

Society Board Meeting Report

At the meeting of the Board of Directors on December 19, 2017 the following decisions and reports were made:

Report from the Chair

The Chair, J. Hack, provided a written report which was included in the meeting package. He began by outlining the priorities for today's meeting including approving the 2018 budget and discussing the Women in Engineering Advocacy Committee, Engineering Diversity and Inclusion Committee and the Research and Innovation Task Force. He noted in recent conversations with students he would emphasized the need for them to get involved early to be able to shape the profession.

He noted that the Mississauga Chapter is involved in a lot of advocacy activities, and was suggested that OSPE's Political Action Network (PAN) representative could be used to help the situation. It was added that PEO is currently undergoing a governance review and OSPE should provide comments, this could be an opportunity to address the roles of Chapters.

J. Hack noted he has worked with OSPE staff to update the website to incorporate updated photos and establish themes for The Voice magazine. He also added the recent successes with the Energy file noting it is an excellent example of engineers being involved and shown in the media.

J. Hack has established regular meetings with Bob Dony, PEO President, to informally discuss issues. He noted that PEO is very interested in OSPE's 30 by 30 initiatives. It was added that OSPE has shared concerns regarding the new Government Liaison Program (GLP) program and are currently awaiting a response from the Government Liaison Committee (GLC). He noted that the PEO representatives on the Joint Relations Committee (JRC) are working with OSPE and are on board with our position and strategy regarding the affinity program concern.

Lastly, J. Hack expressed his desire to diversify revenue streams including expanding government funding programs. He clarified that the programs cover some of OSPE's expenses and therefore allows us to do more. E. Thorn Corthay added that she has a personal contact with a contract grant writer and noted that research into payment will need to be done before bringing on a contract grant writer.

Report from the CEO

The CEO, S. Perruzza, provided a report which was provided in the meeting package. He highlighted the following key points for discussion during the meeting. He began by clarifying some operational changes including the hiring of the second corporate account executive. He reported that the latest round of recruitment resulted in better candidates than the previous rounds as they expanded the search to include individuals located in Toronto. He also noted that two interns from McMaster will be starting at OSPE and working with Patrick and Catrina on advocacy as a pilot project.

He added that membership numbers have increased to a total of 8,337 members. He noted that the government sees OSPE as trusted advisors, and the Canadian Federation of Engineering Students want to build a relationship with us. OSPE's focus is on quality over quantity and suggests changing the strategic matrix in order to reflect this focus and be results oriented.

S. Perruzza concluded by thanking the staff for their hard work and dedication.

Report from the Treasurer

The Treasurer, R. Clifton, provided a verbal update to accompany the summary of month end statements. He apologized for not providing a summary paragraph, but will for the next meeting

He noted that the Audit and Finance Committee met the previous day to discuss November financial statements and reported results \$90,000 better than the September figures. This can be attributed to the increase in memberships and sponsorships in October and November.

He also noted that he met with the auditors, BDO, who will begin the audit process in February. He also met with the investment managers from BMO to discuss the portfolio. He noted that the investments are up over last year, and the decision to not move 25% equity as the market is too high. The Audit and Finance Committee will review this decision quarterly.

R. Clifton encouraged the board to continue supporting the BHAG/CSI as results will take time. It was noted that the Membership Advisory Committee receives regular updates regarding BHAG.

Strategy Discussion

Women in Engineering Advocacy Committee

S. Deitner, Chair of WEAC, was unable to attend the meeting; therefore, J. Hack gave the report on her behalf. He noted S. Deitner is proposing updates to the WEAC terms of reference in order for the committee to be more effective. As there is no national body for women in engineering, WEAC plans to develop a strategy before reaching out to existing bodies. Their message will be more inclusive and not just focused on licensure.

The 30 by 30 initiative will be an element of what WEAC is doing, but not exclusively. PEO Council will be discussing 30 by 30 at their next council meeting in February; therefore, we will need to work with PEO to show them what we are doing.

M. Monette agreed this was an excellent focus and believes it is the correct direction. E. Thorn Corthay agreed with the vision and noted the potential opportunity to collaborate with others. She added the list of activities was a great start, however the action plan is missing specific goals and timelines.

E. Thorn Corthay noted a role OSPE could fill to increase member value is by addressing harassment in the workplace, specifically the legal aspect. She clarified that corporate HR is not supporting individuals and people don't have anywhere to go and it is becoming a retention issue. She suggested the next issue of the voice include a lawyers messaging.

Research and Innovation Task Force

The Chair of the Research and Innovation Task Force, T. Turi, presented an update to the Board. He noted there is an opportunity to work within OSPE and connect with existing committees. Instead of writing white papers, he plans to focus on outreach and to raise awareness of the social relevance of engineers. The task force is currently exploring each member's networks and interests.

He noted the Terms of Reference was revised to link back to OSPE's strategic plan. He added that task force membership will be maintained as active, otherwise inactive members will be removed.

It was suggested that Chapters could be used to recruit committee membership. The first step would be to effectively communicate careful messaging. It was added that Ottawa could be used as a pilot as they are very active in advocacy and we have Jason Di Tommaso in the area.

Engineering Diversity and Inclusion

R. Aimey, Chair of the EDI Committee, presented the new terms of reference to the Board for approval. She noted the committee will provide a space to promote engineering to diverse groups. Diverse groups could include (but is not limited to) sexual orientation, gender, ethnicity, education

and socio-economic status. The activities of the group will be determined by the members of the committee. The committee will include 12 individuals, with at least 7 OSPE members.

Vision for Engineering in Ontario

J. Hack presented this at the most recent JRC meeting, and P. Marcucci suggested OSPE continue with this project regardless of PEO's support.

Affinity Programs

OSPE will be providing PEO a letter, adding the ethics argument, to discourage them from participating in Engineers Canada insurance program. P. Marcucci added that he is concerned as the most recent council meeting was focused on financials. Once the letter is prepared, V. Mueller will assign councilors to Board members so that personal engagement can be made before the council meeting.

Budget Approval 2018

The Audit and Finance Committee has reviewed the presented budget plans and is recommending the medium column.

CNEA Appointment

J. Chisholm volunteered to be OSPE's representative of the CNEA.

Bylaw Changes

V. Mueller noted the lawyer made these housekeeping recommendations in 2016, however they were held back in order to clarify the previous bylaw change regarding Associate members.

Report from the Membership Advisory Committee

B. Shukla provided a written report and presentation that was included in the meeting package. He noted membership numbers have increased since April, and can be partially attributed to the change the world campaign and end of year engagement activities.

He announced the June issue of the Voice magazine will be launching Change the World 2.0. This campaign will include videos and another diverse group of exceptional members.

The corporate sales team has been working with the federal government, who have committed to buying 25% of WEAC Fall Forum tickets in Ottawa. The high-tech community is not interested in pursuing licensure, so OSPE's messaging needs to change.

It was agreed that visiting schools should be a Board duty. Unfortunately, alumni groups view us as competition (as they have their own affinity partners). OSPE is trying to get into graduation packages and will offer to exclude any affinity promotion.

Nominations Committee

The Nominations Committee held a meeting in October to review the 2018 Election Procedures, Schedule and Nomination Form and Instructions for Candidate Materials.

Consent Agenda

The consent agenda and supporting materials were received by the Board.

Other Items

M. Monette noted he has been working with the Chapters and have determined we need to rethink how we reach out to their membership.

C. Visser added her PEO Chapter has reached out to her for NEM. B. Shukla noted if funds are needed to contact him, or for marketing materials to please contact Natasha Reid.

Directors' Questions

No questions were noted.

Next Meeting

The next regular meeting of the OSPE Board of Directors was scheduled for March 1st, however, due to National Engineering month has been rescheduled for February 28th.

In Camera

The Board moved in camera.