



# **Annual General Meeting**

## **Package**

### **May 8, 2023**

# **OSPE VIRUTAL ANNUAL GENERAL MEETING**

Monday May 8, 2023

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## **AGENDA**

**6:00 p.m.**

### **ANNUAL GENERAL MEETING**

#### **Call to Order**

Motion to approve the minutes of the Annual General Meeting of May 9, 2022

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

Members' Questions

Presentations

Closing Remarks

**8:00 p.m.**

### **CONCLUSION OF ANNUAL GENERAL MEETING**

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## Annual General Meeting (Virtual)

Monday May 8, 2023

### 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 **RAISE HAND** button located at the bottom of your screen.

#### 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 designated 2 business days before the meeting is to take place.

When the Chair calls for a vote on a motion, a voting link will be posted in the chat box as well. **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.

#### Bylaw Amendment & 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:

To ask a question, you can either use the **RAISE HAND** button to ask your question verbally or enter your question in the **chat box** located in the control panel. The moderator will retrieve all questions and announce them to the 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:

- Either **RAISE HAND** to ask verbally or enter it in the **Chat BOX**
- 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 register for the AGM ?

To register for the AGM, please complete the registration form here by **May 4.**  
<https://ospe.on.ca/register/?type=event&id=3021>

You will be emailed a link to connect to the event from Data on The Spot – our virtual meeting and electronic voting platform. They will email in the week leading up to May 8 as well as 30mins before the start time. Please check your spam folder if the email isn't in your inbox.

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

The meeting officially starts at 6:00pm. We recommend you connect 30 minutes prior to the scheduled start time to test your system.

### 3. How can I connect?

#### Via Web browser

Click the Zoom link email from Data on the Spot.

If you'll be using a computer or tablet, we strongly recommend that you join us via the latest version of **Google Chrome**. Mozilla Firefox, Microsoft Edge, and Safari can also work, but the best meeting experience is through Google Chrome.

The portal will open in your browser. Click to join the meeting. You'll join with your microphone and camera off.

#### Dial in by phone

By dialing in by phone, you will be able to hear the meeting and ask questions. However, you will not be able to see the presentation or speakers or submit your vote. If you'd like to dial in and have your vote counted, please submit a paper proxy to **OSPE by Wednesday, May 3.**

### 4. What if I have technical difficulties?

Support will be available by using the chat box.

### 5. Will the presenters see or hear me?

No, you will be able to view and listen to the meeting.

### 6. Can I ask questions during the meeting?

You will be able to ask questions by using the "chat box" button in the control panel.

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

When a vote is called, visit the website <https://ospe.simplyvoting.com> and **enter your unique ID/password**. If you are already logged on, **click Next Vote**, and the active ballot will appear as a clickable link. You can switch between Zoom and a web browser or use two devices if you wish (one for Zoom, one for Voting). The voting link will be posted in the chat box as well.

If voting **by phone**, please call the phone number, **1-833-DOTS-123, (1-833-368-7123)**, a live support person will record the vote and confirm with the voter. If the vote is texted, they will receive a reply text confirming it is received.

## 8. How do I move or second a motion?

You can move or second a motion by raising your hand using the "Raise Hand" button 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.

## Minutes: Annual General Meeting May 9, 2022

**MINUTES** of the Annual General Meeting (AGM) of the Ontario Society of Professional Engineers (OSPE) held virtually on the 9<sup>th</sup> day of May 2022 at the hour of 6:00 in the evening.

**PRESENT:**

Approximately 85 Professional, Honourary, and Associate members of the society attended virtually.

**Items**

**1.0 Call to order**

The Chair, Mark Frayne, P.Eng. began the meeting with a moment of silence in honor of Board Director Irene Sterian, who suddenly passed away on Sunday, May 8<sup>th</sup>. He then welcomed those present, thanked the sponsors and introduced the current Board of Directors. The meeting was called to order at 6:16p.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 8, 2021 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 8, 2021, were approved.

**MOVED:** Richard Morrow; **SECONDED:** Rakesh Shreewastav; **MOTION CARRIED.**

**3.0 Report of the Chair and CEO**

The Chair and the CEO, Sandro Perruzza presented their report. They noted that the AGM performs a few important functions. The first is meeting the governance requirement of the organization. The second is to share with members highlights of OSPE activities and outcomes of the past year. OSPE has had another impressive year of activity and achievement which they were delighted to review, including the final term in the 3-year strategic plan. The strategic pillars, Engineers Lead, Engineers Care, and Engineers Unite were the lenses and motivations for the work in 2021-2022 and as you will see in the reveal of the 2022-2025 strategic plan, they remain values that are important to the work we do to serve members every day.

**Engineers Lead**

COVID has had some staying power and as the predominant global theme of the last 2 years it has permeated our daily lives in ways, we never thought possible. One of the challenges for every community has been how to “re-open” or get back to “normal” given the circumstance and OSPE was very active in consulting with the government on how to do so safely, especially with regard to schools and other public institutions.

OSPE has demanded that the government consult with the right sources to understand and improve the indoor air quality at schools and other congregant facilities around the province, initiating a process of returning to the way things were but also keeping in mind better preparedness for the future. We received significant positive attention from the media on this issue, positioning the pandemic as a catalyst for broader change with long-term impact.

OSPE is calling for the adoption of a quality-based selection tool. The key tenet of the approach is to get the government to select engineering firms for projects based on their credentials, previous performance, and availability to do a project over low fee bidding structures. This ensures capable firms can compete and complete projects with fair measures of profitability, thereby ensuring the long-term success of engineers and the firms that employ them.

OSPE reinstated its Professional Engineers Act Working Group to create a list of proposed changes to submit to the Ministry of the Attorney General as part of the Ontario government's Red Tape Reduction Bill. Included were recommended changes to the Act in the areas of:

- Regulatory Focus
- Regulating the Consulting Engineer Title
- Backstopping PEO Accountability through Ministerial Action
- Time Limits for Licence Application Processing
- Eliminating the Requirement for 12 Months of Canadian Experience for Licensure
- Employment Advisory Service / Voluntary Retirement Savings Plan
- Provide a Single Type of Certificate of Authorization (C of A); and
- Joint Practice Board

We published an article in The Voice about how local engineers discovered a way to identify the presence of COVID in wastewater. Not only does this give society a means to identify how effectively we are fighting the virus in our community but it also enables us to create warning systems for future viruses so containment protocols can be implemented more quickly and effectively.

### **Engineers Care**

Representing the professional and personal interests of our members, OSPE has been very active in communicating with the government of Ontario on the need to actively engage to mitigate Climate Change. OSPE submitted a 6-point Priority list to the Ontario Government list based on feedback from our members.

### **Calling for Radical Change to Ontario's Long-Term Energy Planning Framework**

The Energy Task Force met with the Minister of Energy urging an in-depth review of roles and responsibilities in the sector and greater long-term planning toward reliable sustainable solutions.

### **Pushing for the Electrification of the Transportation Sector**

OSPE's Infrastructure Task Force engaged all levels of government advocating for increased electrification of public transportation as well as the return of incentives for private vehicle owners that could create a tipping point in demand and long-term impact.

### **Ensuring All Infrastructure Projects Are Sustainable**

While this is an enduring mandate for industry OSPE made a specific appeal to the government about the potential local environmental impacts of the Bradford Bypass and Hwy 413. The emphasis is that we need all major infrastructure projects to consider sustainability at all stages of development.

### **Advocating for a Sustainable Minerals sector in Ontario**

The mining sector is an important part of the provincial economy and OSPE participated in the development of the first-ever Critical Minerals strategy, advocating for the utilization of sustainable practice throughout the supply and value chains to minimize environmental impact. Similar to infrastructure development, engineers can play a critical role in modernizing the resource development sector and OSPE members are encouraging that.

### **We are ensuring Engineers Have the Skills Required to Succeed in the Energy Efficiency and Green Building Sector**

Throughout the last year, OSPE has engaged the government to continue to invest in the green jobs of today and tomorrow. This is especially prescient as the economy rebounds and the best thing for Ontario is not a reset to where things were, but an investment plan to where things should be, and Ontario Engineers can lead the way.

### **Calling for Ontario's Building Code to be Net-Zero**

This is an initiative that serves the dual purpose of being the right thing to do for the economy and for society. OSPE has championed this for some time as a means of reducing the carbon footprint of communities and creating high-value opportunities for engineers and other sectors. Being active on Climate Change is just one of the many ways that OSPE makes sure the expertise of members is available to the decision-making apparatus of the province. We certainly do not want to make it seem like it is the only issue, but sustainability is critical to the health of our economy and community.

### **Engineers Unite**

The Engineers Unite platform is one of many different engagements as we seek to reduce barriers and be more inclusive as a profession and as an industry. They noted some of the ways that we have engaged different segments of our membership in meaningful ways in the last year.

Mentoring has changed over the years and last year OSPE introduced a new program enabling 30-minute mentoring sessions. We have learned that establishing traditional mentoring relationships can be intimidating for those entering the field but that they still seek guidance from more experienced individuals. This kind of brief engagement enables positive interactions without long-term commitments and has been appreciated by participating mentors and mentees.

Curated by OSPE's Diversity & Inclusion Task Force, OSPE hosted an event series for early to mid-career professionals with tips and strategies on a variety of leadership-related topics. These videos covered a wide range of important topics, including building confidence and influence, navigating biases and their resulting barriers, and understanding your identity and approaching balance. The series was followed by a live webinar where all speakers came together for a panel discussion and was an excellent example of the engineering community coming together to learn, connect, share, and support each other.

OSPE celebrated International Women in Engineering Day, in our ongoing efforts to showcase the many faces of engineering OSPE did a live podcast on June 23. OSPE hosted a live episode of Engineering the Future featuring the remarkable talents and insights of three OSPE members: Dr. Marilyn Powers, OSPE's Vice Chair, Beatrice Sze, OSPE Research & Innovation Task Force member; and Dr. Lauren Briens, OSPE Diversity & Inclusion Task Force member. This event may prove to be a template for other significant engagement opportunities.

OSPE also hosted Conceptualizing Black Experiences virtual panel during Black History Month. In partnership with the University of Toronto and SpinMaster, OSPE explored the



specific barriers facing Black individuals in engineering spaces. This was an eye-opening event and an opportunity to challenge the audience to participate in the cultural shift needed to create an inclusive profession. Uniting our community and making it a more inclusive place to start and grow a career is a priority for OSPE and efforts to increase equity, diversity and inclusion are considered in all our activities.

In closing, they thanked all the dedicated members and ambassadors who contribute their time and expertise.

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

The Chair welcomed David Carnegie, P.Eng., Chair of the Nominations Committee, to provide his report. D. Carnegie thanked fellow committee members, Ron Clifton, P.Eng., Jonathan Hack, P.Eng., and Christina Visser, P.Eng. 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 this year there were four open Board positions due to normal rotation for a 3-year term.

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

Sandra Ausma, P.Eng.  
Stephanie Holko, P.Eng.  
Raymond Mantha, P.Eng.  
Jane Ravenshaw, P. Eng

He thanked all candidates who took time out of their busy schedules to run in this year's election.

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

The Treasurer, Nicholas Burgwin, P.Eng. summarized the auditors' report and presented the audited financial statements for the fiscal year ended December 31, 2021.

#### **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, David Carnegie, P.Eng., Ron Clifton, P.Eng., Anna Gkalimani, P.Eng., and Stephanie Holko, P.Eng. He noted that the Committee issued request for proposals to various audit firms for the 2022 audit. This was conducted as a matter of good business practice and due diligence. The various audit firms were informed of the pre-set criteria that would be used to evaluate their proposals. As a result of this review, the Committee and the OSPE Board recommends that BDO Canada, LLP, be appointed as auditors for 2022.

**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:** Nick Burgwin; **SECONDED:** Nigel Birch; **MOTION CARRIED.**

#### **7.0 Motion to amend: Bylaw No. 2**

The Chair noted that this update to bylaw #2, article 6, governance, 6.9, committees of the society, 6.9.1 (c) is with respect to the Human Resources Committee. There are two updates to this section, the first is a housekeeping item to add "President and" in front of Chair as the Chair is the President of the Society, as per our bylaws. The second update is to formally add the participation of the Vice Chair. As the President and Chair of OSPE is also the Chair of the HR Committee we feel that it is important for continuity that the Vice Chair participate as a member of the committee for one year before taking on the role as Chair. Also, the

Board Director and Officer terms do not coincide with the CEO performance evaluation. This ensures that the incoming Chair will be involved in the entire evaluation process.

He noted that these changes have been reviewed and discussed by both the HR Committee and the OSPE Board of Directors. Information regarding this proposed bylaw change was shared across all social media channels, in the Notice of Annual General Meeting and the AGM package.

The motion to amend Bylaw No. 2, 6.9.1 (c) Human Resources Committee was moved and seconded. The floor was opened to questions from the membership. 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 c) Human Resources Committee, which will now read: There shall be a Human Resources Committee, consisting of the **President and Chair**, who shall be the chair of this Committee, **the Vice Chair** and two (2) other directors appointed by the Board. This Committee shall monitor the compensation structure, including benefits, for employees of the Society and the compensation of the Chief Executive Officer. The further duties of the Human Resources Committee shall be established from time to time by the Board.

**MOVED:** Karen Chan; **SECONDED:** Peter Marcucci; **MOTION CARRIED.**

## 8.0 Presentation of the 2022-2025 Strategic Plan

The Chair welcomed the CEO and Dr. Marilyn Powers, P.Eng., Chair of the Board Development and Strategic Planning Committee as well as OSPE's Vice Chair, to present the 2022-2025 Strategic Plan.

The OSPE Board of Directors conducted a strategic review, evaluating the industry and the performance of the association, asking tough questions, and consolidating our learning. From these evaluations, we set new priorities for OSPE, always with the design to maximize the organization's value to our membership.

The OSPE 2022-2025 Strategic Plan was developed by OSPE's 2021-2022 Board of Directors and Board Development and Strategic Planning Committee, supported by management and informed by the diverse views and opinions of OSPE members and other key constituents. In 2021, OSPE contracted the services of The Portage Group (TPG), to assist with the development of a future-focused and member-driven strategic plan. In addition to a literature review of pertinent OSPE documentation, TPG engaged in outreach and consultation with a range of stakeholders. This included engineers, engineering graduates, students and members from diverse ages and career stages, as well as non-members, volunteers, and staff from across the organization, and individuals from allied and related professional organizations. The initial consultation process took place between August and October 2021, and included:

- In-depth telephone interviews with OSPE stakeholders
- Benchmarking and better practices interviews with representatives from organizations that are like OSPE in terms of scope, structure, and focus.
- Virtual member input sessions at OSPE's General Assembly in October, where every OSPE member was invited to attend.

Following these sessions, a research report was developed by TPG, summarizing findings and strategic considerations for OSPE going forward. The report was used to inform the strategic planning process, which included a TPG-facilitated virtual workshop with OSPE's Board Development and Strategic Planning committee, BDSP, and an in-person, full-day

strategic planning workshop with the OSPE Board of Directors in December 2021. A draft outline of the strategic plan was then developed by the BDSP committee and brought to the membership through three additional virtual member input sessions in February 2022, which included an opportunity to provide input into the refinement of OSPE's vision and mission, strategic priority areas and goal statements.

The new Strategic Plan will continue to guide OSPE on a path to engage, educate and enable the engineering community and empower them to lead society. OSPE will support you throughout your career, no matter what stage you are in, where you studied, or who you are. We will continue to build the Ontario Engineering Academy to support you on your journey of lifelong learning as professional development becomes mandatory for engineers in this province. They thanked all OSPE members and stakeholders who participated in the development of this plan. Your Board of Directors values your input and hopes that you will continue to lend your voices, expertise, and opinions for the benefit of our profession

The global pandemic forced OSPE to be nimbler and more innovative and we are very proud to say that as our world turned upside down, we had some of the best results we have ever had as an organization. Now as we re-enter we are looking to continue to incorporate the resourcefulness that led to so many of those wins.

This plan continues to build on who we are as an organization. OSPE is a member-driven professional association that welcomes the entire engineering community, to contribute knowledge, skills, and leadership. OSPE's new Strategic Plan comes with an updated vision and mission. Our vision is to be the home of the entire engineering community in Ontario, where engineers come together to realize their full potential. And our mission is to engage, educate, and enable the engineering community to lead in order to help create a better future for our profession and society at large.

We recently reviewed and re-defined OSPE's values ahead of the creation of our new Strategic Plan. These values are as follows:

**We believe engineers are obligated to lead**

Engineers possess powerful analytical and problem-solving skills and must use these to start critical conversations and tackle tough issues.

**We believe the engineering profession must be equitable, diverse, and inclusive in order to thrive**

We believe that engineers can have a larger impact by embracing all aspects of diversity dimensions, including gender, ethnicity, age, sexual orientation, ability, geographic location, internationally educated, and engineering discipline.

**We believe engineers must solve problems through collaboration**

We have a positive mindset – we are here to make a difference. We embrace curiosity and different perspectives. We ask the right questions and provide evidence-based solutions.

**We believe by embodying and exemplifying diversity in all that we do OSPE can accelerate the emergence of a more diverse engineering workforce**

Gender parity – while we realize that Engineers Canada's 30 by 30 goal – to raise the percentage of newly licensed engineers who are women to 30 per cent by the year 2030 – is a steppingstone, we support and embrace gender parity in all communications, activities, and awards. Inclusion – we seek to build a fully inclusive and equitable engineering community and believe that diversity will result in a better engineering profession.

We recognize that diversity of technical ability and area of specialty or discipline is important for developing sound policy solutions – we avoid a focus on one area of engineering.

### **We believe all decisions must be guided by factual evidence**

We are a non-partisan organization – we consider all of the facts and make recommendations based on the best interests of society. We respect the views of others – the basis of any agreement or disagreement is grounded in fact.

Three years ago, OSPE launched a strategic platform that focused on the values of Leadership, Caring, and Unity. Those principles infused our actions and activities and will continue to be the foundation of our work. These core values of the organization have not changed, and as we look forward, we have anchored our new strategic plan on many of the same principles.

Following a similar approach as our last strategic plan, our plan for 2022-2025 is built upon the foundational understanding that:

Engineers Lead  
Engineers Grow  
Engineers Care  
Engineers Prosper

Those terms may be difficult to fully absorb from your screens so here is our perspective on how we bring them to life in support of professional engineers and society.

#### **ENGINEERS LEAD**

We all know that Engineers possess important problem-solving skills and must use those skills to participate in critical conversations to tackle important challenges.

Within this plank, OSPE is looking to continue to build upon several existing advocacy and engagement practices to:

- Ensure engineers are recognized advocates to government, industry, media, the public, and the regulator
- Create more opportunities for OSPE members, no matter where they are in Ontario, to provide input on advocacy activities
- Bring members together to deliberate major issues like the climate crisis and regulatory reform

Only by engaging more deeply and diversely can the engineering community continue to make pro-active positive changes for Ontario and beyond.

#### **ENGINEERS GROW**

At OSPE we strongly encourage professional engineers of all levels of experience to continually invest in their careers. We want them to grow their skills and abilities in an industry that values upskilling and requires innovation.

With that aim, and fueled by expected professional development requirements from regulators, OSPE is committed to:

- Building the Ontario Engineering Academy as the trusted resource for lifelong learning & professional development to help engineers realize their full potential
- Supporting engineering students, newcomers to Canada, young professionals, and Engineering Interns with early-career connections and support along their path to licensure
- Providing access to technical courses to help engineers maintain engineering competencies.

OSPE knows that engineers are professionals who have always valued learning, and we will continue to provide valuable, targeted opportunities for members and the industry to continue to build upon its talents.

### **ENGINEERS CARE**

The notion of a caring profession or industry can be difficult to articulate. With respect to OSPE and engineers, we hone in on the fact that engineering requires a commitment to excellence and that we need to lead the change we want to see in our communities.

With those objectives in mind, OSPE will continue to:

- Lead the broader engineering sector to become more equitable, diverse, and inclusive and welcoming to everyone.
- Increase positive perception of engineers in Ontario through strategic communications and marketing campaigns.
- Use OSPE's Engineering Conference to position engineers as conveners of collaboration between the STEM industry, government, and academic institutions, among others
- Continue to strengthen the reputation of the profession while creating a clear distinction between OSPE's role as the voice of the engineering profession and PEO's role to protect the public interest.

With more than 10,000 members and a tremendous capacity for growth, it is important that we do so with a commitment to equity, diversity, and inclusion. Creating an industry reflective of our membership and our community.

### **ENGINEERS PROSPER**

At OSPE, we look through all of our activities and programs through a number of different lenses. As I am sure you have noticed all of our themes regularly intersect and at the end of the day bring us to our final one of helping Engineers Prosper... that is our enduring goal and what motivates OSPE, its leadership, volunteers, and staff daily to:

- Advance the economic interests of engineers
- Recognize the full economic potential of engineers
- Provide cost-saving benefits that enhance a compelling member value proposition

At OSPE, your success is what drives the organization forward. All of our actions and activities are targeted to providing the right support and resources and creating the right environment to give each of you the opportunity to enjoy a prosperous career.

OSPE will be reporting on the progress of this new three-year Strategic Plan under the four pillars Engineers Lead, Engineers Grow, Engineers Care and Engineers Prosper in our Annual Report, which is released each Spring at our AGM. While the goals identified are attainable, we believe they present a healthy stretch that will require OSPE, our ambassadors and partners to demonstrate greater leadership.

Dr. Powers thanked everyone who participated in the development of this plan and hoped members will continue to be involved in its execution. S. Perruzza noted that everyone in attendance had been provided with a copy of our new plan. It can also be found on our website, [ospe.on.ca](http://ospe.on.ca).

## 9.0 Members Questions

The meeting was opened for general questions from the membership.

**What are some initiatives for members to be more active and contribute?** The Ambassador Program includes all opportunities for OSPE members to volunteer. Your time and expertise are invaluable to the organization. Opportunities include being a subject matter expert, joining a task force or working group, or participating in an Exchange Hub. Visit the ambassador website at [www.ospe.on.ca/membership/ambassador](http://www.ospe.on.ca/membership/ambassador) for more information.

**With respect to the OSPE Board elections, why are candidates not given the ability to login to the portal to view the results themselves?** OSPE has their own Board elections processes and procedures, which were made available on our website to all members and to all candidates during the Call for Nominations. OSPE uses a secure third-party elections platform, Big Pulse to run the election. All voting is done electronically through the BigPulse site. Votes are not submitted to the OSPE office or to the OSPE staff during the election period. The voting period for the Board Elections ended on Friday, April 15th at 11:59pm. The BigPulse system automatically closed the poll and sent the results of the elections to the OSPE staff at 12:00am on April 16th. This process is all computer generated and results are final. It is then our procedure that the CEO, or their designate, call each candidate personally to advise them of the results on the following business day. We wish to limit access to the site to minimize any security risks. This process has served the association well and ensures there is no staff or other outside influence or interference. It was noted that OSPE's Nomination Committee will review the process.

**Why was there no mention of transparency in the OSPE Values?** Although transparency is not specifically noted in the values, it was discussed by the Board Development and Strategic Planning Committee as well as the Board. President Frayne agreed that transparency is a right of members. The values are centred around transparency, and it is implied.

## 10.0 Presentations

The Annual University Student Challenge sponsored by the Ontario Society of Professional Engineers takes place during National Engineering Month every March. Teams of up to 5 university students work together to host one or more public outreach events in their local community. The Chair announced this year's winners.

In first place was the team from McMaster University, led by Kira White. In second place was the team from Carleton University, led by Baillie Noel and Bailey Lenihan and in third place was the team from the University of Waterloo, led by Yukttha Sivaraju and Jhanavi Chaitanya.

The next presentation was for OSPE President's Volunteer Award, in the Professional category. The Professional Engineers category recognizes exceptional OSPE volunteers who have served as advocates for the engineering community through various roles in committees, task forces, and boards for the betterment of engineers across the province. The Chair was pleased to announce that the 2022 Professional Engineers Award, in the Professional Category was awarded to Darya Duma, P.Eng., who gave her remarks.

The Chair thanked outgoing Board Directors, Ron Clifton, P.Eng., Anna Gkalimani, P.Eng. and Sue Tessier, P.Eng..

The Chair thanked his fellow Board Directors, the staff, and the members, noting it has been a challenging year, but he was very proud of what we have been able to accomplish.

The Chair introduced OSPE's Vice Chair and incoming President and Chair, Dr. Marilyn Powers, P.Eng.. She thanked Mark Frayne, P.Eng., and congratulated him on the job he had done over the last year as President and Chair of OSPE.

The Chair asked that all 2022-2023 Board Members to login immediately following the close of the AGM to attend the first meeting of the OSPE Board.

### **TERMINATION**

**UPON MOTION** duly made, seconded, and carried, **IT WAS RESOLVED** to adjourn the 2022 Annual General Meeting.

**MOVED:** Mark Frayne; **SECONDED:** James Hotchkies; **MOTION CARRIED.**

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Mark Frayne, P.Eng.  
President and Chair

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Dr. Marilyn Powers, P.Eng.  
Vice Chair

# ANNUAL REPORT

# 2022

ENGINEERS **LEAD**

ENGINEERS **GROW**

ENGINEERS **CARE**

ENGINEERS **PROSPER**



ONTARIO  
SOCIETY OF  
PROFESSIONAL  
ENGINEERS



# About

## The Ontario Society of Professional Engineers

The Ontario Society of Professional Engineers (OSPE) is the home of the entire engineering community in Ontario, where engineers come together to realize their full potential. OSPE engages, educates, and enables the engineering community to lead in order to help create a better future for our profession and society at large.

## 2022 Annual Report

OSPE's 2022 Annual Report provides an overview of the association's work and impact on behalf of our members and Ontario's engineering community from January 1 through December 31, 2022. This report was prepared for OSPE's Annual General Meeting on May 8, 2023 and outlines how the organization's initiatives and activities met the tactical goals laid out in *Engage, Educate, and Enable: Empowering The Engineering Community*, our 2022-2025 Strategic Plan.



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# Message from the CEO



Dear OSPE Members,

Last spring, we launched our new Strategic Plan - **Engage, Educate, Enable: Empowering The Engineering Community**. This was developed with a look at how OSPE can best position itself today, and especially for the future, with a focus on growth in our membership and in our impact.

While it is difficult to predict the future, I feel even more confident today than I did when our dedicated Board of Directors committed to this strategic direction more than a year ago. Just as importantly, I am confident in OSPE's ability to follow through on our intent.

**Engage:** The true measure of any association is in its ability to engage its members. I am excited about our development plans for the year ahead, including bringing the **2023 Engineering Conference** to Toronto where it can grow, and the relaunch of our **Community Hubs** program, which will create more opportunities for members to interact with each other in their own communities. We are also hosting regional **Engineering Employment Events** to help engineers connect with employers. As well, I am optimistic that our advocacy work, bolstered by the success of the **Indoor Air Quality Advisory Group**, has strengthened the association's reputation with stakeholders, opening new opportunities to engage on the issues that matter most to our community and demonstrate why engineers need to have a seat at the table.

**Educate:** For years, OSPE has pressed **Professional Engineers Ontario (PEO)** to commit to requiring **Continuing Professional Development (CPD)** for licence holders. As of January 1, 2023, this mandate has gone into effect and OSPE is strongly positioned to service a surge in demand for our **Engineering Academy**. PEO's CPD requirements differ depending on discipline, and our content library is well stocked with on-demand short courses and webinars, as well as certificate programs for those looking to upskill. We expect this to be a growth area and position of strength in the years to come as we develop solutions that are cost-effective, convenient, and meet your personal and professional development needs.

**Enable:** Thanks to other changes with our regulator, OSPE is also actively assisting members, and the community, to pursue their place within it. We continue to advocate for reductions in red tape for **International Engineering Graduates (IEGs)**, and are proactively responding to the elimination of the **Engineering Intern (EIT)** designation. Whether members of these groups join OSPE or not, our association offers the best resources to help them navigate the licensing process and prepare for their P.Eng. designation. Further, OSPE is still actively pursuing changes on behalf of equity-seeking groups. Research into the value of **Public Procurement** as an agent of change empowers our efforts to do so, and I am enthusiastic about how we can engage all sectors of industry towards positive results.

Strategic planning is a process with a lot of moving parts and as we started on this journey last year, we were still digging ourselves out of the pandemic, both as an organization and as a community. It was a true challenge to know just how quickly we could do so, and what new opportunities would present themselves. Amidst that uncertainty, we have embarked on a plan that doubles down on changes in our operating environment, and I am excited about what we can achieve to support the continued growth and health of the engineering community. This is a three-year journey that is off to a great start, and I am excited for further positive results in 2023.

Sincerely,

A handwritten signature in black ink that reads "Sandro Perruzza".

Sandro Perruzza, B.Sc., CRSP  
Chief Executive Officer

# Message from the President & Chair



Fellow OSPE Members,

I address you in this space with a tinge of sadness. It has been a great professional and personal experience to lead OSPE as your Chairperson for the past year and I am sad to see this term come to an end. However, I am also excited, because I know OSPE is well-positioned to thrive in the future.

When my term began last spring, I have to admit I was a little unsure of what it would mean to lead an organization of which I have been a proud member. Further, I was a little intimidated to be responsible for introducing a new strategic plan, even though it was a collaborative effort with my Board colleagues.

That Strategic Plan we launched last spring was committed to four pillars: **Engineers Lead, Engineers Grow, Engineers Care, and Engineers Prosper.**

**Lead:** OSPE believes strongly that engineers should lead, and I could not be prouder of how we have advocated for the improved health and safety of our community through the work of our **Indoor Air Quality Advisory Group**. Our ability to participate in and influence decision-making is growing.

**Grow:** OSPE is fully committed to and invested in helping our members and the engineering community attain the skills and training needed to thrive. We have actively pursued and developed new learning opportunities, like the certificate program in **Digital Transformation**, of which I was one of the original graduates. Our **Engineering Academy** is a success story and it is growing, with new content being added weekly.

**Care:** I am especially proud of OSPE's ongoing commitment to increasing equity, diversity, and inclusion. This takes many forms, from the learning stream at our **2022 Engineering Conference**, to our **Benchmarking Report** released in the fall highlighting how members of this community feel about their opportunities to thrive within it. Being an organization committed to real change means we need to be extra vigilant. Having a standing **EDI Task Force**, as we do, is further evidence of our commitment. We are not seeking quick fixes but true change. That means being vigilant.

**Prosper:** OSPE exists to help our members and the engineering community prosper. That means elevating the standards of the profession, working with stakeholders to ensure that engineers can add value to the most complex problems, and supporting those at all stages of their professional journey. We have been able to do all of these things effectively throughout a challenging 2022.

As I have led the organization over the past year, I have enjoyed many highlights and appreciated the challenges of operating a professional association in our modern times. My greatest memory is the **2022 Engineering Conference** in Ottawa, a gathering of members, subject matter experts, and students, all committed to connecting with each other and advancing the profession. Addressing that group to share the vision of OSPE was a highlight I will always cherish.

An event like this, as successful as it was, also reminds me of our greatest challenge: in a world that fosters weak ties, how do we continue to provide value and enrich the value of membership to those we can't see in person? The OSPE Board and staff are consistently looking for new ways to engage our members. It starts with you, though. We encourage all members to get more involved. To pursue new learning and connections. To contribute to the growth and meaning of the organization by lending your expertise and insight.

My year as Chair has drawn into specific focus that we are much better when we work together, and as engineers, we have the tools to maximize collaboration and innovation. It is what we were trained to do.

Whatever your role, or mine, in the future, I welcome the opportunity to continue being a part of this great organization and helping OSPE contribute to a productive and peaceful province.

Sincerely,

Dr. Marilyn Powers, P.Eng.  
President and Chair



# 2022-2023 Board of Directors

## OSPE's 2022-2023 Board of Directors

OSPE meets its strategic goals through the dedicated leadership of our Board of Directors. Thank you for committing your time and energy to supporting Ontario's engineering community.



### Back Row (L-R)

Stephen Pepper, P.Eng., Jerome James, P.Eng., David Carnegie, P.Eng. (Secretary), Nicholas Burgwin, P.Eng. (Treasurer), Raymond Mantha, P.Eng., Jane Ravenshaw, P.Eng.

### Front Row (L-R)

Peter Marcucci, P.Eng., Réjeanne Aimey, P.Eng., Dr. Marilyn Powers, P.Eng. (President and Chair), Stephanie Holko, P.Eng. (Vice Chair), Sandra Ausma, Ph.D., P.Eng.

### Not Pictured

Mark Frayne, P.Eng. (Past Chair)



### In Memoriam - Irene Sterian, P.Eng.

In May 2022, our community was shocked and saddened by the sudden loss of Board Director Irene Sterian, P.Eng. A decades-long veteran of IBM / Celestica and founder of the REMAP Network, Irene was a respected leader in her field and a committed advocate for women in STEM. She is dearly missed by her colleagues in the engineering community, and her legacy will endure through her professional achievements and the many young engineers she inspired.

# OSPE Committees

## Audit and Finance Committee

### Chair

Nicholas Burgwin, P.Eng. (Treasurer)

### Members

Sandra Ausma, Ph.D., P.Eng.  
Mark Frayne, P.Eng.  
Raymond Mantha, P.Eng.

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## Board Development and Strategic Planning Committee

### Chair

Stephanie Holko, P.Eng.

### Members

Sandra Ausma, Ph.D., P.Eng.  
David Carnegie, P.Eng.  
Mark Frayne, P.Eng.

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## Canadian Society of Professional Engineers

### Representatives

Sue Tessier, P.Eng. (President)  
Daniel Young, P.Eng. (Vice President / Secretary)  
Jonathan Hack, P.Eng. (Treasurer)

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## Executive Committee

### Chair

Dr. Marilyn Powers, P.Eng. (President and Chair)

### Members

Stephanie Holko, P.Eng. (Vice Chair)  
Nicholas Burgwin, P.Eng. (Treasurer)  
David Carnegie, P.Eng. (Secretary)  
Mark Frayne, P.Eng. (Past Chair)  
Sandro Perruzza (CEO)

## Hamilton Halton Engineering Committee

### Chair

Sandro Perruzza (CEO)

### Members

Anthony Chryssafis  
Jennifer Clarke, P.Eng.  
Frank Lasowski, P.Eng.  
Umar Malik, P.Eng.  
Gary Moore, P.Eng.  
Ron Scheckenberger, P.Eng.  
Ian Shaw, P.Eng.  
Anita Sparre, C.E.T.

---

## Human Resources Committee

### Chair

Dr. Marilyn Powers, P.Eng.

### Members

Stephanie Holko, P.Eng.  
Peter Marcucci, P.Eng.  
Jane Ravenshaw, P.Eng.

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## Joint Relations Committee

### Representatives

Mark Frayne, P.Eng.  
Stephanie Holko, P.Eng.  
Jerome James, P.Eng.  
Dr. Marilyn Powers, P.Eng.

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## Engineers Foundation for Education

### Representatives

Jamie Gerson, P.Eng. (OSPE Staff)  
Baijul Shukla (OSPE Staff)

## Ontario Engineering Academy Steering Committee

### Chair

Laura Yu, P.Eng.

### Members

Nicholas Burgwin, P.Eng.  
David Carnegie, P.Eng.  
Stephanie Holko, P.Eng.  
Dr. Marilyn Powers, P.Eng.

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## OSPE Awards Committee

### Chair

Jerome James, P.Eng.

### Members

Kadra Branker, P.Eng.  
Carmine Ciriello, P.Eng.  
Florin Corcoz, P.Eng.  
Brad DesRochers, P.Eng.  
William Goodings, P.Eng.  
Justin O'Brien, P.Eng.  
Manraj Pannu, P.Eng.  
Rakesh Shreewastav, P.Eng.  
Fanny Wong, P.Eng.  
Oliver Xiao, P.Eng.

# OSPE Task Forces and Working Groups

## Climate Crisis Task Force

### Chair

Geoff Sheffrin, P.Eng.

### Members

Kadra Branker, P.Eng.  
Kenzie Lewis, B.Eng.  
Kirsten MacMillan, EIT  
Michael Pathak, P.Eng.  
Keshav Singh, Ph.D.

## Energy Task Force

### Chair

Stephen Pepper, P.Eng.

### Members

Ismail Barakat, P.Eng.  
Kostya Khomutov, P.Eng.  
Frank Lasowski, P.Eng.  
Jim McConnach P.Eng., CEng  
Ramtin Rasoulinezhad, P.Eng.  
Emily Thorn Corthay, P.Eng.

### Subject Matter Expert

Paul Acchione, P.Eng.

## Equity, Diversity and Inclusion Task Force

### Chair

Tiffany Joseph, B.Eng.

### Members

Lauren Anne Briens, P.Eng.  
Nazli Kaya, MAsC, EIT  
Michelle Charlotte Liu, P.Eng., MAsC, LEED-GA  
Shivani Nathoo, EIT  
Kimberley Paradis, P.Eng., BASc  
Jasmine Shaw, P.Eng.

### Subject Matter Experts

Karen Chan, P.Eng.  
Angela Wojtyla, P.Eng.

## Research and Innovation Task Force

### Chair

Beatrice Sze, P.Eng., J.D.

### Members

Mukul Asthana, P.Eng., MBA  
Michelle Charlotte Liu, P.Eng., MAsC, LEED-GA  
Kimberley Paradis, P.Eng., BASc  
Chloe Richard, B.Eng.  
Cassandra Lee Taha, P.Eng.  
Tibor Turi, P.Eng.  
Lucy Ukpong, P.Eng.  
John Wang, P.Eng., MBA

## Sustainable Cities Task Force

### Chair

Carl Bodimeade, P.Eng.

### Members

Emily Pepper, BSc, MSc  
Chloe Richard, B.Eng.  
Pauline Watson, P.Eng.

## Critical Minerals Working Group

### Chair

Mark Frayne, P.Eng.

### Members

Nigel Fung, P.Eng.  
Ken Kopechanski, P.Eng.  
Pierre Labrecque, P.Eng.  
Marilyn Spink, P.Eng.  
Sue Tessier, P.Eng.  
Troy Williams, P.Eng.

## Data Working Group

### Chair

Beatrice Sze, P.Eng., J.D.

### Members

Mukul Asthana, P.Eng., MBA  
Sujoy Chatterjee, J.D.  
Emanuel Corthay, P.Eng.  
Peter Darveau, P.Eng.  
Ryder Leblanc, B.Sc  
John Wang, P.Eng., MBA

## Indoor Air Quality Advisory Group

### Chair

Joseph Fox, P.Eng.

### Members

Stephane Bilodeau, P.Eng., Ph.D.  
Sandra Dedesko, P.Eng.  
David Elfstrom, P.Eng.  
Amy Katz  
Marianne Levitsky, CIH, ROH  
Victor Leung, MD, FRCPC  
Amy Li, Ph.D.  
Ted Mao, P.Eng., Ph.D.  
Petre Moga, Mech. Eng.  
Duncan Phillips, P.Eng., Ph.D.  
James Andrew Smith, P.Eng., Ph.D.  
Tomer Zarhi, P.Eng.

## Professional Engineers Act Working Group

### Chair

Mark Frayne, P.Eng.

### Members

Réjeanne Aimey, P.Eng.  
Annette Bergeron, P.Eng.  
David Brown, P.Eng.  
Bernard Ennis, P.Eng.  
Jerome James, P.Eng.  
Bruce Matthews, P.Eng.

# Volunteers

## OSPE Volunteers

OSPE's work depends on the contributions of volunteers across the province. In 2022, our volunteers helped execute major events, developed leading-edge research reports, and moved our organization forward. Thank you for your service to Ontario's engineering community.

We would like to extend a special thanks to all OSPE members who presented at our 2022 Engineering Conference in Ottawa. Thank you for sharing your knowledge and expertise with your peers from across Ontario.



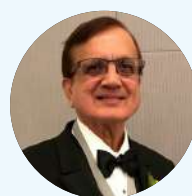
**Mukul Asthana**  
P.Eng., MBA



**Carl Bodimeade**  
P.Eng.



**Emanuel Corthay**  
P.Eng.



**Rabiz Foda**  
P.Eng., FEC, ICD.D.,  
SMIEEE, MIET



**Joseph Fox**  
P.Eng.



**Renee Frigault**  
P.Eng.



**Matthew Mairinger**  
P.Eng., PMP



**Bruce Matthews**  
P.Eng.



**Emily Pepper**  
BSc, MSc



**Stephen Pepper**  
P.Eng.



**Changiz Sadr**  
P.Eng., FEC, CISSP



**Geoff Sheffrin**  
P.Eng.



**Jeanette Southwood**  
P.Eng.



**Beatrice Sze**  
P.Eng., J.D.



**David Thompson**  
P.Eng., PMP



**Jim Van Kessel**  
P.Eng.



**John Wang**  
P.Eng., MBA



# Annual Partners

## Annual Partners

OSPE's Annual Partners equip us to lead critical conversations and shape the future of the engineering profession.

### President's Circle



### Director's Circle



### Influencer's Circle



### Leader's Circle



# Annual Partners

## Supporter's Circle



# 2022-2025 Strategic Plan

## Empowering the Engineering Community

In 2022, OSPE released our new Strategic Plan, *Engage, Educate, and Enable: Empowering the Engineering Community*. This document sets out the Society's key priorities from now through 2025, and is built on four strategic pillars:

### ENGINEERS LEAD

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

### ENGINEERS GROW

Become the trusted resource for Ontario engineers to grow professionally and personally, delivering continuing education and value at every career stage.

### ENGINEERS CARE

Elevate awareness of the role that a diverse and inclusive engineering community plays in making the world a better place and deepen respect for the engineering profession in Ontario.

### ENGINEERS PROSPER

Expand opportunities for engineering jobs in Ontario and protect the practice rights of engineers, so that both our members and Ontario can prosper.



## Providing Life-Long Learning

In 2022, OSPE's **Engineering Academy** continued to offer best-in-class professional development programs for the engineering community. We expanded our suite of learning opportunities with two all-new certificate programs:

### Emerging Leaders (September – November 2022)

OSPE offered the first session of our **Emerging Leaders Certificate Program** in September 2022. This online program, developed and delivered in partnership with Rzultz Consulting, helps engineers develop the skills to build and manage teams, inspire others, and achieve results.

### Digital Transformation (October – December 2022)

OSPE launched the inaugural session of our **Digital Transformation Certificate Program** in October 2022. This eight-week course, the product of a partnership with WatSPEED (University of Waterloo), addresses the impact of information technology on the workforce and equips engineers to develop custom digital transformation plans for their organizations.

#### By the Numbers

In 2022, the Engineering Academy delivered...



11

Certificate  
Programs



14

Webinars



416

Learners

To a total of...

## Strategic Partnerships

OSPE's Engineering Academy continued to forge new partnerships and strengthen existing ones throughout 2022. Our partners include:



Christa Bedwin



## Specialized Training Programs

In addition to the Engineering Academy's suite of programming, OSPE worked with non-profit and government partners to deliver programs for specialized groups within the engineering community. Highlights included the following:

### Employment Skills Training for International Engineering Graduates and Internships for Neurodiverse Engineering Graduates

In April 2022, OSPE received funding from the **Ministry of Labour, Immigration, Training and Skills Development (MLITSD)** to deliver workforce development programs for job seekers with engineering and technology backgrounds. Specifically, these programs target newcomers (especially women and racialized groups) and new engineering graduates with neurodiversities.

For newcomers, OSPE delivered **Engineering Employment Readiness**, an innovative career development program designed for International Engineering Graduates (IEGs). This six-week program, delivered to eight cohorts of 12 students each, prepares learners to navigate post-pandemic workplace culture and succeed in the Canadian job marketplace.

*"Thank you for giving me the opportunity to join the OSPE Engineering Employment Readiness course. The coaching sessions were very beneficial for my career growth and job search. I landed a job this week in my field, thanks to your course and coaching support!"*

- Engineering Employment Readiness Alumnus

For neurodiverse engineering graduates, OSPE partnered with **Specialisterne**, an organization that helps people with neurodiversities find employment and internships. Together with Specialisterne, we are placing 20 interns in four-to-twelve month paid internships with engineering employers.

### Asset Management for Ontario Municipalities – Focus on Buildings

With funding from the **Canadian Federation of Municipalities**, OSPE delivered several sessions of this course throughout 2022. Developed for municipal employees, **Asset Management for Ontario Municipalities – Focus on Buildings** outlines the key infrastructure systems and contributing components of a municipal building asset, and equips learners to prepare for the climate change impacts associated with each of these systems.



## Supporting Ontario's Engineering Workforce

In 2022, OSPE continued to offer a full suite of services for employers and job seekers, including job search workshops, interview simulations, and an engineering job board with openings from top employers.

We also continued our **Engineering Employment Events**, which allow job seekers from across the province to make face-to-face impressions with recruiters from leading companies. At our six events in 2022, we welcomed a total of **774** job seekers.

### Thank You to Our 2022 Engineering Employment Event Partners

Albarrie Canada Ltd.  
Belair Mechatronics Inc.  
Bell  
CAElliott Inc.  
Canadian Forces  
Canadian Nuclear Laboratories  
CBCL Limited  
Comcor Environmental Limited  
Crozier  
D. M. Wills Associates Limited  
Defence Construction Canada  
Electrozad  
ESAC Electrical & Systems Advanced Control Inc.  
Evolution Mining  
Festo Canada  
Geosyntec  
Hatch  
K. Smart Associates Limited  
Kuriyama Canada Inc.  
MDA  
Metrolinx

Minogue Medical Inc.  
MTE Consultants  
National Defence  
Northland Power Inc.  
Novatech  
Nucor Environmental  
Pliteq  
Pomerleau Construction  
Pretium  
Pretium Engineering Inc.  
Rogers Communications  
R.V. Anderson  
Sage Engineering Services Ltd.  
SGS Natural Resources  
Spin Master  
Strik, Baldinelli, Moniz Ltd.  
Teledyne FLIR LLC  
Transport Canada  
Tyne Engineering Inc.  
Walters Group  
WT Infrastructure





# Events

## The Engineering Conference

November 3, 2022

The Shaw Centre (Ottawa, ON)



In 2022, Canada's largest engineering, diversity, and recruitment event returned to an in-person format for the first time in three years. This edition of OSPE's signature event featured over 35 speakers and panelists, over 15 breakout sessions across four learning streams, and trade show booths from over 50 corporate partners. OSPE welcomed hundreds of guests to the day's trade show and learning sessions, and hundreds more to the **Student Spotlight** recruitment event.



**35+**  
Speakers  
& Panelists



**15+**  
Breakout  
Sessions



**50+**  
Corporate  
Partners



**2500+**  
Attendees



## 2022 Conference Partners



## Ontario Professional Engineers Awards Gala (OPEA)

November 18, 2022

Universal Event Space (Vaughan, ON)

OSPE was pleased to honour the province's finest engineers at the 2022 **Ontario Professional Engineers Awards Gala**. This event – celebrated annually since 1947 – recognizes engineering excellence from across government, industry, and academia.

In 2022, we welcomed hundreds of guests to celebrate the following honourees:

Distinguished Lifetime Achievement Award – Robert A. Goodings, P.Eng.

Project of the Year Award – Natural Resources Canada (Port Granby Engineering Project)

Citizenship Award – Jeanette Southwood, P.Eng.

The Engineering Medal: Young Engineer – Dr. Pirathayini Srikantha, P.Eng.

The Engineering Medal: Research and Development – Dr. Daolun Chen, P.Eng.

The Engineering Medal: Research and Development – Dr. Kibret Mequanint, P.Eng.

The Engineering Medal: Management – Dr. Roderick C. Tennyson, P.Eng.

The Engineering Medal: Entrepreneurship – Dr. Saad Younis Jasim, P.Eng.

The Engineering Medal: Engineering Excellence – Dr. Robert Delatolla, P.Eng.

The Engineering Medal: Engineering Excellence – Cory Jones, P.Eng.

The Gold Medal – Dr. Janusz Koziński, P.Eng.





# Events

## 2022 OPEA Gala Partners

### Dinner Partner

**BOMBARDIER**

### Gold Medal Partner

**QUANSER**  
INNOVATE · EDUCATE

### Citizenship Partner

**thePersonal**  
Home and Auto Group Insurer

### Young Engineer Partner

**SNC · LAVALIN**

### Research and Development Partner

**notarius**

### Engineering Excellence Partner

**BURNSIDE**

### Entrepreneurship Partner

**Manulife**

### Management Partner

**CENTENNIAL COLLEGE**  
**DAIR**  
Institute for Aerospace Studies  
UNIVERSITY OF TORONTO

### Project of the Year Partner

**ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS**

### Lifetime Achievement Award

**Jacobs**

### Reception Partner

**bms.**

### Coat Check Partner

**mh**

### Music Partner

**TMMC**  
Toyota Motor Manufacturing Canada Inc.

### Floral Partner

**The St. Lawrence Seaway Management Corporation**  
Corporation de Gestion de la Voie Maritime du Saint-Laurent

### Photography Partner

**memberperks**

### Corporate Table Host

**AECOM**

**ARSENAL**  
CONSTRUCTORS INC.

**Brown & Cohen**  
national transportation allies  
Working with Professional Engineers Ontario on their government relations since 1995.

**Cementation**  
WE BUILD MINES. SAFELY.

**DSEL**

**EllisDon**

**engineerscanada**  
ingenieurscanada

**GHD**

**HUMBER**  
Faculty of Applied Sciences & Technology

**Lakehead University**  
Faculty of Engineering

**LOOBY**

**Professional Engineers Ontario**

**Toronto Metropolitan University**

**TMMC**  
Toyota Motor Manufacturing Canada Inc.

**UNIVERSITY OF TORONTO**  
FACULTY OF APPLIED SCIENCE & ENGINEERING

**Western Engineering**

**wsp**

**YORK1**

### Awards Gala Partner

**alectra**  
GRE&T Centre

**COMPANIES OF MARIANA**

**CONESTOGA**  
Connect Life and Learning

**CORESTONE LAW**  
CONSTRUCTION & PROPERTY LAW

**EPIC**

**OACETT**  
OUR CERTIFICATION | YOUR SUCCESS

**WE BUILD ONTARIO**  
ONTARIO GENERAL CONTRACTORS ASSOCIATION

**THIS IS MINING**

**RZULTZ**

**Sheridan**

**Technica Mining**

**Chemical Engineering & Applied Chemistry**  
UNIVERSITY OF TORONTO

**UNIVERSITY OF WATERLOO**  
FACULTY OF ENGINEERING

**University of Windsor**  
Faculty of Engineering

# Events

## OSPE Classic Golf Tournament

May 18, 2022

Angus Glen Golf Club (Markham, ON)

The 2022 **OSPE Classic Golf Tournament** gathered 144 golfers for an afternoon of networking on the links. In addition to a round of golf on a world-class course, the event featured a silent auction, helicopter ball drop, and mulligan sale that raised over \$2,000 for the Ontario Professional Engineers Foundation for Education.



## 2022 Tournament Partners



# Events

## National Engineering Month

In March 2022, OSPE organized the Ontario edition of **National Engineering Month** (NEM). This province-wide initiative enables students, professionals, and educators to highlight the role engineers play in society.

The month kicked off on March 1 with a panel discussion on the future of the P.Eng. licence, moderated by TVO's Steve Paikin. Over 35 events followed throughout March, including student design competitions, job search workshops, emotional intelligence seminars, and discussions on the future of nuclear energy.



## Canadian National Exhibition

In August 2022, OSPE was privileged to host a booth at the **Canadian National Exhibition** – Canada's largest community event. We welcomed hundreds of visitors and entertained curious young minds with educational crafts, STEM activities, and live demonstrations of what engineers do.



## Adapting and Reshaping Engineering Workspaces

In September 2022, OSPE CEO Sandro Perruzza participated in a live panel discussion with Spin Master SVP of Product Development Diana Young and Engineers of Tomorrow CEO Rebecca White. Hosted live at Spin Master's Downtown Toronto headquarters, this discussion explored the unique challenges of the COVID-altered working world and identified how the engineering community can find support and resilience.



## Frosh Week

At the start of the 2022-2023 academic year, OSPE visited campuses across Ontario to meet the province's newest engineering students. We learned about the hopes and expectations of incoming engineering classes, while students learned about the important work of OSPE. Thanks to our visits, over 200 students registered for OSPE memberships.

## Leading the Way with Cutting-Edge Research

In 2022, OSPE worked with our members and partners to publish research on critical issues facing the province and the profession. We received funding for the following studies:

### New Barriers in Engineering and Technology Jobs: The Uneven Impact of Working-at-Home on Recent Graduates, Women and Newcomers

This study, funded by the **Future Skills Centre**, examines the impact of working-from-home on new graduates, women, and newcomers to Canada in engineering jobs. Work-from-home arrangements present unique challenges for these groups, and strategies are needed to counter these negative effects. Published in March 2022, these reports document the nature and extent of the new challenges and are based on a literature review, a survey of 1,243 engineering professionals, focus groups with engineers and interviews with engineering employers.

### Leveraging Public Sector Procurement Policies to Expand Opportunities for Women in Engineering

Since October 2021, OSPE has worked with **Women and Gender Equality Canada (WAGE)** to support an equitable recovery from the COVID-19 pandemic. In June and October 2022, OSPE published research reports identifying how public procurement policy can support increased career opportunities for women in consulting engineering and in the engineering profession.

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In addition, OSPE volunteers shared their time and expertise to prepare the following research:

### Data Governance White Papers

In May 2022, members of OSPE's **Data Working Group** (a subgroup of the **Research and Innovation Task Force**) published five white papers on Data Governance and Innovation. These papers pose thoughtful questions about emerging business opportunities and proposed data legislation, and how engineers can make the new data economy work for all Ontarians.

The five papers covered the following topics:

- The Potential of Artificial Intelligence
- Cybersecurity: Data Governance & Information Security
- The Current State of the Law: Data Regulation in Canada in 2022
- Data and the Public Interest: Fair Questions from Civil Society
- Building a Data Economy: Economic Growth & Prosperity

The insights from these papers informed the lead articles for the June 2022 issue of OSPE's magazine, **The Voice**.

### Reducing Greenhouse Gas Emissions from Ontario Diesel Highway Trucks

This report by OSPE member Tom Markowitz, P.Eng., examines how Ontario's trucking sector can adapt operations to help Canada reach its 2030 emissions goals. Published in June 2022, the paper is informed by extensive research and interviews with experts. It calls for coordinated action from government and industry groups to decarbonize transport operations, and recommends specific infrastructure and technology upgrades to reduce trucking emissions.



# Advocacy

## The Voice of Ontario's Engineering Community

In 2022, OSPE continued our advocacy efforts on behalf of Ontario's engineering community.

### Advocating for Safer Indoor Air

OSPE formed the **Indoor Air Quality (IAQ) Advisory Group** last year, responding to the need for evidence-based guidance around indoor air quality and transmission of COVID-19. The Advisory Group published three reports in December 2022: **Core Recommendations for Safer Indoor Air**; **How COVID Spreads**; and **Guidance: Face Coverings for COVID-19 Prevention**.

Within the first two months of publication, these reports were downloaded from OSPE's website over 1200 times and shared around the world via social media. As well, OSPE CEO Sandro Perruzza and Advisory Group Chair Joey Fox, P.Eng. were invited to discuss the group's recommendations with TVO and CBC.

OSPE also shared the reports with Ontario's Ministry of Infrastructure, and in March 2023, Ontario's New Democratic Party incorporated guidance from our reports in their *Advisory Committee to Protect Ontario's People and Economy from Airborne Pandemics Act*.



### Electricity Supply Mix Study: The Retail Price Impact of Net-Zero Supply Options

OSPE's **Energy Task Force** published this report in December 2022 in response to the federal government's call for a net-zero national power grid. Prepared in partnership with external consultants, the report examines the retail price impact of various net-zero power supply options and recommends the most economical way for Ontario to achieve net-zero emissions by 2035. We shared this research with our partners at Queen's Park to inform the province's ongoing decarbonization efforts.

### 2022 Provincial Election

During the 2022 Provincial Election, OSPE kept our members and the engineering community informed about each party's position on the issues relevant to engineers (including energy, transportation, and the climate crisis). Our actions included:

- Publishing a platform identifying key issues and recommending specific actions for the next government to take.
- Sharing a list of professional engineers running for office across the province.
- Preparing a brief summary of each major party's plan to address the climate crisis.
- Notifying our members as each major party's platform was released, and summarizing key takeaways from each.

### Working with Government Leaders

Throughout 2022, OSPE representatives met with government leaders to discuss the issues facing the province and the profession and move our advocacy initiatives forward. Highlights included the following:

- In September 2022, OSPE met with **Infrastructure Minister Kinga Surma** and **Infrastructure Ontario** to discuss the importance of indoor air quality amidst the ongoing COVID-19 pandemic.
- In November 2022, OSPE met with **Energy Minister Todd Smith** to share guidance on optimizing the province's energy grid to minimize emissions and reduce costs for consumers.

# Advocacy

- In December 2022, OSPE met with **MPP Brian Saunderson (Parliamentary Assistant to the Attorney General)** to discuss our regulatory reform priorities.

OSPE also issued several letters to government officials and agencies last year, stating our positions and offering guidance on critical issues. Highlights included the following:

- Offering feedback on the province's proposed **single-use plastics prohibition**.
- Responding to proposed changes to the **Ontario Building Code**.
- Consulting on planned guidelines for engineering firms' engagement with **Indigenous communities**.
- Sending recommendations for an optimal time-of-use electricity rate to the **Ontario Energy Board**.
- Sharing guidance with **Energy Minister Todd Smith** on implementing an ultra-low overnight electricity rate.
- Sending an official pre-budget submission to the **Ministry of Finance**, identifying the need to support development of the engineering workforce, combat the climate crisis, and drive research and innovation.
- Providing input on the province's proposed guide to **sub-watershed planning**.
- Offering feedback on the government's proposed **hydrogen production strategy**.
- Sharing guidance on amendments to certain requirements under Ontario's **Excess Soil Regulation**.
- Calling on the government to defer construction of **Highway 413** and the **Bradford Bypass**.
- Issuing a letter to **Premier Doug Ford** opposing proposed development on protected Greenbelt lands.



# Marketing & Communications

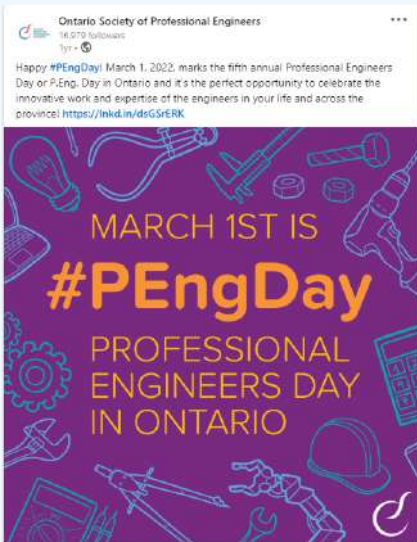
## Expanding Our Community's Online Footprint

Throughout 2022, OSPE maintained an active presence on digital platforms. As we shared highlights from Ontario's engineering community, our audience continued to grow.

From January 1 to December 31, OSPE:

- Published a total of **1,628** social media posts
- Generated a total **4,352,662** views on all posts
- Drove a total of **75,805** engagements on all posts.
- Earned a total of **4,622 New Followers** across our four channels (14.4% growth)
  - 310 New Facebook Followers (4% growth) (Total Followers: 11,683)
  - 330 New Instagram Followers (17% growth) (Total Followers: 2,248)
  - 465 New Twitter Followers (7.3% growth) (Total Followers: 6,819)
  - 3517 New LinkedIn Followers (26.3% growth) (Total Followers: 16,601)

## Top Posts Included:



### LinkedIn:

- Celebrating P.Eng. Day
- 13,048 Impressions
- 554 Engagements



### Twitter:

- Indoor Air Quality Recommendations
- 45,946 Impressions
- 857 Engagements



### Instagram:

- The Engineering Conference
- 1,253 Impressions
- 82 Engagements

# Marketing & Communications

## The Voice Magazine

In 2022, OSPE published two issues of our signature publication, *The Voice*. These two issues highlighted new reports from our Research and Innovation Task Force, insights into the future of the engineering profession in Ontario, cutting-edge research on autonomous vehicle technology, and more.



June 2022

- Incentivizing Deep Energy Retrofits
- Data Governance & Information Security
- Data Regulation in Canada
- Planning for the Future: The Next Generation of Engineers
- Role of Sight Distance: Making Mixed Autonomous and Human-Driven Vehicles Operate Safely
- No Going Back: The Future of Engineering
- What are the Barriers to Engineering Leadership?



December 2022

- Ontario Engineers Developing Clean Technology
- Reusing Concrete Aggregates in Road Construction
- Moving Forward on Diversity in Procurement
- Benchmarking Report 2022: Ontario's Engineering Community in Transition
- Indoor Air Quality Recommendations
- Writing Tips for Engineers
- Tech Stewardship: A Path Forward for the Engineering Community



# Financial Statements

**Ontario Society of Professional Engineers  
Summary Financial Statements  
For the year ended December 31, 2022**

# Financial Statements

**Ontario Society of Professional Engineers**  
**Summary Financial Statements**  
For the year ended December 31, 2022

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# Financial Statements



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BDO Canada LLP  
360 Oakville Place Drive, Suite 500  
Oakville ON L6H 6K8 Canada

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## Report Of The Independent Auditor On The Summary Financial Statement

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### Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2022, 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, 2022.

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*.

*BDO CANADA LLP*

Chartered Professional Accountants, Licensed Public Accountants  
Oakville, Ontario  
April 3, 2023

# Financial Statements

## Ontario Society of Professional Engineers Summary Statement of Financial Position

December 31	2022	2021
<b>Assets</b>		
<b>Current</b>		
Cash	\$ 1,297,089	\$ 1,050,587
Short-term investment	793,498	1,177,969
Accounts receivable	850,210	689,074
Prepaid expenses	215,863	99,100
	<u>3,156,660</u>	<u>3,016,730</u>
<b>Long-term investments</b>	<b>359,982</b>	<b>435,630</b>
<b>Capital assets</b>	<b>21,073</b>	<b>13,882</b>
<b>Intangible assets</b>	<b>57,756</b>	<b>65,077</b>
	<u>\$ 3,595,471</u>	<u>\$ 3,531,319</u>
<b>Liabilities and Net Assets</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	\$ 603,419	\$ 539,867
Deferred revenue - government projects	342,451	54,879
Deferred revenue	830,995	787,826
Deferred lease incentives	8,534	8,534
	<u>1,785,399</u>	<u>1,391,106</u>
<b>Net Assets</b>		
Invested in capital assets and intangible assets	78,829	78,959
Internally restricted	1,287,186	1,287,186
Unrestricted	444,057	774,068
	<u>1,810,072</u>	<u>2,140,213</u>
	<u>\$ 3,595,471</u>	<u>\$ 3,531,319</u>

# Financial Statements

## Ontario Society of Professional Engineers Summary Statement of Operations

For the year ended December 31	2022	2021
<b>Revenue</b>		
Membership fees	\$ 1,197,219	\$ 1,218,720
Royalties	1,650,609	1,667,016
Government projects	883,285	1,081,840
Sponsorship	714,410	426,656
Professional development	263,049	183,134
Advertising	16,442	21,185
Career services	129,860	100,418
Other revenue	47,126	19,411
Investment income (loss)	(5,453)	(3,510)
	<u>4,896,547</u>	<u>4,714,870</u>
<b>Expenses</b>		
Advertising and promotion	209,762	142,990
Amortization - capital assets	12,105	10,437
Amortization - intangible assets	32,322	28,651
Annual general meeting and general assembly	1,402	2,104
Audit, legal and professional services	53,239	33,388
Bank charges	84,372	77,581
Consulting	393,276	450,060
Elections	10,758	11,052
Event production	839,388	461,180
Government projects	883,285	1,081,840
Insurance	126,667	122,956
Meetings	107,526	18,739
Office and general	229,804	162,949
Postage	31,290	30,151
Publications	44,725	36,482
Rent	176,889	133,634
Sponsorship	78,643	46,666
Telecommunication	19,165	20,854
Travel and volunteer expenses	162,145	51,274
Wages and benefits	1,729,925	1,574,777
	<u>5,226,688</u>	<u>4,497,765</u>
<b>Excess of revenue over expenses for the year</b>	<b>\$ (330,141)</b>	<b>\$ 217,105</b>

# Financial Statements

## Ontario Society of Professional Engineers Summary Statement of Changes in Net Assets

For the year ended December 31

	Invested in capital and intangible assets	Internally restricted	Unrestricted	2022 Total	2021 Total
Balance, beginning of year	\$ 78,959	\$ 1,287,186	\$ 774,068	\$ 2,140,213	\$ 1,923,108
Excess (deficiency) of revenue over expenses	(44,426)	-	(285,715)	(330,141)	217,105
Purchases of capital and intangible assets	44,296	-	(44,296)	-	-
Balance, end of year	\$ 78,829	\$ 1,287,186	\$ 444,057	\$ 1,810,072	\$ 2,140,213

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## Ontario Society of Professional Engineers Note to Summary Financial Statements

**December 31, 2022**

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### **1. 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, 2022 and December 31, 2021 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.



# Looking Ahead

## Looking Ahead

OSPE continues to plan events for the engineering community in 2023 and beyond.



### **OSPE Classic Golf Tournament 2023**

May 31, 2023

Angus Glen Golf Club (Markham, ON)



### **The Engineering Conference 2023**

November 2, 2023

Metro Toronto Convention Centre (Toronto, ON)



### **Ontario Professional Engineers Awards Gala 2023**

November 3, 2023

Metro Toronto Convention Centre (Toronto, ON)



### **National Engineering Month 2024**

March 1 – March 31, 2024

Provincewide (Virtual and In-Person)

Visit [ospe.on.ca](https://ospe.on.ca) for more information.



OSPE.ON.CA



ONTARIO  
SOCIETY OF  
PROFESSIONAL  
ENGINEERS