

## Minutes: Annual General Meeting May 8, 2023

**MINUTES** of the Annual General Meeting (AGM) of the Ontario Society of Professional Engineers (OSPE) held virtually on the 8<sup>th</sup> day of May 2023 at the hour of 6:00 in the evening.

**PRESENT:**

Approximately 50 Professional, Honorary, and Associate members of the society attended virtually.

**Items**

**1.0 Call to Order**

The Chair, Dr. Marilyn Powers, P.Eng. began the meeting with a land acknowledgement, followed by a review of housekeeping items. She then thanked OSPE's valued partners and introduced the current Board of Directors. The meeting was officially called to order at 6:10 p.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. She 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 9, 2022, 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 9, 2022, were approved.

**MOVED:** Sandra Ausma; **SECONDED:** Rakesh Shreewastav; **MOTION CARRIED.**

Before moving forward, the Chair thanked OSPE's partners from the engineering community for joining us here this evening, Professional Engineers Ontario, Engineers Canada, Engineers Nova Scotia, The Association of Consulting Engineering – Ontario, The Ontario Association of Engineering Technicians and Technologists and the Ontario Association of Architects. OSPE looks forward to continued collaboration for many years to come.

**3.0 Report of the Chair and CEO**

The Chair and the CEO, Sandro Perruzza presented their report, highlighting OSPE's progress and achievements we have made in serving our members and the engineering community in 2022. The past year has been one of reopening and renewing our activities. To achieve success in 2022 we continued to use some of the activities and tools that enabled us to thrive when operating virtually, while also returning to in-person events like the Engineering Conference hosted in Ottawa.

In this new era of work, we also began implementing our new strategic plan focused on the core principles that OSPE exists to help Engineers to Lead, Grow, Care, and Prosper.

OSPE's enduring goals are to serve the needs of members by providing programs and services that enable engineers to begin and to build meaningful careers. OSPE continues its work to place the expertise of engineers as a resource for economic development and public safety in Ontario.

It is OSPE's role to be the voice of the profession and the engineering community and to create a platform for engineers to gather, share expertise, and provide recommendations on issues facing the profession and society. We need to state clearly that our volunteers on our various committees, task forces and working groups are truly amazing! Without their selfless commitment and dedication, none of this work could have been done. As members, you can be very proud of how collectively we have actioned our intent to be a leader and trusted source for policymakers over the past year.

Leading many important conversations and initiatives, such as the Ultra Low-Cost Energy Pricing Model introduced by the Minister of Energy that he singled out OSPE's direct involvement in developing. One of the highest-profile achievements within this pillar came late in the year when the Indoor Air Quality (IAQ) Working Group released a series of reports and recommendations. Based on a true understanding of how buildings operate and based on the determination that COVID-19 droplets can be airborne, these vital reports and advocacy gained significant attention within the engineering community and from the mass media, across the country. The impact has been so great that recently a legislative measure has been tabled both here in Ontario, Quebec and in New Brunswick that could permanently and positively improve indoor air quality at common-use buildings like schools and hospitals. While the findings of the IAQ Working group gained a lot of attention, there were other outputs that also got the attention of policymakers.

Some areas of significant activity have been with data governance, where OSPE published a 5-part series of member-led white papers, and a release of three reports that examined how to utilize sustainable procurement as a means of increasing employment opportunities for equity-seeking groups. We are thrilled to give a platform to the many engineers in any discipline looking to make sure our futures are secure, profitable, and bright for everyone. These efforts continue to demonstrate the intelligence and breadth of our diverse members.

While producing content is valuable, OSPE is also committed to developing the right relationships to assure the insight of our members and experts may influence public policy in a meaningful way through our advocacy efforts. OSPE is committed to engaging governments at the federal, provincial, and municipal level, in addition to other stakeholders, in order to ensure the specific insights that only engineers can make are a part of the policy conversations. If we don't, then who will steer the conversations that need to take place to ensure Ontario continues to grow smartly and safely. On the slide is a very small sample of our full engagement efforts, you can find more information about these efforts in the Annual Report and online on the OSPE site.

It is also OSPE's role to become the trusted resource for Ontario engineers to grow professionally and personally, a role that continues to expand due to requirements from our regulator at the beginning of the year. Here is a brief look at activity and success in this area in 2022.

OSPE is always looking to expand its offerings to meet the professional development needs of engineers. In 2022 we offered a collection of certificate programs, including a new partnership with WatSpeed from the University of Waterloo, to deliver a comprehensive

program in Digital Transformation. Other certificate programs offered engineers the principles of technical writing, project management, and tech stewardship.

One of the great joys of 2022 was our Engineering Conference in Ottawa. It had been a number of years since we had a gathering like that in person and it was a delight to see so many members and critical stakeholders in person. #EngCon helps OSPE deliver on a number of our strategic pillars – to give engineers a space to demonstrate their leadership, to grow through learning from their peers, to shine a light on our values of true equity, diversity, inclusion, and accessibility, and to all prosper in moving our careers forward.

We were delighted to deliver four distinct learning streams including technical presentations and panel discussions, on topics from the climate crisis to equity, diversity, and inclusion. The Conference is a one-stop shop for what OSPE does best, bringing the engineering community together to learn, connect and engage with each other for the benefit of Ontario.

The mission of OSPE is to support the entire engineering community. While recent changes have increased the focus on broad professional development delivery, our Journey to P.Eng. Pathway is still a critical offering. OSPE is very proud of the hundreds of future professional engineers we are helping prepare for licensure. Throughout 2022, nearly 300 candidates participated in OSPE prep courses.

OSPE is committed to elevating awareness of the role that a diverse and inclusive engineering community plays in making the world a better place. We are proud of our efforts in this area over the past few years. Last year, there was a coordinated effort to align our advocacy focus with our vision of creating a more diverse, and as a result, more robust engineering industry in Ontario. One of those initiatives was to collaborate with Woman and Gender Equity Canada to better understand how we can create more opportunities for women and other equity-seeking groups in engineering in order to expand the career opportunities for members in these groups. The results of these efforts were a series of reports that tell us one important thing, real change comes from understanding the drivers and making systemic improvements. With that in mind, OSPE is championing Sustainable Procurement initiatives, helping employers, like governments and other public institutions, see the merits in the short and long term, of insisting on diversity programs as part of the procurement process.

Combined with Qualifications Based Selection system (or QBS), which encourages buyers of engineering services to look past low-price bidders for complete solutions. By focusing on procurement practices of some of the largest investors in engineering services, more can be done than with simple pledges and tokenism. Increased diversity is proven to be a driver of value and we can embed these in the system with willing partners.

While OSPE is plugged into a lot of sources of information, as engineers, you know there is always great value in doing your own research. With that in mind, OSPE conducted a study across all industries and sectors and in November of 2022, we released the benchmarking report “Ontario’s Engineering Community in Transition”. Hearing that title, you may think this is just another report about how an aging population is changing the workplace for engineers, and it is... but it was so much more than that. Through this research, we were able to dig deeper into the experiences of men, women, internationally trained engineers, and other distinct groups to hear more about their perceptions and concerns of this evolving profession.

These are some of many groups we know we can better support in the years to come and we are committed to doing so, not just through the work of our Equity, Diversity, Equity and Accessibility Committee...Yes, you heard that right, this group has recently expanded to better understand and support engineers and engineering employers who have accessibility

needs, while also continuing to support our current EDI initiatives. To see real change, we need to continue to be vigilant on many fronts and OSPE remains committed to doing so.

A core objective for OSPE is to continually expand opportunities for engineering jobs in Ontario and protect the practice rights of engineers so that both our members and Ontario can prosper. For many, that means access to meaningful employment in the sectors they are passionate about. In 2022, OSPE hosted Virtual Engineering Employment Events – E3s. Those events connected over 800 engineers with close to 50 employers in the sector. The virtual format worked well, and we are reviewing how to create the right schedule and balance for 2023. In case you were wondering we are off to a good start with over 200 registrants for our E3 in Mississauga just a couple of weeks ago. The appetite for this support and its targeted nature is of great value. OSPE also offers 24/7 access to our job board and mentoring services plus job search workshops. No matter the stage of your engineering career we can help you find the next opportunity and help you advance.

In closing, the Chair thanked the CEO for joining her to deliver this report as well as thanking the dedicated members and ambassadors, who contribute their time and expertise. Please continue to show up, voice your needs and concerns and help OSPE advocate for the profession you chose.

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

The Chair welcomed Stephen Pepper, P.Eng., Chair of the Nominations Committee, to provide his report. S. Pepper thanked fellow committee members, Stephanie Holko P.Eng., Matthew Mairinger, P.Eng., Emily Pepper, P.Eng. and James Wheeler 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:

David Carnegie, P.Eng.  
Meggen Janes, P.Eng.  
Mark Emmanuel, P.Eng.  
Caroline Wojtyla, 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, 2022.

#### **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, Sandra Ausma P.Eng., Mark Frayne, P.Eng. and Raymond Mantha, P.Eng. He noted that the Committee issued an RFP, request for proposal, to various audit firms in 2021 for the 2022 audit and the next 5 years. This was conducted as a matter of good business practice and due diligence. As a result of this review, as well as the professional and efficient delivery of high-quality service, the Committee and the OSPE Board recommends that BDO Canada, LLP, be appointed as auditors for 2023.

**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:** Rex Camit; **SECONDED:** James Burns; **MOTION CARRIED.**

## 7.0 Members Questions

The meeting was opened for general questions from the membership.

### **What is OSPE doing to strengthen its relationship with PEO?**

OSPE currently works cooperatively with PEO at the staff level, sharing information and resources that can help each of us achieve our distinct mandates. Moving forward, we will be holding a yearly Leadership Summit where Executive members of PEO Council and the OSPE Board, along with the senior management leaders of both organizations will meet to discuss and resolve issues in an open forum as well as where we can work together.

### **What are OSPE Plans to provide CPD Education for P.Eng. s?**

OSPE's Engineering Academy (EA) framework is structured into three defined Pillars that connect an eco-system and industry segments to deliver educational offerings such as courses, programs, and certificates.

In February of 2021, an in-depth needs analysis was conducted for OSPE's Engineering Academy. There were two surveys sent out: one to organizations and one individuals (both OSPE members and non-members). The findings of the needs analysis are the basis of the future of the Engineering Academy's learning and development offerings.

We have partnered with industry experts to launch certifications programs in Health and Safety, Emotional Intelligence and Project Engineering. In addition, there will be a focus on developing technical workshops and courses by leveraging our members who are subject matter experts in their respective fields. In 2022, OSPE launched a learning management system for e-learning to complement our current instructor-led training in assorted topics including leadership, management, communications, and essential skills, etc. The Engineering Academy's goal is to become the go-to place for life-long learning for engineers & engineering graduates across Ontario. This is even more critical now since PEO has announced the new Regulation that ensures that Mandatory CPD came into effect on January 1st, 2023.

### **What can OSPE do to further lobby and inform industry and government bodies on the instrumental role engineers hold in climate change mitigation?**

Protecting the environment is essential to promoting a sustainable and healthy lifestyle for current and future generations. As problem solvers, engineers provide important insights on system planning, efficiencies and integration, total lifecycle costing and scenario analysis for sound policy making when it comes to combating climate change and mitigating its impact.

The advocacy process is one that requires thoughtful reasoning, strategic direction, and critical analysis. Before moving forward with any issue, these skills are put into practice by OSPE's Task Forces, Working Groups, Advisory Groups and Committees made up of engineers who are subject matter experts in their field. A clear advocacy plan will outline the key stakeholders OSPE must interact with to achieve change. These will include government (municipal, provincial, or federal), as well as industry partners or academia, depending on the issue at hand. In early 2023, OSPE formed a Climate Crisis Task Force, which is focused on supporting sustainable infrastructure solutions and green initiatives in Ontario's long-term energy plan (including electric vehicle adoption, green power grid infrastructure, and sustainable nuclear power options.)

**What is OSPE doing to advocate for the value of the P.Eng. license and exclusive rights to practice, such as, engineers taking accountability with other qualified professionals for carbon calculations?**

OSPE, as well as other organizations, has been calling on PEO to eliminate all non-regulatory activities, so that they marshal all their available resources and efforts to solely focus on regulating the evolving practice of professional engineering. OSPE is concerned that after an initial focus on improving the operations and eliminating a number of non-regulatory activities, PEO is starting to again be expanding their reach in areas they initially agreed to stay out of. For example, PEO recently announced that they are now engaged in offering affinity programs to licence holders, despite the OSPE-PEO Accord that we believed still existed between our two organizations. The results of the recent environmental scan conducted for PEO in 2022 for their new Strategic Plan, demonstrates that much more needs to be done by PEO to both clarify their role as the engineering regulator and to win back the trust of its strategic partners. OSPE will continue to support the work of PEO CEO/Registrar, who is continuing to identify and rectify the deficiencies identified by the External Regulatory Review, the Anti-Racism and Anti-Discrimination Report, and the additional ones identified in the 2022 Environmental Scan.

**How many OSPE members are there?** Currently we have approximately 10,000 members.

**Do we have mobility agreements with other provincial professional engineering associations like APEGBC, APEGA, APEGSK, etc.?** Mobility agreements are established between licensing bodies, not member organizations. PEO currently has mobility agreements in place with other provincial licensing bodies.

**Do we have a recent survey / statistics of unemployed and employed professional engineers in Ontario?** We work closely with Canadian census data to generate as full a picture as possible of employment rates for Ontario's engineering graduates.

**What percentage of professional engineers are members of OSPE, and what action is being taken to strengthen OSPE and increase its membership?** Approximately 10%. We are continually working to enhance the value of membership; for example, by expanding our CPD offerings as well as encouraging companies that hire professional engineers to provide memberships for the engineers on their staff.

**Is there anything that OSPE might consider assisting in educating and potentially promoting Limited Licensees as it appears that many are not aware of this license category nor the responsibilities etc.** The limited licence is expected to grow following the recent FARPACTA changes at PEO. OSPE will continue supporting engineering graduates on the path to licensure and will work with PEO to promote the limited licence to those who qualify.

**Are OSPE's professional development courses free to OSPE members, or do members need to pay a fee?** OSPE offers a number of webinars and learning opportunities to members at no additional cost. Other offerings (for example, our Digital Transformation certificate program) have a fee attached. This fee includes a significant discount available exclusively to members.

**Can you share additional examples of how we have worked with political decision makers to influence public policy?**

Recent examples of our advocacy work include the following:

- We collaborate with fellow associations (such as Construction and Design Alliance of Ontario and Ontario Association of Architects) to share our expertise and support their advocacy efforts.

- We have been lobbying government partners to implement a Qualifications-Based Selection framework for procurement of engineering services.
- We are currently meeting with public agencies (including National Defence, Federal Ministry of Transportation, City of Toronto, and City of Ottawa) to educate them on the value of sustainable procurement.
- Our Energy Task Force has worked closely with government leaders to help implement a net-zero energy system by 2050. The province of Ontario recently implemented the ultra-low overnight pricing model that OSPE first recommended six years ago.

## 10.0 Presentations

The University Student Challenge, sponsored by the Ontario Society of Professional Engineers, is held annually during National Engineering Month. Teams of up to 5 students work together to host one or more public outreach events in their local community. Getting involved in public outreach is a great way to strengthen communication and organization skills – something future employers will be keen to see.

The Chair announced this year's winners.

In first place was the team from The University of Ottawa, led by Leah Kristufek. In second place was the team from The University of Ottawa, led by Didem Cicek Simsek and in third place was the team from the McMaster University, led by Olivia Wiper, Joseph D'Angelo, Jonathan Sukhu, Abdul Basith Siddiqui and Oluwadayomi Kehinde.

The Chair then took a moment to acknowledge and thank outgoing Board Directors, Réjeanne Aimey P.Eng., Nicholas Burgwin, P.Eng. and Mark Frayne, P.Eng.

The Chair introduced OSPE's Vice Chair and incoming President and Chair, Stephanie Holko, P.Eng. The Vice Chair thanked Dr. Marilyn Powers, P.Eng., for her leadership throughout the year and congratulated her on her many accomplishments.

The Chair returned to the podium and asked that all 2023-2024 Board Directors join the pre-arranged teleconference meeting, 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 2023 Annual General Meeting.

**MOVED:** Marilyn Powers; **SECONDED:** James Burn; **MOTION CARRIED.**

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

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Stephanie Holko, P.Eng.  
Vice Chair