment to Bylaw No. 2, 6.7 Removal of Directors to ADD the line: *6.7.4, If a director violates the OSPE Code of Conduct and /or Workplace Violence Policy.*

MOVED: David Brown; **SECONDED:** Jonathan Hack; **MOTION CARRIED.**

The motion to amend Bylaw No. 2, 6.5.1, Nominations and Elections was moved and seconded. The floor was opened to questions for the membership. Discussion ensued. The motion was put to a vote and the motion was carried.

UPON MOTION duly made, seconded and carried, **IT WAS RESOLVED** that approve the proposed amendment to Bylaw No. 2, 6.5.1, Nominations and Elections, which will remove the lines: *either by the signatures of six (6) Professional, Associate or Honorary members, or, AND: Subject to paragraph (b) below, there shall be no qualifications for nomination other than being eligible to serve on the Board as set out in section 6.4*

It will now read: *Candidates for election to the Board may be nominated by the Nominations Committee, according to the policies and rules established by the Board from time to time, provided that:*

MOVED: Tom Murad; **SECONDED:** Sandra Ausma; **MOTION CARRIED.**

8.0 Members Questions

The meeting was opened for general questions from the membership. No questions were noted.

As a volunteer-led organization, OSPE relies on skilled, dedicated engineers to help advocate on behalf of the engineering profession. OSPE has the opportunity to recognize some of our exceptional volunteers with the OSPE President's Volunteer Award. Receiving the OSPE President's Volunteer Award is a unique recognition for volunteers going above and beyond in effecting positive change for the engineering profession in Ontario. Elizabeth Pietrantonio was awarded the 2020 Professional Engineers Award, and Tiffany Joseph was awarded the 2020 Young Professional Award.

The Chair thanked outgoing Board members Christina Visser and Jonathan Hack for their considerable contributions to OSPE.

The CEO thanked the Chair for his professionalism, vision and guidance as President and Chair for the 2019-2020 term.

The Chair asked that all 2020-2021 Board Members login immediately following the close of the AGM to attend the first meeting of the OSPE Board.

TERMINATION

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

Tibor Turi, P.Eng.
President and Chair

Réjeanne Aimey, P.Eng.
Vice Chair



ONTARIO
SOCIETY OF
PROFESSIONAL
ENGINEERS

2020

Annual Report

The Ontario Society of Professional Engineers

The Ontario Society of Professional Engineers (OSPE) is the voice of the engineering profession in Ontario. We represent the entire engineering community, including professional engineers, engineering graduates and students who work or will work in several of the most strategic and influential sectors of Ontario's economy.

OSPE elevates the profile of the profession by advocating to government, offering valued member services and providing opportunities for ongoing learning, networking and community building.

2020 Annual Report

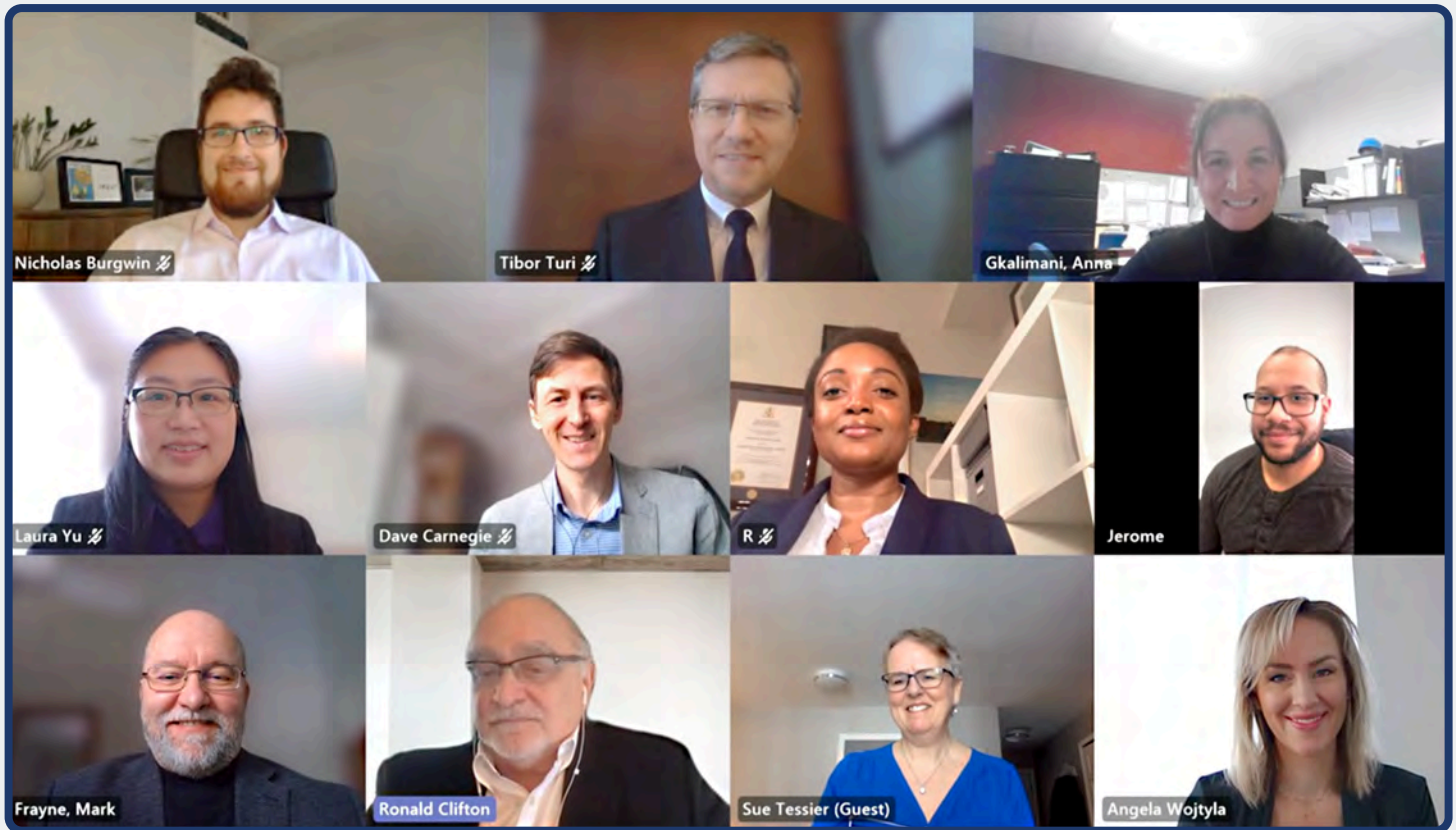
OSPE's 2020 Annual Report provides an overview of the association's work and impact on behalf of Ontario's engineering community from January 1 through December 31, 2020. This report was prepared for OSPE's Annual General Meeting on May 8, 2021 and outlines how the organization's initiatives and activities met the tactical goals laid out in *Engineering the Future Together*, our 2019-2022 Strategic Plan.

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2020-2021 Board of Directors

OSPE could not reach its strategic goals without the continued support of our Board of Directors. Thank you for committing so much time and energy to advocating for and giving back to your profession.



Top Row: Nicholas Burgwin, P.Eng. (Director), Dr. Tibor Turi, Ph.D., P.Eng., (Past Chair), Anna Gkalimani, P.Eng. (Director)

Middle Row: Laura Yu, P.Eng. (Director), David Carnegie, P.Eng. (Director), Réjeanne Aimey, P.Eng. (President and Chair), Jerome James, P.Eng. (Director)

Bottom Row: Mark Frayne, P.Eng. (Vice Chair), Ron Clifton, P.Eng. (Treasurer), Sue Tessier, P.Eng. (Director), Angela Wojtyla, P.Eng. (Secretary)

Not pictured:

Tom Murad, P.Eng. (May 2019 – September 2020)

Jim Chisholm, P.Eng. (May 2018 – September 2020)



Message from the CEO

2020 was the year engineers positioned themselves as leaders, rising to the challenge of addressing the impacts of COVID-19. Whether it be testing vaccines, creating personal protective equipment, or serving on economic advisory boards, the engineering community was involved in all facets of responding to the global crisis.

It was a year defined by tumultuousness, as industries across the board had to react rapidly to the pandemic. Those that were able to pivot were successful; what we saw was that industries built on solid, evidence-based foundations, with long histories of critical thinking and creative solutions were most prepared for the changes. As such, the engineering community was well suited to withstand the pandemic fluctuations.

At OSPE, while the transition to work from home was, fortunately, simple for us, the pandemic meant widespread changes to procedures. Our major launch for the year, the Ontario Engineering Academy, had to scale back its offerings with virtual-only sessions. Luckily, this was met with a measure of success, as we were able to offer webinars—such as work from home solutions—to respond to what engineers were dealing with.

Our biggest shift was the total change from in-person to virtual-only events and meetings, including our Engineering Employment Events (E3s – now VE3s), and the EDI Advantage conference, which saw more than 1,500 participants online.

Luckily, with the meticulous planning of our staff and event partners, these events were pulled off without a hitch—and in many cases, their virtual nature meant they could be offered to a larger, even more diverse audience, while breaking down accessibility barriers.

Thank you to all of our members, partners and volunteers for your hard work and continued dedication to OSPE through all of these changes. This year of adversity will only make the engineering profession and all of society stronger and more prepared for change.

Sandro Perruzza, B.Sc., CRSP
CEO



Message from the President

In a year of calamity, it is difficult to look for the positives, but I was proud to see that so many in the engineering community kept a laser-sharp focus on improving the lives of others. OSPE members in the industry shuffled their priorities to provide solutions to problems, like manufacturing personal protective equipment, hand sanitizer and the like. Ontario was truly a leader in this regard, as engineers embraced change to seek out innovative solutions for these global problems.

My proudest accomplishment as President of OSPE was chairing the COVID-19 Economic Recovery Working Group. This was a historic opportunity to showcase the engineering skills that could solve many of our province's challenges while supporting economic recovery through and after the pandemic.

OSPE's very accomplished staff in the advocacy space, heads of OSPE's task forces, and select professional engineers provided invaluable input to produce five immediate, ten short-term, and eight long-term recommended actions that Ontario and the federal governments could implement.

These actions ranged from transforming engineering education, developing our intellectual property framework, advances in reclamation work in mining, and electrification of the transportation system to further develop our energy independence and environmental reforms. We pushed for the implementation of inclusive design principles while growing a diverse workforce to enable economic equity and recovery in Canada. I was proud that OSPE received acknowledgement by government ministers and that, in the months since, there has been evidence of execution and discussion surrounding many of our recommendations.

2021 will, hopefully, be defined by relief from COVID-19. We will see an engineering community that is stronger for having faced hardship, better prepared for future events, and ready to develop our role as leaders.

At OSPE, we have always stressed the immense potential of engineers — we know we are thought leaders who base solutions on facts. Now that continuing professional development will be mandatory for our profession, we must take this opportunity to continually up-skill and re-skill for the needs of society and our employers. The hunt for engineering talent combined with outstanding leadership skills and training is very real, and I know as a profession we will rise to the challenge.

A handwritten signature in black ink, reading 'Réjeanne Aimey'.

Réjeanne Aimey, P.Eng.
President & Chair

Volunteers

2020 was a big year for OSPE volunteers. Despite having to shift to virtual platforms, our members were eager to engage with one another in the engineering community. We saw increased participation across the board:

- 25 new Task Force members, 15 new Exchange Hub members, and dozens of volunteers who signed up to ensure our virtual events ran smoothly
- 24 reports and submissions generated by Task Forces & Committee members
- 55 attendees at the virtual All Committees Meeting who discussed initiatives and strategies to engage the engineering community and government

Thank you to our dedicated members who contribute their time and expertise to volunteer with OSPE. The knowledge and camaraderie you bring is what makes this engineering community so welcoming and special.



This image was taken pre-COVID-19.

“OSPE and its Task Forces, Committees & Working Groups have ensured that the professional engineer’s unique perspective is finally recognized as significant. These groups are a fantastic way to collaborate with incredibly competent fellow engineers on a variety of significant policy issues. I have personally and professionally benefitted from not merely the networking opportunities, but more importantly from the learning that is inevitable when discussing and debating issues with experienced peers that bring different industry and technical perspectives.

OSPE is the organization that is exclusively focused on enhancing the role, reputation and relevance of engineers within society. Actively participating in its Energy Task Force is one way that I can support OSPE’s achievement of its mandate.”
– Steve Pepper, P.Eng.

Volunteering at OSPE is a great way to broaden your professional network, learn from and deliberate with your colleagues, and improve your communications skills. Please visit www.ospe.on.ca/ambassador-program to learn more.

Partners

Thank you to our dedicated partners for helping us lead critical conversations and shape public policy that will impact the future of the engineering profession.

Annual Partners

President's Circle



Director's Circle



Influencer's Circle



Leader's Circle



Supporter's Circle



Event Partners



Engineering the Future Together

During an unprecedented year, OSPE members remained steadfast in achieving the three overarching strategic pillars of our 2019-2022 Strategic Plan.

Engineers Lead

Solidify OSPE's position as "the voice" of the profession by being the association where engineers gather, share expertise and provide recommendations on issues facing the profession and society.

Engineers Care

Elevate awareness of the role engineers play in making the world a better place and deepen respect for the engineering profession in Ontario.

Engineers Unite

Strengthen and grow OSPE's equitable, diverse and inclusive engineering community and deliver unparalleled value at every stage of our members' careers.

Engineers Lead

Mobilizing to Combat COVID-19

OSPE members create a COVID-19 Economic Recovery Working Group to propose concrete, actionable recommendations to government

OSPE and the engineering profession's commitment to safeguarding public interest is especially important in these uncertain times. OSPE members came together to provide the Ontario and Canadian governments with immediate, short and long-term recommendations to stimulate economic recovery.



This photo was taken pre COVID-19.

"The engineering community has been severely impacted by this pandemic, as thousands of engineering jobs are directly linked to the infrastructure, manufacturing, technology and research and innovation sectors. The federal government must now support the engineering community in rebuilding the engine that drives Ontario, and the rest of the country."

- Rejeanne Aimey, P.Eng., President & Chair of OSPE in a letter to The Right Honourable Justin Trudeau, Prime Minister of Canada and his Ministers

OSPE Members' Short-Term Recommendations:

1. Encourage the use of Distributed Energy Resources (DERs) and emissions-free technology
2. Invest in Ontario's mining industry for proper clean-up of orphaned and abandoned sites
3. Invest in talent development, knowledge training and supports for engineers
4. Support engineering students and recent engineering graduates
5. Drive the transformation of engineering education
6. Create a fund to support Ontario R&D businesses with a focus on commercialization, including development and protection of Intellectual Property (IP)

Minister of Natural Resources, The Honourable Seamus O'Regan responds to engineers:

"The importance of Canada's engineering community to our national economy, our natural resources sector and our everyday lives has been magnified by the COVID-19 pandemic. I want to thank you for conveying the concerns of the Ontario Society of Professional Engineers about Canada's economic recovery and the impact on the engineering profession in Canada. I greatly appreciate you sharing your thoughts and recommendations on this important matter."

- Emphasized that encouraging use of DERs and emissions-free technology is a priority
- Committed to implementation of the Canadian Minerals and Metals Plan (CMMP)

Minister of Environment and Climate Change, the Honourable Jonathan Wilkinson, commits to:

"exploring ways to support a significant expansion of this country's electrical infrastructure, including new interties, energy storage, smart technologies, services to transform the grid, and the requirement to electrify end uses."



"It was an honour to be invited to participate in the COVID-19 Working Group. I was amazed how quickly this group came together which demonstrates the reputation of OSPE within the engineering community and the true nature of engineers – nimble problem-solvers."

The positive feedback received from the engineering community and government speaks to the quality of the submissions. Thank you to Réjeanne and Sandro for their leadership as we look forward to the role engineers play in moving Ontario forward post-COVID." – Laura Yu, P.Eng.



"In the spring of 2020 as the pandemic hit Canada, I saw many businesses pivot to start making personal protective equipment, hand sanitizer and ventilators. As an engineer, I am always proud to see the innovation that comes out when challenges are put in front of us."

I was very impressed with the cross-section of OSPE volunteers that came together from different industries, and the ideas that came out of brainstorming. Being from the mining industry, I provided information about the reclamation of abandoned mine sites, which was an idea put forward to put engineers back to work while cleaning up the environment. It felt good to make a difference." – Sue Tessier, P.Eng.

OSPE members and government create COVID-19 Infrastructure Working Group

OSPE members, representatives from the Construction & Design Alliance of Ontario (CDAO) and other industry and labour partners work with the Ministries of Infrastructure, Labour & Skills Development, Municipal Affairs & Housing, Transportation and the Attorney General to establish new health and safety protocols to protect workers on infrastructure projects, as well as work through the contractual obligations resulting from project delays and disruptions.

OSPE presents to the Standing Committee on Finance and Economic Affairs regarding the *Economic Fiscal Update Act, 2020* and the impacts of the COVID-19 crisis on certain sectors of the economy (Infrastructure)

OSPE stresses the importance of supporting the engineering community in order to capitalize on recovery efforts, as well as create new funding allocations for sustainable infrastructure, talent development and retention, and fostering innovation.

OSPE and partners conduct industry-wide research to manage future pandemics in the Ontario construction sector

This research project, funded by the Natural Science and Engineering Research Council (NSERC) and led by the University of Toronto, in collaboration with OSPE, the Residential and Civil Construction Alliance of Ontario (RCCAO), and Residential Construction Council of Ontario (RESCON), aims to collect best practices on how to better manage and deal with future pandemics in the construction sector.

Bringing Engineers Together Online

OSPE hosts virtual Annual General Meeting (AGM) for the first time in its history

For the first time in 20 years, OSPE was unable to host its AGM in person, and instead quickly worked to host a virtual event on Wednesday May 6, 2020.

The evening started with a presentation by keynote speaker Dr. Chris Bart, world-renowned for effectively advising boards on their governance practices and strategy.

OSPE CEO Sandro Perruzza and President and Chair Dr. Tibor Turi, Ph.D., P.Eng., then delivered their report discussing OSPE values, strategic direction, operations, advocacy efforts, government partnership, membership engagement initiatives and events. OSPE Treasurer, Ron Clifton, P.Eng., delivered the 2019 audited financial statements as well as the recommendation to approve BDO Canada LLP as the Society's auditors for 2020.

On behalf of the OSPE Nominations Committee, President Turi introduced the elected Board Directors:



*Vice Chair Réjeanne Aimey, P.Eng.,
re-elected for a second term*



Nicholas Burgwin, P.Eng.



David Carnegie, P.Eng.



Mark Frayne, P.Eng.

President Turi and Vice Chair Aimey presented and discussed the proposed changes to Bylaw No. 2. After a fulsome question and answer period, OSPE members voted and approved the following motions:

- Removed the option to be nominated by six signatures for automatic inclusion to the Board Director election slate
- Added a line to note that a Board Director can be removed for violating the OSPE Code of Conduct
- Revised the wording of the Nominations Committee to make certain that it is the mandate of the Committee to ensure an election of Directors



*Christina Visser, P.Eng.
Outgoing Board Director*



*Jonathan Hack, P.Eng.
Former two-term President & Chair
Outgoing Board Director*



*Dr. Tibor Turi, Ph.D., P.Eng.
Outgoing President & Chair
Board Director*

Outgoing Directors Christina Visser, P.Eng., and Jonathan Hack, P.Eng., were recognized for their tremendous contributions, and CEO Sandro Perruzza congratulated Dr. Turi for his successful year as President and Chair.



Elizabeth Pietrantonio, P.Eng., received OSPE's 2020 President's Volunteer Award in the Professional Engineer category for her passionate volunteerism through OSPE's Diversity and Inclusion Task Force, and dedication to encouraging young women to pursue a career in engineering.



Tiffany Joseph, a graduate of the York University Space Engineering program, received the OSPE President's Volunteer Award in the category of Young Professionals for her active engagement in OSPE and the engineering community through the Engineering Students' Societies Council of Ontario and the Lassonde Engineering Society.

OSPE expands its online network to reach more members of the engineering community province-wide



67,000

OSPE Society Notes blog views



485,000+

unique visitors on www.ospe.on.ca



1.5M+

impressions on Twitter with more than 6,000 followers



1.7M+

impressions on Facebook with more than 11,000 followers



450,000+

impressions on LinkedIn with more than 10,500 followers

OSPE unveils ENGage Forum – members-only online discussion platform

The ENGage Forum is a place for members to go to discuss all things OSPE and engineering. From advocacy topics, research, and technical papers to membership questions, courses and the Ontario Engineering Academy, OSPE members can log on to the ENGage Forum and debate topics and start discussions with their fellow OSPE members.

1. Login to your account on OSPE's website www.ospe.on.ca
2. Once you're in the Members Area, click on the ENGage Forum tab, and you're in
3. When you find a category you're interested in, you can read the thread, subscribe for updates, or post a reply to share your opinion and expertise



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ENGage Forum

OSPE introduces ENGtalks, a video series featuring OSPE members and partners discussing topics of interest for engineers



OSPE launches new Career Centre for members and non-members to find engineering jobs nationwide

Search and apply, upload your resume and create a job-seeker account, subscribe for updates, request a free resume review, receive alerts, access career resources and coaching, browse company directories, and so much more.

OSPE hosts Virtual Town Halls & Trivia Nights

OSPE held three town halls with President and Chair Réjeanne Aimey, P.Eng., in July, August and September for both OSPE members and non-members. Discussions addressed employment issues, submissions to the provincial and federal government regarding COVID-19, and the role that the engineering profession plays in this recovery.

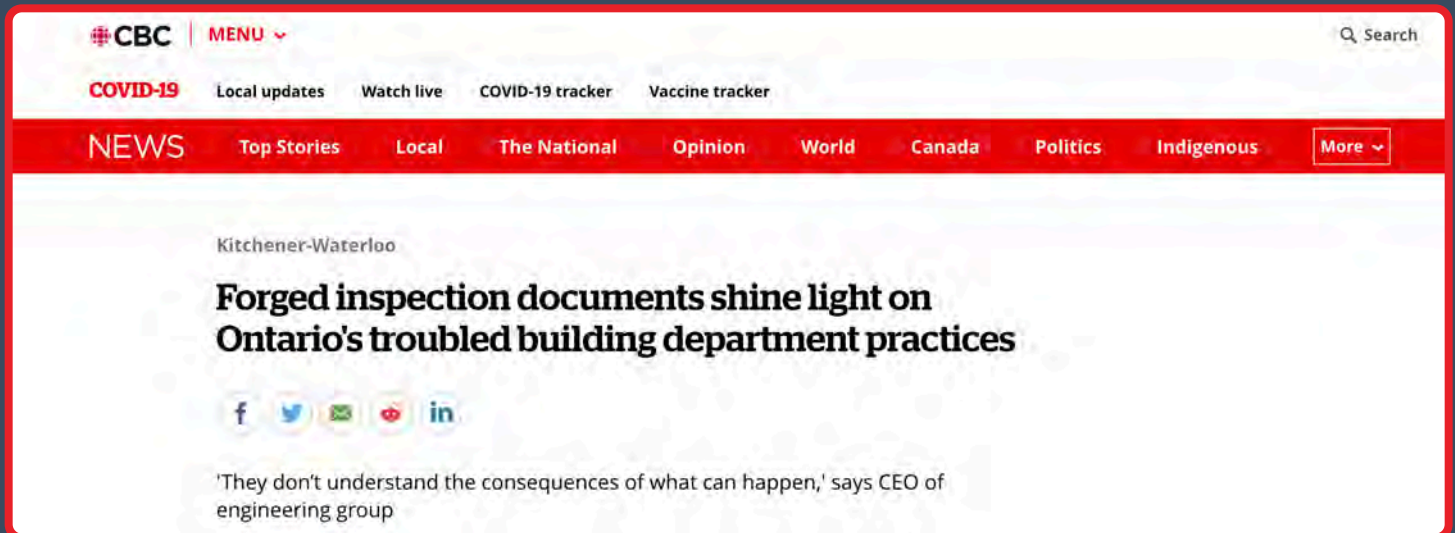
OSPE's virtual Trivia Nights brought members together for some fun and laughter, as well as a chance to meet peers and work out questions and puzzles together.



Addressing Challenges within the Profession

OSPE member uncovers widespread forgery, revealing urgent need for regulatory reform

After consultation with OSPE members around the misuse of an engineer's seal, a CBC News investigation uncovers forged engineering documents for 12 large scale construction projects across southern Ontario. OSPE continued to call for the regulator to focus on its primary objective of protecting the public, to ensure the health and safety of Ontarians and uphold the reputation of the profession.



OSPE outlines the impact of rising insurance costs for engineers with Attorney General, the Ministry of Infrastructure and Infrastructure Ontario

Ontario is now considered a high-risk jurisdiction by international insurance underwriters. This has impacted engineers greatly, causing a dramatic increase in insurance costs and implications on coverage. This impacts the ability of small to medium-sized engineering companies to operate in the province, debilitating economic growth. These conversations have led to increased awareness on the role government and other entities must play to address insurance costs. OSPE has always advocated for mandatory continuing professional development for engineers, which is now being put in place by Professional Engineers Ontario, as well as making liability insurance for those with a Certificate of Authorization a requirement.

OSPE meets with the federal Department of Women and Gender Equality Canada (formerly Status of Women) to discuss current work on advancing the position of women and other underrepresented groups in Science, Technology, Engineering and Math (STEM)

OSPE highlights potential funding opportunities and points of collaboration to advance diversity and inclusion in the engineering profession.

The Ministry of Environment, Conservation, and Parks (MECP) provides funding to OSPE to manage and deliver the project *Beneficial Reuse of Excess Soil at Aggregate Operations*

Led by subject matter expert and Board Director Dave Carnegie, P.Eng., OSPE is producing a scientific report and a best management practices document which will be published and available on the OSPE website in May 2021. With the enactment on January 1, 2021 of O. Reg. 406/19: ON-SITE AND EXCESS SOIL MANAGEMENT, the reports will assist Qualified Persons (QPs), most of whom are professional engineers, in the development of excess soil quality standards in aggregate operations.

OSPE delivers Examination Skills Preparation to assist International Engineering Graduates (IEGs)

Funded by the Ontario Ministry of Labour, Training and Skills Development, the Exam Skills Preparation program was redesigned in 2020 to be delivered online. Workshops support participants in learning about the role and context of the National Professional Practice Exam (NPPE) which replaced the PEO-run Professional Practice Exam (PPE), legal obligations as engineers, and the ethical practices required of registered engineers in the Canadian workplace.

OSPE assists IEGs in gaining employment in Ontario's Environment Sector

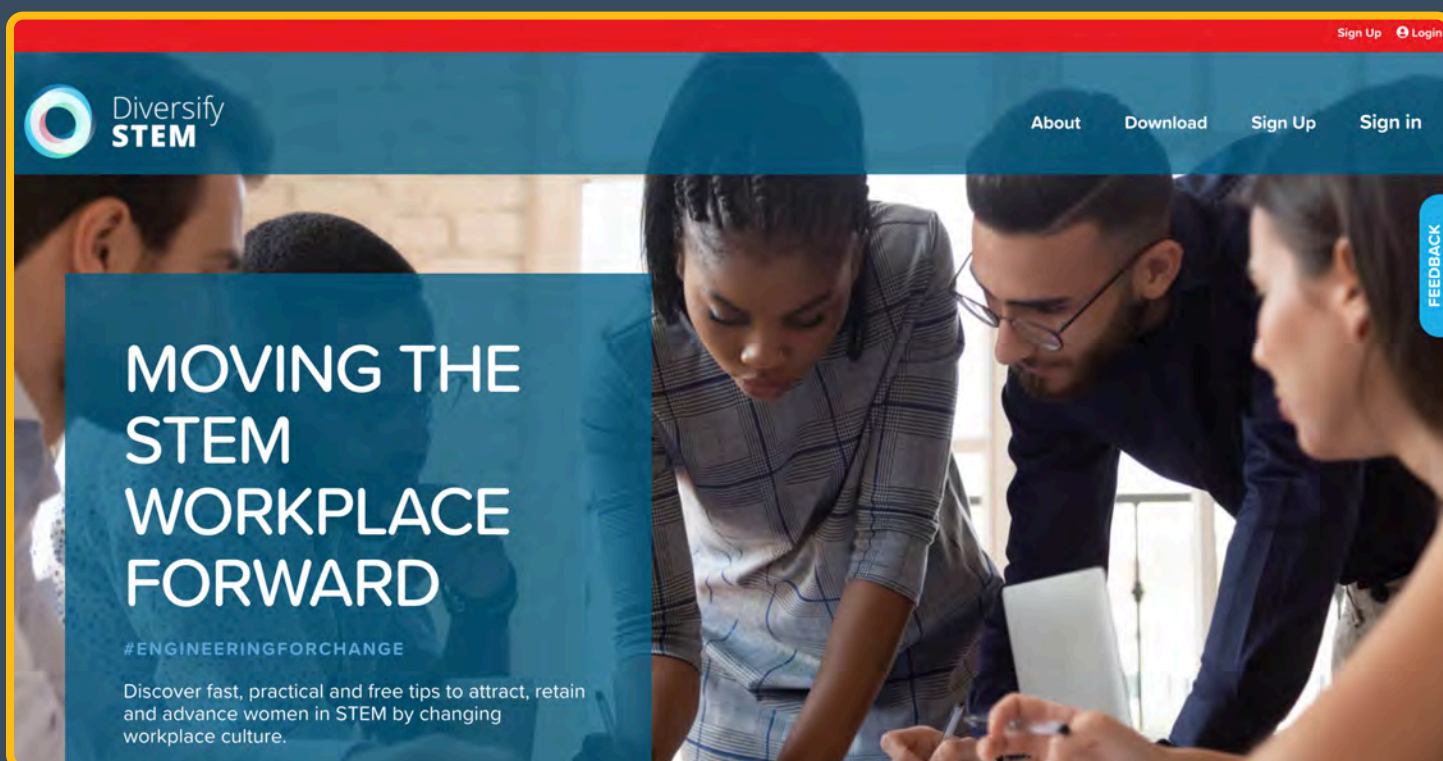
Also funded by the Ministry of Labour, the Skills and Jobs in Ontario's Environment Sector program was successfully converted to an online delivery platform. The focus is on participants' improvement of their workplace communication and employment skills, while learning about environment sector job trends, workplace culture, employer expectations, and self-marketing to potential employers.

OSPE hosts women in engineering panel in partnership with the University of Toronto, Spin Master, and the OSPE Exchange Hubs

Three leaders in the engineering profession who have overcome barriers and are paving the way for a more diverse and inclusive future shared their inspiring stories: Amanda Bright, Director of Process and Product Development at Spin Master, Kaella-Marie Earle, EIT and Project Manager, Engineering Construction and System Improvement at Enbridge, and Medha Patki, Data Scientist and MPP Candidate at Harvard Kennedy School.

OSPE continues work on Breaking Barriers for Women in STEM app, creating micro-learning digital resources for engineers and employers

Funded by the federal Department of Women and Gender Equality Canada (WAGE) www.diversifySTEM.ca provides practical tips for attracting, retaining, supporting, and advancing women in STEM careers. In 2020, 16 lessons on the app received 2,000 log-ins and 9,000 page views.



Engineers Care

Developing Solutions for Ontario

OSPE empowers engineers to make a difference by participating in How to Change the World

This two-day experiential education program brought engineers together with other business leaders to brainstorm solutions to improve health and education, reduce inequality, spur economic growth and tackle climate change. Twelve winning teams worked on innovative designs, from a solution aimed at improving local community health, to cleaning up local rivers, to creating an affordable compost model for restaurants to redirect 100% of their organic waste out of landfills, this weekend event brought thoughtful and insightful engagement among all attendees.



OSPE members highlight threat of floods and aging infrastructure in Ontario communities to Ministry of Environment, Conservation and Parks' advisory panel on Climate Change

Engineers identify the need to prioritize updating province's floodplain mapping, as well as obtaining all the pertinent data and information on the status of Ontario's infrastructure. OSPE members call for a full provincial impact assessment to identify where and how climate change, and flooding in particular, is likely to impact Ontario's communities.

OSPE's Energy Task Force members release report outlining that Ontario wasted enough clean electricity to power 720,000 homes in 2019

Following a detailed analysis by OSPE members of year-end data provided by the Independent Electricity Systems Operator (IESO) and Ontario Power Generation (OPG), these findings were picked up by the Financial Post, National Post, Global News, and the Toronto Sun, among others.



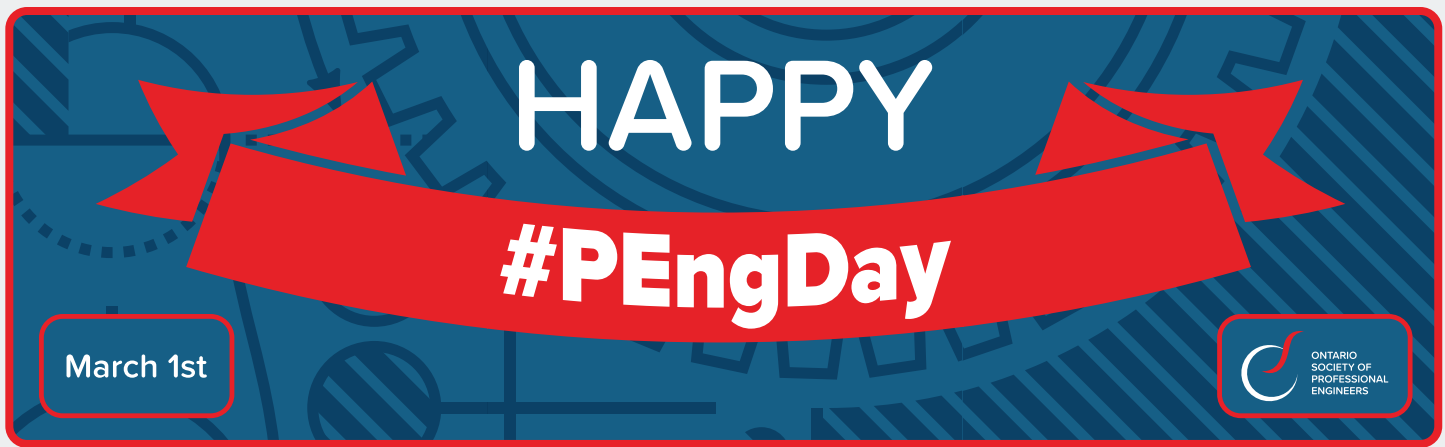
"OSPE's proposed retail electricity pricing would incent people to fill the troughs in electricity demand through low pricing with no additional system costs which would overall lower total energy costs for those consumers who choose to opt in." – Emily Thorn Corthay, P.Eng., Chair of OSPE's Energy Task Force

Celebrating Engineering Achievement

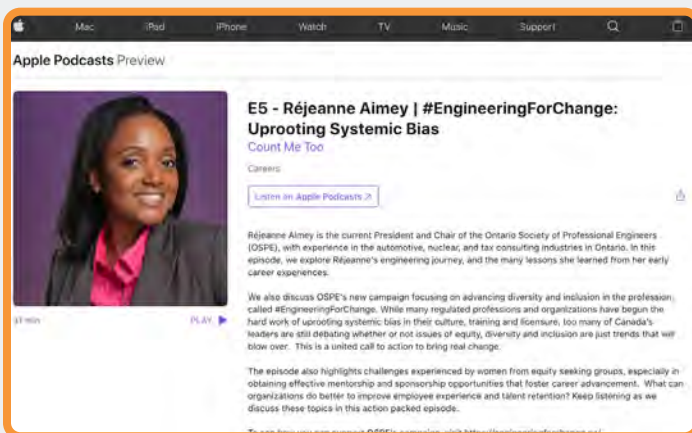
Ontario celebrates the third annual P.Eng. Day on March 1st

OSPE worked with MPP Deepak Anand and MPP Stan Cho to deliver a message recognizing the value of Ontario's engineers during the daily question period at Queen's Park.

Professional Engineers Day (P.Eng. Day) started in 2018 when OSPE called for formal recognition from the Legislative Assembly of Ontario that every March 1st be declared Professional Engineers Day in our province. P.Eng. Day recognizes the vital role that professional engineers play in building and safeguarding our province.



OSPE highlights the work and accomplishments of OSPE members



13 articles in The Voice magazine & 22 OSPE blog posts celebrating leaders in the engineering community

OSPE EXCHANGE HUB AMBASSADOR PROFILE:

Antony Praveen Ariyanayagam



Antony Praveen Ariyanayagam is a recent chemical engineering graduate from Ryerson University. "As someone who always enjoyed solving problems, designing and being creative, I realized I would pursue a career in engineering during my final year of high school. Even though I had my doubts, it was during my first year [at Ryerson] where I realized that I was on the right path. This is when I learned the impact engineers have in every industry. Some of the world's greatest inventions come from engineers," says Ariyanayagam.

Before joining OSPE as an Ambassador, Ariyanayagam worked as a Research Assistant in a nano sensors lab, and as an intern for Apotex. But upon graduation he found himself overwhelmed and alone in his journey to find work. It was at this time that he joined OSPE and found the Hubs Exchange program!

The Ontario Society of Professional Engineers (OSPE) has recently launched the Ontario Engineering Academy (OEA) to prepare engineers, and the world at large, for the shifting events that mark our age. The OEA will serve as a one-stop hub for reskilling, upskilling and discovery that engineers can turn to at all stages of their career. The OEA is unique in its purpose: the career-long professional development of Ontario's engineering community.

Engineers as Societal Leaders

The recent COVID-19 pandemic has thrown into high relief the need for engineers to step up with science-led solutions. Our demographics are changing, the nature of globalization is changing and now, at every level of the body politic, human interactions are changing. And the solutions of the future will not be black and white. In fact, they will require engineers to be flexible leaders not just of projects, but of multidisciplinary teams encompassing business, industry and government leaders and thinkers.



"Engineers need to lead the solutions of our future. The OEA is the place where our community's engineers will come together."

— Bajul Shukla, MBA, Director, Member Services and Strategic Partners, OSPE

The #EDIAdvantage: Cultural Change Needs Executive Accountability

Diversity and inclusion begins as an idea and then morphs into structural change with quantifiable results. But for the seed to blossom, it



must be planted with care and attention, and tended to regularly: we cannot expect an organization to snap their fingers and score perfect on the diversity and inclusion card. Cultural change is a necessary part of this process; a company must first seriously value

OSPE Task Force Chair Receives 2020 International Energy Engineer of the Year Award

Today, the Association of Energy Engineers (AEE) announced that Emily Thorn Corthay, P.Eng., Founder & CEO of Thorn Associates and current Chair of OSPE's Energy Task Force, has been awarded the 2020 International Energy Engineer of the year award. This award is presented to an individual for outstanding accomplishments in promoting the practices, principles and procedures of energy



Allyship in the Workplace

Allyship in the workplace is one of the most important steps to creating an inclusive, welcoming environment that unlocks the value of diversity. And allyship is

not limited to cisgender white men either—we can all become better allies, learn more about the diversity dimensions of our colleagues, and discover new, important, and vital ways to support our peers. By the same token, we all stand to benefit from allies in the workplace.



The Benefits of VIRTUAL LEARNING

COVID-19 has coincided with one of the largest changes in our lives: In the year 2020, 44 zettabytes of data will be stored online, and 50 billion devices will be linked to the Internet. While COVID-19 wrought havoc to economies worldwide, a glimmer of hope was in the fact that the potential damage was being mitigated because many of our processes and functions had already begun moving to the virtual world, allowing an easier transition to working from home (WFH).

While increased digitalization made WFH smoother in some respects, COVID-19 has amplified the need for companies to have a robust digital transformation plan that captures the benefits of digital transformation, while understanding and modifying for some of the negatives. As terms like "zoom fatigue" emerge, we understand that this pivot to online working, learning, and living, must be approached with balance and responsibility in mind.

There are simple issues with easy fixes—how do we ensure that our employees have ergonomic set ups at home—to complex ones: how do we begin developing new competencies for digitalization? What does that even begin to look like? And OSPE recognizes that development during an uncertain time is fraught with pitfalls.

One of these issues is providing ongoing, virtual training for employees, who continue to be confronted with new technologies, practices, and behaviors. Maintaining a steady stream of advice, guidance, and professionalism during this time is of utmost importance: while the world remains unsteady, employees will lean on their workplaces for a sense of stability. By continuing to provide a measured level of instruction during this digital pivot, companies can maintain a strong relationship with their employees.



Engineers Unite

Pursuing Excellence & Lifelong Learning

OSPE launched the Ontario Engineering Academy to serve as a one-stop shop for training and development for engineers at all stages of their careers

OSPE hosted full-length courses, certificates and workshops on Professional Competency, Business Acumen, P.Eng. Licensure, etc. with more than 1,500 participants, doubled Job Search Workshops for members from four to eight, now available four times per month, and introduced www.myospe.ca for on-demand services, allowing individuals to learn on their own time and schedule.



Thank You to the OEA's 2020 Partners



OSPE Exchange Hubs – groups of engineering students, graduates and engineers in different communities across Ontario – host 15 virtual events including panel discussions on the employment landscape, career opportunities and diversity and inclusion

The Kingston Exchange Hub held a 30x30 virtual panel event to discuss gender barriers, role models and mentors, and how to introduce young women to engineering. All Exchange Hubs hosted an employment webinar where engineering managers and human resources professionals offered expert advice to attendees across the province.

In place of in-person Engineering Employment Events (E3s), OSPE members attend virtual E3s (VE3s)

OSPE's VE3s connect some of Ontario's best engineering employers with the profession's top talent. Candidates submit their resume and a video answering the introductory questions provided in each job description, and selected candidates are invited to a 15-minute virtual meeting with their prospective employer(s) on the event date.

[SOCIETY NOTES BLOG](#) [CAREER CENTRE](#) [JOIN OSPE](#) [LOGIN](#) [Q](#)

VIRTUAL ENGINEERING EMPLOYMENT EVENT

Home > Virtual Engineering Employment Event

Where Top Employers Find Top Engineering Talent

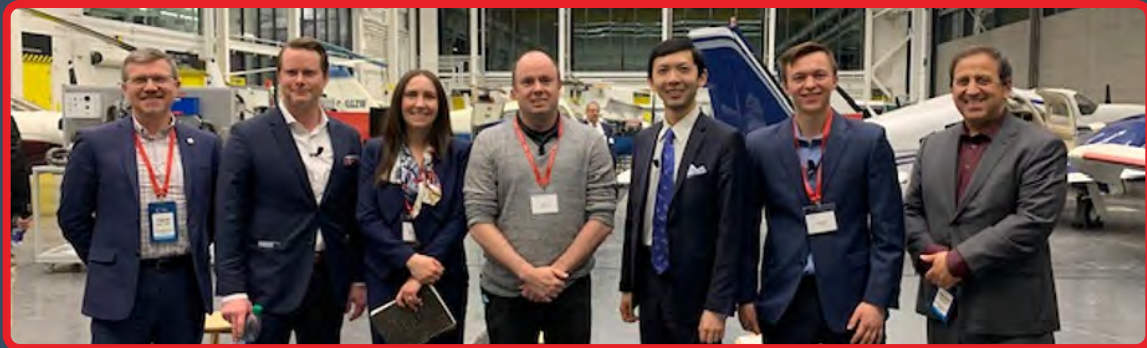
OSPE's Virtual E3s connect some of Ontario's best engineering employers with the profession's top talent. Prior to the event, candidates submit their resume and a video answering the introductory questions provided in each job description. Selected candidates are invited to a 15-minute virtual meeting with their prospective employer(s) on the event date. For details on the process, please see [Submission Details and Parameters](#) below.

Virtual Engineering Employment Event **VE3**

Facing the Future

Engineers host research and innovation roundtable on Remotely Piloted Aircraft Systems (RPAS) with key leaders in industry and academia

OSPE released a *Growing the Drone Industry* report at the event and led discussion on regulation, public perception, and industry outlook with a panel of subject matter experts. The event marked phase one of a plan to engage key stakeholders to ensure the continuous growth and progress of the RPAS industry in Ontario, which employs engineers and engineering graduates.



OSPE Diversity & Inclusion Task Force members present equity, diversity, and inclusion forum The #EDIAdvantage

More than 1,500 engineers and individuals from industry, government and academia came together to discuss why diversity and inclusion (D&I) in engineering will change Ontario and Canadian economies for the better, discussing strategies and stories to help champion change.



"You have to have a strong commitment to reach out as an organization to potentially qualified candidates from diverse backgrounds when you are posting those leadership positions. There is no real use to put together a champion program and recruit diverse talent from outside an organization only to leave them where you brought them into, if they don't have a chance to get promoted, or graduate into more responsible leadership positions." – Matthew Davis, P.Eng., panelist

OSPE launches Engineering for Change

OSPE knows that our members want a vital and progressive profession that includes all voices, all talent and all of the leadership society needs to solve today's greatest problems. OSPE launched *Engineering for Change* to advance diversity and inclusion within the engineering profession, and as part of this initiative, a four-point action plan to tackle bias and discrimination:

1. Reaffirm that D&I remains one of our core values
2. Offer regular D&I training
3. Launch a D&I Champion Award to honour OSPE members who are making real systemic change
4. Convene a summit with all Ontario engineering leaders to develop an industry-wide action plan



"I'm a proud engineer and know that the engineering community is committed to ensuring the safety and success of our society. It is our passion, but I've watched too many talented problem solvers get sidelined by systemic biases built up over generations. It's time for real change, and together we're going to make it happen." – Angela Wojtyla, P.Eng., Chair of OSPE's Diversity and Inclusion Task Force

OSPE partners with the Troost Institute for Leadership Education in Engineering (Troost iLead) at the University of Toronto on research project to examine barriers to engineering leadership

OSPE research project *Who me, a Leader? Understanding Personal and Professional Barriers to Engineers' Leadership* is funded by the Social Science and Humanities Research Council, a federal research agency, to explore leadership experiences of professional engineers and engineering graduates in Ontario. The study aims to better understand the realities of leadership for engineering graduates and professional engineers.



Dr. Emily Moore, Ph.D., P.Eng., OSPE Member and Director of the Troost Institute for Leadership Education in Engineering, discusses engineering careers with students and industrial partners as part of Troost iLead's Engineering Leadership Community of Practice. Photo credit: Aldrin Villamayor.

2020 Financial Review

Report Of The Independent Auditor On The Summary Financial Statements

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2020, and the summary statement of operations, changes in net assets and cash flows for the year ended, and related notes, are derived from the audited financial statements of the Ontario Society of Professional Engineers for the year ended December 31, 2020.

In our opinion, the accompanying summary financial statements are a fair summary of the financial statements, in accordance with the criteria disclosed in Note 1 to the summary audited financial statements.

Summary Financial Statements

The summary financial statements do not contain all disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Society's audited financial statements and the auditor's report thereon.

The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1 to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with the Canadian Auditing Standards (CAS) 810, *Engagements to Report on Summary Financial Statements*.



Chartered Professional Accountants, Licensed Public Accountants
Oakville, Ontario
March 24, 2021

Summary Statement of Financial Position

For the Year Ended December 31

	2020 (\$)	2019 (\$)
ASSETS		
Current		
Cash	924,481	1,322,807
Short-term investment	714,866	90,371
Accounts receivable	720,883	634,877
Prepaid expenses	39,542	72,323
	<u>2,399,772</u>	<u>2,120,378</u>
 Long-term investments	 628,139	 730,726
Capital assets	15,634	21,899
Intangible assets	93,729	139,857
	<u>3,137,274</u>	<u>3,012,860</u>
 LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrues liabilities	408,600	363,500
Deferred revenue-government projects	13,853	377,048
Deferred revenue	783,550	835,044
Deferred lease incentive	8,163	7,950
	<u>1,214,166</u>	<u>1,583,542</u>
 NET ASSETS		
Invested in capital assets and intangible assets	109,469	161,863
Internally restricted	1,287,186	1,012,186
Unrestricted	526,453	255,269
	<u>1,923,108</u>	<u>1,429,318</u>
	<u>3,137,274</u>	<u>3,012,860</u>

Summary Statement of Operations

For the Year Ended December 31

	2020 (\$)	2019 (\$)
REVENUE		
Membership fees	1,223,821	1,251,642
Royalties	1,565,338	1,579,320
Government projects	799,145	674,696
Sponsorship	256,540	643,057
Professional development	143,650	220,089
Advertising	31,791	51,932
Career Services	85,287	148,380
Other revenue	78,202	84,408
Investment income	53,997	46,707
	<u>4,237,771</u>	<u>4,700,231</u>
EXPENSES		
Advertising and promotion	64,819	149,956
Amortization - capital assets	10,830	13,021
Amortization - intangible assets	46,128	32,666
Annual general meeting and general assembly	9,953	20,468
Audit, legal and professional services	63,002	45,353
Bank charges	75,865	86,246
Consulting	328,198	197,300
Elections	5,282	5,348
Event production	451,968	593,442
Government projects	799,145	674,696
Insurance	121,609	119,907
Meetings	84,618	304,277
Office and general	135,557	156,643
Postage	30,856	31,698
Publications	52,678	88,264
Rent	140,749	162,784
Sponsorship	63,296	76,786
Telecommunication	25,596	29,806
Travel and volunteer expenses	82,435	228,726
Wages and benefits	1,151,397	1,555,745
	<u>3,743,981</u>	<u>4,573,132</u>
	<u>493,790</u>	<u>127,099</u>

Summary Statement of Changes in Net Assets

For the Year Ended December 31

	Invested in capital and intangible assets (\$)	Internally restricted (\$)	Unrestricted (\$)	2020 total (\$)	2019 total (\$)
Balance, beginning of year	161,863	1,012,186	255,269	1,429,318	1,302,222
Excess (deficiency) of revenue over expenses	(56,959)	-	550,749	493,790	127,096
Purchase of capital and intangible assets	4,565	-	(4,565)	-	-
Internal transfer	-	275,000	(275,000)	-	-
Balance, end of year	109,469	1,287,186	526,453	1,923,108	1,429,318

Note of Summary Financial Statements

The summary financial statements are derived from the complete audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, as at December 31, 2020 and December 31, 2019 and for the years then ended.

The preparation of these summary financial statements requires management to determine the information that needs to be reflected so that they are consistent in all material respects with the audited financial statements.

Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include the summary statement of financial position, summary statement of operations and summary statement of net assets;
- (b) management determined that the statements of cash flows do not provide additional useful information and as such, have not included them as part of the summary financial statements;
- (c) information in the summary financial statements agrees with the related information in the complete audited financial statements including comparative information and all major subtotals and totals; and
- (d) in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including significant accounting policies and the notes thereto.

The complete audited financial statements of Ontario Society of Professional Engineers are available upon request by contacting the management of Ontario Society of Professional Engineers.

THE FUTURE OF ENGINEERING

OCTOBER 6-7, 2021

1st Annual Engineering Conference

On October 6-7, 2021, OSPE is bringing the engineering community together with industry, academia and government to present and discuss the latest opportunities, challenges and innovations in engineering, and what must be done in Ontario and Canada to collaborate, share knowledge and remain competitive.

Delegates will:

- Network with colleagues while learning about the innovative engineering work taking place in Ontario
- Participate in interactive presentations by professional engineers and subject matter experts on important issues facing the profession, with opportunities to provide input

Programs will include:

ARTIFICIAL INTELLIGENCE

INNOVATION & SUSTAINABILITY

THE FUTURE OF THE ENGINEERING PROFESSION

THE ENGINEERING WORKFORCE IN ONTARIO & CANADA

For more information, visit www.engineeringconference.ca



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