

## A 2017 Review of Advocacy wins on Jobs, Prosperity and Reputation

OSPE is committed to creating, retaining and protecting engineering jobs; driving economic growth to achieve prosperity for engineers; and safeguarding and improving the reputation of our profession.

Our commitments are backed by action.

In the past year alone, OSPE has connected hundreds of engineering job seekers with job opportunities. We have played an integral role in the creation of thousands more by influencing legislation and attracting critical investments from major engineering employers to Ontario. OSPE continues to take proactive steps to evolve and enhance the reputation of our profession.

Our advocacy has impact – here are some highlights from 2017.

### OSPE - Ensuring Engineers Are Paid on Time, Every Time

<p><b>ASK:</b></p>	<p>OSPE worked collaboratively with Consulting Engineers Ontario and Ontario's Ministry of the Attorney General to develop Bill 142, the <i>Construction Lien Act Amendment Act</i>, this Bill was the first comprehensive change to Ontario's Construction Lien Act in more than 30 years.</p> <p>OSPE played an active role in consultations and advancing a series of asks that, if passed, would advance the economic interests of engineers and engineering firms regarding prompt payment for services rendered.</p>
<p><b>WIN:</b></p>	<p>OSPE secured a number of key commitments important to our membership in the draft legislation. Namely:</p> <ol style="list-style-type: none"> <li>1. Amending permissive language that currently applies to release of basic holdback from “may” release upon completion of work to “shall” release upon completion of work – ensuring engineers are promptly paid for their work.</li> <li>2. Permitting the partial release of holdback through a phased or annual arrangement with a specific designation recognizing a project design phase – lending greater flexibility to how engineers and engineering firms are rewarded, on their terms; and</li> <li>3. The use of letters of credit as acceptable financial instruments with which to hold holdback funds – allowing firms to expand their operations and hire more engineers.</li> </ol> <p>OSPE also secured a proposed exemption for consulting professionals from new surety bonding provisions required of contractors on public infrastructure projects.</p>

## OSPE's Protecting the Role of Engineers in Asset Management Planning

<b>ASK:</b>	OSPE urged the government to include a requirement under the Infrastructure for Jobs and Prosperity Act that professional engineers be involved in the design and approval of Municipal Asset Management Plans – being experts in service level analysis and total lifecycle costing, among many other skills deemed essential for prudent asset management planning.
<b>WIN:</b>	The Government of Ontario decided that professional engineers, architects and specialized experts should be involved in the design and approval of infrastructure asset management plans. In further consultation this strict requirement has been updated with consideration for small municipalities that do not have an engineer on staff, but this still remains a robust signal that engineers are key to the future of infrastructure planning and investment in Ontario.

## OSPE's Working to Empower and Retain Women Engineers

<b>ASK:</b>	Recognizing that the knowledge economy requires the full and equal participation of the workforce, OSPE called on government to address the retention of women in engineering. As our May 2016 <a href="#">submission</a> to the Premier's Highly Skilled Workforce Strategy Expert Panel noted, engineering remains a non-traditional career choice for women in Canada. Women engineers comprise just a small percentage of license-holders, and women's attrition rates are high in the process towards professional licensure due to various barriers and biases in the workplace.
<b>WIN:</b>	<p>On August 16, 2017, the Honourable Maryam Monsef, Minister of Status of Women Canada, <a href="#">announced</a> \$385,000 in funding for OSPE's "<a href="#">Let's Break Barriers</a>" project.</p> <p>In partnership with 12 organizations, this three-year project has undertaken <a href="#">focus groups</a> and a <a href="#">national survey</a> to identify barriers that contribute to the underrepresentation of women in STEM. The insights gleaned will enable OSPE to develop tools, resources and policy recommendations that will support the retention of women in STEM programs and careers.</p> <p>"We are thrilled to receive support from Status of Women Canada to help address this incredibly important issue in the engineering profession. OSPE is one of the Champion's for Engineers Canada's 30 by 30 goal – aiming to raise the percentage of newly licensed women engineers to 30% by the year 2030. Removing systemic barriers through this project will help us get there." – Annette Bergeron, P.Eng., Let's Break Barriers Champion</p>

## OSPE's Kick-Starting the Careers of the Next Generation of Ontario Engineers

<b>ASK:</b>	<p>In our May 2016 <a href="#">submission</a> to the Premier's Highly Skilled Workforce Strategy Expert Panel, we presented data about the <a href="#">underemployment</a> of Ontario's engineering graduates, as well as data from the National Graduate Survey that demonstrates the benefits incurred by students who participate in co-op and internship programs.</p> <p>OSPE advocated that the Ontario government help engineering graduates better transition into the workforce by working with industry and post-secondary institutions to create more experiential learning opportunities.</p>
<b>WIN:</b>	<p>On April 19, 2017, the Ontario government announced the Career Ready Fund – a \$190 million investment over the next three years that will create 40,000 real world learning opportunities for students and recent graduates through the <a href="#">Career Kick-Start Strategy</a>.</p> <p>As noted in our <a href="#">January 2018 pre-budget submission</a> to the Standing Committee on Finance and Economic Affairs, OSPE continues to advocate for the Ontario government to expand the Career Ready Fund and the Career Kickstart Strategy, in concert with creating targeted funding to strategically support engineering employment in Ontario.</p>

## OSPE's Empowering Engineers in the Development of Ontario's Building Code

<b>ASK:</b>	In the fall of 2016, OSPE called on the Building and Development Branch of Ontario's Ministry of Municipal Affairs to nominate Professional Engineers to Ontario's Building Code Technical Advisory Committees (TAC) as part of the Building Code Modernization Strategy.
<b>WIN:</b>	<p>In February 2017 the <a href="#">Ministry added five professional engineers to the Building Code TACs</a>.</p> <p>The Government of Ontario agreed that having the input and expertise of engineers enhances environmental integrity, conservation, safety, health and accessibility for all Ontarians, thereby, showcasing the valuable work and contributions of Ontario's Professional Engineers.</p>

## OSPE's Fighting to Protect the Economic Welfare and Prospects of Engineers

<b>ASK:</b>	<p>Responding to member feedback, OSPE acted in lockstep with a coalition of professional associations calling on the Government of Canada to slow down and reverse direction on the proposed tax changes that would negatively impact engineering entrepreneurs, engineering employment and the broader innovation ecosystem.</p> <p><a href="#">OSPE wrote to Bill Morneau</a>, Canada's Minister of Finance, to take three specific actions to protect and promote engineering jobs, safeguarding Canadian innovation, competitiveness, and growth:</p> <ol style="list-style-type: none"> <li>1. Suspend the passage of the proposed tax reforms as they are currently written;</li> <li>2. Extend and expand the consultation process, and;</li> <li>3. Engage with engineers to undertake comprehensive scenario and cost analyses of any future tax reform plan to ensure it:             <ol style="list-style-type: none"> <li>A) maximizes positive outcomes, and;</li> <li>B) minimizes or wholly eliminates known and unintended negative outcomes.</li> </ol> </li> </ol>
<b>WIN:</b>	The federal government has significantly walked-back and amended their proposed tax reforms. They agreed to conduct renewed consultations with engineering stakeholders before presenting a new plan.

## OSPE's Ensuring the Government of Ontario Values and Supports Engineering Talent

<b>ASK:</b>	In our May 2016 <a href="#">submission</a> to Premier Wynne's for the province's Highly Skilled Workforce Strategy, OSPE noted that the employment landscape was shifting while employers have reduced investment in on-the-job training for recent engineering graduates. We advocated that the government develop a plan to provide workers with the skills development and training needed to succeed in a technology-based, knowledge economy.
<b>WIN:</b>	<p>On June 16, 2017, the Ontario government <a href="#">announced</a> the doubling of their investment in essential skills training as part of its Lifelong Learning and Skills Plan.</p> <p>In the next four years, an additional 80,000 adult learners across the province will have access to free reading, writing, math and digital skills training.</p>

## OSPE is Elevating the Role of Engineers as Strategic Policy Leaders

<p><b>ASK:</b></p>	<p>Since 2015 OSPE has called on the federal and provincial governments to conduct a review of its national energy strategy. OSPE’s Energy Task Force had identified that several system wide risks and opportunities existed that should be better understood by policy-makers.</p> <p>In May 2017 OSPE responded to a solicitation for input regarding Canada’s Electricity Inter-Ties Strategy, urging the House of Commons to take into consideration the engineering involved.</p>
<p><b>WIN:</b></p>	<p>On October 4, 2017, OSPE Energy Task Force members made a <a href="#">formal presentation</a> to the House of Commons Standing Committee on Natural Resources to inform Canada’s Electricity Inter-Ties Strategy. OSPE was later referenced and had direct influence on all key recommendations in a <a href="#">December report</a> that was issued to the House of Commons.</p>

## OSPE’s Creating Engineering Investment and Jobs in Ontario’s North

<p><b>ASK:</b></p>	<p>On May 12, 2017 OSPE hosted a major thought leadership event in North Bay titled <a href="#">Spark the Fire: Realizing the Untapped Potential of Ontario’s North</a>. OSPE brought together current and past politicians, Indigenous leaders, senior public servants, industry and engineering talent to discuss the future of the region and the \$100 billion once-in-a-century economic development project that is the Ring of Fire mineral deposits.</p> <p>OSPE called on the Government of Ontario to take action to connect the region – inclusive of the multi-billion-dollar mining project and remote indigenous communities – to the existing transportation infrastructure. Engineers will be intimately involved in the development of the region, from roadway and other infrastructure to resource mining and refinement.</p>
<p><b>WIN:</b></p>	<p>Premier Wynne announced in August of 2017 that <a href="#">Ontario will commit a \$1 billion infrastructure package to the region, commencing the construction of two all-season roads in 2019</a>. This roadway will connect the Marten Falls, Webequie, Nibinamik as well as Aroland communities to Ontario’s highway system and create access to the massive wealth resource in the region.</p> <p>This mega-project will create direct and indirect employment for thousands of engineers in the near, medium, and long-term future – from the Ring of Fire region, to Sudbury, Toronto and beyond.</p>

## OSPE’s Empowering the Voice of Engineers to Improve Ontario’s Energy System

<p><b>ASK:</b></p>	<p>Since 2009, OSPE has urged the Government of Ontario to more closely engage with professional engineers to determine strategic policy decisions. OSPE’s high-level message has been that, <i>engineers are experts who understand how to create affordable, clean and reliable systems that last and as such, should be involved in setting the governments strategy</i>.</p> <p>More recently, in 2016, OSPE’s Energy Task Force called on Ontario’s Ministry of Energy to involve engineers in the 2017 development of the Ontario Fair Hydro Plan and Long-Term Energy Plan (LTEP). OSPE was subsequently invited to several private meetings with ministry officials to share recommendations on the best path forward.</p>
<p><b>WIN:</b></p>	<p>In March 2017, Ontario’s Ministry of Energy released Fair Hydro Plan that <a href="#">leveraged OSPE’s input</a> to reduce electricity bills by an average of 25% for residential consumers. Although OSPE maintains concerns regarding the deferral account, the overall plan marks a step forward for Ontarians and the engineering community.</p>

	<p>In October 2017, Ontario released its LTEP. Prior to the release of the report, two members of OSPE’s Energy Task Force attended an ‘invitation-only’ technical briefing with the Ministry of Energy for an in-camera discussion regarding the final plan. OSPE officials were later invited to attend the <a href="#">‘Energy Innovation in Ontario’</a> event with Ontario’s Minister of Energy Glenn Thibeault.</p> <p>Although work remains to be done, Ontario’s 2017 LTEP contained <a href="#">ten key commitments that OSPE has long advocated for</a>. These changes will encourage savings, efficiencies and innovation that will stimulate Ontario’s economy and contribute to direct and indirect immediate and long-term engineering employment.</p>
--	--

## OSPE’s Putting Engineers First – Ontario Election 2018

<p><b>ASK:</b></p>	<p>Commencing in the spring of 2016 OSPE began meeting with all three major provincial parties to provide policy advisory for the development of their respective election platforms. OSPE drove the message that Ontario needs to better support and empower engineers – calling for major investments and renewed vision for infrastructure, energy, innovation and advanced education policy – pathways for growing Ontario’s economy by leveraging our impressive engineering talent.</p>
<p><b>WIN:</b></p>	<p>As the first of the three major parties to release their election platform, the Ontario Progressive Conservative (PC) Party <a href="#">relied heavily on OSPE’s recommendations</a> to inform their policy pathways in <a href="#">The People’s Guarantee</a>.</p> <ul style="list-style-type: none"> <li>• On infrastructure, OSPE’s recommendations inform an uploading of regional transportation planning to better plan, integrate and execute projects – meaning more shovels in the ground for engineering driven projects.</li> <li>• On energy, OSPE’s recommendations inform an additional 12% reduction for residential hydro bills – including consideration for using surplus zero-emission electricity to decarbonize other sectors and stimulate economic growth – widely benefiting engineers and society.</li> <li>• On innovation, OSPE’s recommendation underpin a commitment to return carbon taxes and reduce the operating costs of businesses that make acceptable investments to innovate and grow – fueled by made-in-Ontario engineering solutions.</li> <li>• On advanced education and skills development, OSPE’s recommendation that engineering students should have enhanced access to work integrated learning opportunities like co-ops and internships was endorsed and supported – giving graduates access to engineering employment to build their experience record on the pathway to licensure.</li> </ul>

## OSPE’s Pushing for Infrastructure Investments that Create Jobs for Engineers

<p><b>ASK:</b></p>	<p>As part of OSPE’s <a href="#">submission</a> to Ontario’s 2017 Budget, OSPE urged Ontario to top-up their historic infrastructure investment to improve business confidence and sustain engineering jobs supported by long-term capital projects. OSPE asserted that creating a multi-year project runway would allow engineering firms to hire and invest in the development of junior engineers and recent engineering graduates.</p>
<p><b>WIN:</b></p>	<p>In April 2017, the Government of Ontario <a href="#">announced</a> that their commitment to infrastructure would grow to \$190 billion over the next 13 years.</p> <p>Ontario’s 2017 budget recognized that <a href="#">‘A Stronger, Healthier Ontario’</a> requires planning and building robust infrastructure that’s driven by the skills and expertise of professional engineers.</p> <p><a href="#">“Engineers have a lot to be happy with in Ontario’s 2017 Budget”</a> – particularly concerning increased investment in the infrastructure that sustains our economy. It was great to see infrastructure investments and Highly Skilled Workforce initiatives catapulted into the top-five areas of spending growth. Adding the now doubled allotment of gas tax funding to municipalities, the cumulative flow of funds to infrastructure projects is significant.</p>

	<p>“That’s good for Ontario and it will create new opportunities for a lot of our members.” - Sandro Perruzza, Chief Executive Officer, OSPE</p>
--	--

### OSPE’s Championing the Leadership of Engineers at the Highest Levels of Government

<b>ASK:</b>	Throughout 2016, OSPE’s leadership team, staff and volunteers urged the Government of Ontario to support evidence-based policymaking by installing a senior official with an engineering background within the Ontario Public Service.
<b>WIN:</b>	In March 2017, the Ontario government announced its plan to establish a Chief Scientist – the first of its kind in the province’s history. OSPE participated in the public consultation by asking members to <a href="#">provide input</a> on the skills and experience the Chief Scientist should possess, as well as gathered ideas on the Chief Scientist’s mandate. On November 17, 2017, the province <a href="#">announced</a> the appointment of <a href="#">Dr. Molly Shoichet</a> – a limited license holder with Professional Engineers Ontario (PEO).

### OSPE’s Supporting Women in the Engineering Profession

<b>ASK:</b>	On January 13, 2016, OSPE <a href="#">submitted</a> its recommendations to support the creation of a strategy aimed at closing the gender wage gap in Ontario. OSPE called on the government to increase the availability of childcare spaces, (supporting women who juggle childcare and eldercare responsibilities) as well as raise the minimum wage in Ontario – issues our Women in Engineering Advocacy Committee identified as key to closing the wage gap for women in this province.
<b>WIN:</b>	On April 25, 2017, Ontario’s Minister of Finance and Minister of Health and Long-Term Care <a href="#">announced</a> a new, streamlined Ontario Caregiver Tax Credit and new supports for family caregivers. In addition, on May 31, 2017 the Premier <a href="#">announced</a> the province would raise minimum wage to \$15.00 per hour. On December 11, 2017, the Ontario government <a href="#">announced</a> the creation of 8,400 new licensed childcare spaces across the province.

### OSPE’s Partnering Engineers with Ontario’s Zero-Emissions Vehicle Strategy

<b>ASK:</b>	In 2016, recognizing that professional engineers are often the early adopters of new technology, OSPE applied to join Ontario’s zero-emissions vehicle strategy and was shortlisted to prepare an official proposal to join the <a href="#">Electric and Hydrogen Vehicle Advancement Partnership (EHVAP)</a> .
<b>WIN:</b>	In 2017, OSPE was officially selected and approved by Ontario’s Ministry of the Environment and Climate Change as a strategic partner to the Electric and Hydrogen Vehicle Advancement Partnership (EHVAP). Alongside major industry players like General Motors, Ford, Ontario Power Generation, Hydro One and others – OSPE is putting engineers in a position to play a leading role in developing the overall strategy and has been selected to execute a public awareness campaign for engineers as early adopters of new technology.

## OSPE is Driving Global Investment to Support Ontario’s Engineers

<b>ASK:</b>	In 2015, OSPE called for the establishment of a one-stop-shop concierge service to attract foreign direct investment to Ontario's economy – focused on engineering job creation, innovation and high-growth sectors.
<b>WIN:</b>	<p>In 2017, Ontario named its first-ever Chief Investment Officer and launched the <a href="#">Ontario Investment Office (OIO)</a> – the first of its kind in Canada – and for engineers. This one-window approach to investment attraction is already paying off.</p> <p>As an early example, the OIO has attracted a \$240 million advanced manufacturing investment from <a href="#">GE Canada in Welland</a> that is creating more than 220 engineering and engineering supported positions.</p>

## OSPE’s Attracting Thousands of Engineering Jobs to Ontario

<b>ASK:</b>	For years OSPE has worked to showcase Ontario’s engineering talent and has driven the message that Ontario needs to take action to demonstrate that the engineering sectors of our economy are central to our future prosperity as a province. To this end, OSPE has called on the government to create a fund to attract private sector investment to stimulate job creation for professional engineers.
<b>WIN:</b>	<p>In 2015 OSPE played a role in attracting an investment from <a href="#">General Motors Canada to hire 100 additional engineers and engineering graduates</a> in Oshawa.</p> <p>In 2016, GM’s autonomy division <a href="#">announced</a> it would be significantly boosting its total number of Canadian engineering positions to more than 1,000 – of which 850 are located in Ontario. Acknowledging OSPE’s efforts, GM invited OSPE’s Chief Executive Officer to attend the announcement with Premier Wynne and Prime Minister Justin Trudeau.</p> <p>Reflective of OSPE’s recommendations, Ontario established the <a href="#">Jobs and Prosperity Fund</a> that has helped secure private sector investment in Ontario.</p> <p>At the end of 2017 there were 21 partnership projects representing more than \$7.4 billion in private sector investment.</p>

## OSPE Highlights Multi-Billion Dollar Opportunity in Ontario

<b>ASK:</b>	<p>Since 2012 OSPE has called on the Government of Ontario to take action to <a href="#">capitalize on growing levels of surplus clean electricity</a> in Ontario’s power system – aimed at reducing costs as well as innovating, stimulating and greening the economy for the benefit of engineers.</p> <p>In July and November 2017, OSPE released two major reports indicating that Ontario is <a href="#">wasting</a> and <a href="#">exporting</a> billions of dollars of bought-and-paid-for electricity to neighbouring jurisdictions, resulting in a multi-billion-dollar net financial loss for Ontario rate-payers each year.</p>
<b>WIN:</b>	<p>These announcements gave OSPE and Ontario’s engineers the <a href="#">largest earned media coverage in our history</a>, dominating headlines for weeks. Crediting engineers as having solutions to the systemic issues underlying the problem, OSPE’s experts and spokespeople were featured on national <a href="#">television</a>, <a href="#">radio</a>, major and local <a href="#">newsprint</a>, and policy forums.</p> <p>At Queen’s Park OSPE’s reporting resulted in a <a href="#">major media studio event</a>, numerous exchanges in Question Period, and an Opposition Day Motion.</p>

	<p>“Warnings have been coming from the Ontario Society of Professional Engineers, the experts ...for years regarding the system impacts...with regard to the costs of exports. Those warnings have been ignored. That’s why it’s important that we talk about it again here today. As the Leader of the Official Opposition said in his lead on this debate, the cost of exports to Ontario’s ratepayers is well past the point of unsustainable.” – MPP Todd Smith</p> <p>“They are inviting a new innovation, which is the interruptible retail electricity market, to use some of Ontario’s surplus clean energy. In a way, they are participating in the great program that the LTEP is allowing, which is inviting technological innovation to reduce costs throughout the system. The second part that I think is important to note in the Society of Professional Engineers’ quote is that they say it is imperative to depoliticize the debate.” – Minister Nathalie Des Rosiers</p> <p>[This is an] incredible opportunity that the engineers [are] identifying in the province of Ontario.</p> <p>...[T]he engineers of this province see an opportunity, an opportunity to use clean, green, surplus power to make carbon-displacing fuels, such as hydrogen—which you can then put into the natural gas system and use for transportation—and transform the manufacturing processes in this province that use methane-generated hydro, which is highly carbon-intensive. This is an opportunity...”</p> <p>- MPP Arthur Potts</p> <p>Search ‘engineer’: <a href="http://hansardindex.ontla.on.ca/hansardeissue/41-2/1123.htm">http://hansardindex.ontla.on.ca/hansardeissue/41-2/1123.htm</a></p>
--	---

## OSPE’s Creating a Dialogue on the Barriers Women Face in Engineering and their Retention

<p><b>ASK:</b></p>	<p>As OSPE’s Women in Engineering Advocacy Committee outlined in its <a href="#">January 2016</a> and <a href="#">August 2017</a> submissions to the Government of Ontario, the retention of women in engineering is a key concern for engineering stakeholders. Although there have been positive gains as the number of women graduating from engineering programs in Ontario has <a href="#">increased</a> in the last 10 years, women continue to face challenges at the post-secondary level and in the workplace, ranging from harassment to <a href="#">a wage gap</a> to barriers to advancement – experiences that can cause women to leave the engineering field altogether.</p>
<p><b>WIN:</b></p>	<p>Recognizing the need to discuss the overt and subtle barriers that many women experience throughout their careers, the 15<sup>th</sup> Annual Claudette MacKay-Lassonde Fall Forum – the focal point of OSPE’s advocacy efforts related to women in engineering – focused on this important theme. The 2017 Forum, "Navigating the Glass Obstacle Course" <a href="#">brought together</a> government, industry, academia, post-secondary institutions, subject matter experts and a record number of <a href="#">guests</a>. Not only did speakers share the initiatives they have taken to address and eliminate these barriers, they also provided attendees with practical career advice.</p> <p>"To each of our attendees, thank you for your engagement, participation and enthusiasm. I hope you will share what you’ve learned here with your colleagues to help us shatter the glass barriers many women continue to experience." – Shelly Deitner, P.Eng., WEAC Chair, OSPE Board of Directors</p> <p>"OSPE is committed as an organization to moving this critical conversation forward. We have set the table, and by joining us today, you have a seat. You are saying that this is a conversation of importance. One that YOU want to be a part of. Thank you for that." – Sandro Perruzza</p>
<p><b>WIN:</b></p>	<p>During several PAN discussions with MPP Nathalie Des Rosiers (Ottawa-Vanier), PAN representative Kevin Wright, P.Eng. shared labour market information from OSPE’s 2015 report, <i>Crisis in Ontario’s Engineering Labour Market</i>, namely the low number of women in engineering and challenges women face in the profession. Considering the many and longstanding initiatives OSPE and our Women in Engineering Advocacy Committee (WEAC) have undertaken, (including developing a mentorship program, launching "Let’s Break Barriers," supporting Engineers Canada’s 30 by 30 campaign, and organizing events and communications pieces that elevate the profile of women in engineering) MPP Des Rosiers delivered a member’s statement in December 2017 at Queen’s Park recognizing these initiatives.</p>

"OSPE is the voice of the engineering community in Ontario. Since 2003, its Women in Engineering Advocacy Committee has been supporting women throughout their engineering careers. They want to make sure that women in STEM become a reality... I want to salute their work as well as the people from my riding who approached me to raise this issue with you." - MPP Nathalie Des Rosiers

## OSPE's Advancing Equity, Diversity and Inclusion in the Engineering Profession

<b>ASK:</b>	<p>Since 2003, OSPE's Women in Engineering Advocacy Committee (<a href="#">WEAC</a>) has been supporting women in the profession by encouraging them to study engineering, pursue an engineering career, obtain their license and seek leadership opportunities.</p> <p>Recognizing the many contributions WEAC has made in the last 15 years, several Members of Provincial Parliament who OSPE spoke to in 2017 recommended that the Society take a leadership role by helping government promote engineering to groups who are currently underrepresented in the field.</p>
<b>WIN:</b>	<p>In December 2017, OSPE's Board of Directors approved the creation of the Society's new Equity, Diversity and Inclusion (EDI) Committee. As the formal announcement in the December issue of OSPE's <a href="#">The Voice</a> magazine and <a href="#">Society Notes</a> blog explained, the committee will provide leadership on matters related directly to equity, diversity and inclusion in Ontario's engineering profession.</p> <p>Following a successful <a href="#">call for volunteers</a> in December 2017, OSPE recently completed the recruitment process. The first EDI committee meeting will be held at the end of February 2018. The committee will be Chaired by OSPE Board member <a href="#">Réjeanne Aimey, P.Eng., MBA</a> and will take on research, develop policy submissions to government, profile diversity and inclusion champions and participate in relevant events. The committee serves to complement and deepen OSPE's current efforts to support a more diverse and progressive engineering profession, as well as better reflect the diversity of all OSPE members.</p>