

March 8, 2022

Johnny Zuccon, P.Eng., FEC
President and Chief Executive Officer
Professional Engineers Ontario

RE: Professional Engineers Ontario Licensing Form

Dear Mr. Zuccon, P.Eng.,

On June 24, 2020, the Ontario Society of Professional Engineers (OSPE) raised concerns regarding Professional Engineers Ontario's (PEO) license application form only stating male ('M') and female ('F') as the options under sex. Our letter was met with reassurance that this matter will be rectified to uphold inclusive practices. As of this date, the application form still only offers 'M' and 'F' options for sex, even though this issue was raised 18 months ago

As mentioned in our previous letter, this practice is inconsistent with Ontario Government standards to include sex designation 'X' to include Trans, Non-Binary and Two-Spirited persons. PEO is excluding license holders from the application process by disregarding their concerns and ignoring inclusive standards.

Providing only binary options for sex designation discriminates against the non-binary professionals within the engineering community. The lack of action on this can result in the inability of non-binary individuals to obtain engineering licenses as their government issued documentation does not align with the options provided to them. This can also result in an overall deterrence of the engineering profession and licensing process.

Given your commitment to diversity and inclusion, OSPE is urging PEO to prioritize this issue as urgent. Removing the categories and providing a blank space next to the sex designation field (as is the option on all government forms) would be sufficient to rectify this. We are deeply concerned that this issue has been flagged for a third time by our membership.

As the engineering regulator in Ontario, you play a significant role in the advancement of a more diverse, inclusive, and equitable profession. We hope you will agree that making changes such as these will propel us into a more progressive future. We look forward to receiving your plan to implement these changes.

Sincerely,

Mark Frayne

Mark Frayne, P.Eng.
Chair and President
Ontario Society of Professional Engineers

Sandro Perruzza

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Chief Executive Officer
Ontario Society of Professional Engineers

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