

**Present**

Scott McLean, Chair  
Milan Situm  
Mark Goldie  
Roger Phillips  
Don Johnston  
Paul Connor  
Marco Simone  
David Good  
Paul Hubley  
David Leng  
Pizye Nankamba  
Melanie Siewert  
Robert Hearst  
Patricia Lorenz  
Kristina Small  
Roger Woeller  
Bryan Brassington

Carole Gilbert  
Tafa Gomwe

**Regrets:**

John Ryder

**Staff**

Tony Andrews, CEO  
Aftab Khan, Registrar  
Marilen Miguel, Stakeholder Relations

**By invitation:**

Jonathan Rose, Policy Concepts  
Tammy Middleton  
Joanna Eyquem  
Mark Priddle

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**1. CALL TO ORDER**

The President called the virtual meeting to order at 9:02 a.m.

**2. WELCOME AND ACKNOWLEDGEMENT**

Chair acknowledged and thanked everyone for their online participation. He acknowledged the guests who were present online.

**3. SAFETY MINUTE**

- The Chair provided Council with comparative statistics on COVID 19 cases as of May 19, 2021. He reminded everyone the importance of continuing to adhere to COVID safety measures.

- With the warmer weather upon us, the Chair also presented to Council an Ontario Lyme Disease Map (2021) showing risk areas in the province. He reminded everyone to exercise care and caution when outdoor to minimize encounters with deer ticks and black-legged ticks, which are potential carriers of bacteria that causes Lyme disease.

#### **4. CONFLICT OF INTEREST DECLARATION**

None

#### **5. APPROVAL OF AGENDA**

The Council reviewed the agenda. The report by the Professional Geoscientists Act (PGA) Amendment Working Group will be moved after Policy Concepts report.

**Motion 140 - 1: Paul Hubley moved to accept the agenda as amended. Seconded by Melanie Siewert. Carried.**

#### **6. ATTENDANCE RECORD**

The attendance record was noted.

#### **7. MINUTES FROM March 18, 2021 MEETING**

Council reviewed the minutes from March 18, 2021 meeting. Edits were made on the PGA Amendment Working Group section of the minutes.

**Motion 140 – 2: Robert Hearst moved to accept the minutes as amended. Seconded by Roger Phillips. Carole Gilbert abstained. Carried.**

#### **8. MATTERS ARISING FROM March 18, 2021 MINUTES and Outstanding Items from November 20, 2020 Meeting**

Action Item 139 – 1: Paul Connor indicated that background work has been done on PGO By-laws 2 & 3 and will be discussed at the Governance Committee meeting. **Done.**

Action Item 139 – 2: Executive Committee will review the PGO Award of Merit Terms of Reference. **Done.**

Action item 139 – 3: Tony Andrews to circulate the approved statement of principles to Council. **Done.**

Action item 139 – 4: Registration Committee to look at the “regulation of technologists” issue and provide recommendations to Council. **This item will be carried over to the next Council meeting.**

Action item 139 – 5: John Ryder will look at Categories 2 & 3 (Regulation of Academics) and will report back to Council. **This item will be carried over to the next Council meeting.**

## **9. POLICY CONCEPTS UPDATE**

Jonathan Rose reported that Policy Concepts continues to actively work on advocating for PGO’s file on Professional Geoscientists Act (PGA), 2000.

## **10. PGA AMENDMENT WORKING GROUP**

- Roger Phillips, Chair of PGA Amendment Working Group, reported that the working group had meetings with the ministry representatives in January and February 2021. They have drafted a letter and sent it to the Ministry of Northern Development, Mines, Natural Resources and Forestry (MNDMNRF) outlining the position of PGO.
- The working group met again with the ministry in April 2021. At their May 2021 meeting, the ministry representatives indicated that the proposed legislative amendments were now off the table. The working group and the ministry will continue to discuss non-legislative options. The ministry decision was a result of the following rationale:
  - The broadening of the definition of geoscience can inadvertently impact other related professions.
  - Exercise of injunctive power was perceived as heavy handed and punitive.
  - Potential risks posed by illegal practice was perceived to be low at this time.
- Council discussion highlighted that PGO is an outlier when it comes to pursuing unauthorized practice. Peer geoscience regulators tend to respond to unauthorized practice through their complaints channel.
- Given the work of PGO to push for legislative amendments to PGA 2000 and the response of MNDMNRF to PGO’s proposal, it was recommended that the whole process be documented to demonstrate that PGO exercised due diligence in its efforts to better protect the public.

**Action item 140 – 1: Roger Phillips will report back to Council table on recommendations around documentation of activities to advance PGO’s legislative amendments to PGA 2000.**

## **11. CEO REPORT**

Tony Andrews, CEO, provided a summary of ongoing work in the following areas:

### **1. Administration and Operations**

- Upgrading registrant database functionality
- Software as a Service (SaaS) Online Work Experience Assessment Tool
- 2020 Year End Audit Process
- AGM and Nominations Process
- Processing Volunteers
- PGO Symposium 2021
- Award of Merit – to be reported by Paul Hubley
- D&I Initiative - Survey
- Sustainability and Climate Change – developing a new section on website

### **2. Issues and Initiatives**

#### *Government*

- MNDMNRF – PGA 2000 Amendments  
As reported by Policy Concepts and the PGA Amendment Working Group
- Ministry of Environment and Conservation Parks (MECP)
  - ✓ Qualified Persons (QPs) and Conservation Authorities Act (CAA)
  - ✓ Government proposed updates to Records of Site Condition (RSC)
  - ✓ PGO's input in groundwater sampling section of RSC

#### *Other*

- CNAR Session Series for Council, chairs of PGO committees and subcommittees and staff
- Governance & Regulatory Standards Self-Assessment
- GC Statement on the Licensing of Practising Geoscientists
- Mobility Agreements

## 11. REGISTRAR'S REPORT

Aftab Khan, Registrar, provided update on PGO's registration and other key activities

- A number of statistics that include, but not limited to, registration as of May 2021.

<b>Registrant Categories</b>	<b>May 2020</b>	<b>May 2021</b>
Full P.Geo.	2201	2293
Limited P.Geo.	75	79
Non-Practising P.Geo.	199	225
Geoscientists-in-Training	544	541
<b>TOTAL</b>	<b>3015</b>	<b>3138</b>
Students	584	603
Certificate of Authorization	206	219

- PGO had a good year with respect to new applications. There is steady increase in number of registrants and student members.
- There continues to be no registration appeals to date.
- Two complaints filed to date.
- Engagement & Risk Assessment (E & RA) Files to date.
  - Total number of non-registered geoscientists who became P.Geo.'s as of May 2021 is 17.
  - Total active files subject to enforcement and compliance to date is 435.
  - 158 individuals who are practicing without registration are deemed as high risk as per the Registrar's Engagement & Risk Assessment Matrix.
- Other activities
  - Attended the Canadian Geoscience Standards Council (CGSC) meeting on March 20, 2021.
  - Attended online meetings of Professional Practice Exam Committee (PPEC) on April 7, May 5 and May 19, 2021.
  - Attended the National Professional Practice Exam (NPPE) Information webinar on May 12, 2021.

## **12. COMMITTEE REPORTS**

### **Executive Committee Report – Update by Scott McLean**

- The Executive Committee had a special meeting on April 26, 2021 to discuss and provide input on Geoscientists Canada's (GC) position statement on the Licensing of Practising Geoscientists as a measure of addressing Academia and Government unlicensed geoscientists. The PGO input was sent to GC.
- In preparation for the Council meeting, the Executive Committee met on May 12, 2021 and discussed the following:
  - ✓ Results of the "Call for Nominations"
  - ✓ Review of Self Assessment on Governance
  - ✓ Repurposing Award of Merit
- Scott McLean also reported on the status of the PGO Objectives for 2020 – 2021. A table was shared with Council showing each objective (10 in total) and its corresponding score based on the outcome of each objective - 4 being the highest score and 1 being the lowest score. Overall, things are moving along. He acknowledged the great work of committees, subcommittees and staff in moving things forward.
- Council thanked Scott McLean for his strong leadership during his tenure as PGO president.

### **Audit Committee (AC) – Update by Dennis Waddington, Chair**

- Dennis Waddington, Chair of Audit Committee, reported that the audit process went smoothly. He noted that minor corrections and reclassifications were made on the financial statements.
- The Audit Committee proposed that provisions be made for auditors to meet with them without the management staff.
- The Audit Committee is also looking at risk management and how it should be incorporated in the budget.

### **Finance Committee (FC) – Update provided by Marco Simone, Chair**

- Marco Simone reported that PGO's balance sheet shows that more than 95% of assets consists of Cash, short-term investments and receivables. He noted that the HST liability is always big at the end of the fiscal year. He also noted that payables are comparable to last year.
- PGO's income statement shows increases in some expense lines as a result of increase of Geoscientists Canada's membership fee and investment in PGO's digitization of files

and updating the database and website. However, expenses related to meetings are low due to the pandemic.

- Overall, everything is consistent from year to year.

**Motion 140 – 3: Marco Simone moved to accept the March 31, 2020 Audited Financial Statements to be presented to registrants at PGO’s Annual General Meeting. Seconded by Don Johnston. Carried.**

**PGO Conference Planning Committee (CPC) – Update by Mark Priddle, 2021 Chair**

- Mark Priddle reported that the 2021 Virtual Symposium was well received. He thanked Council and staff for supporting the work of the committee.
- Participants’ feedback was generally good and comments about improvement were noted by the CPC, in particular the technical issues.
- At its May 19, 2021 post-conference meeting, the CPC brought forward potential topics for the 2022 symposium, which include but not limited to:
  - ✓ Dealing with contractors
  - ✓ Professional obligations; Professional Practice guidelines
  - ✓ Obligations of C of A responsibility holder
  - ✓ Handling data uncertainty
  - ✓ Classifying mine waste as a resource; emerging technology
  - ✓ Sustainable development and climate change
  - ✓ Diversity and Inclusion implementation
- Terms of Reference for the CPC will be made available soon.
- Chair for the 2022 CPC is yet to be determined.

**Governance Committee – Update provided by Paul Connor, Chair**

- Paul Connor presented to Council the slate of nominees for Council positions that are up for election and appointment.
- He highlighted to Council the need for background checks for candidates applying for Council positions(s) including public appointments. He noted that applicants for Lieutenant Governor in Council (LGIC) appointments are subject to background checks.
- He also reported that the PGO Council Skills & Diversity Matrix Survey has been sent to Council members for completion.
- Paul Connor called on Aftab Khan, Registrar, to discuss the amendments to By-laws 2, 3 and 4. Aftab Khan indicated that the amendments were proposed to align them with PGO’s regulations.

**Motion 140 – 4: Paul Connor moved to accept the amendments to By-laws 2, 3 & 4 as presented to Council for approval by registrants at PGO’s Annual General Meeting. Seconded by Robert Hearst. Carried.**

- The topic of risk management was also discussed. For a start, Council requested for immediate assessment of information technology (IT) risks that PGO potentially faces.

**Action item 140 – 2: Tony Andrews to assess PGO’s potential IT risks and will report back to Council on recommendations.**

**Communications Subcommittee – Update provided by Paul Connor**

- Zen Keizars is back from a break and will be organizing a meeting for the subcommittee.

**Discipline Committee (DC) – Update provided via Tammy Middleton, Chair**

- Tammy Middleton reported that the Discipline Committee is currently dealing with one case. A second Pre-Hearing Conference has been scheduled in August 2021 via teleconference. The Discipline Hearing will be held in person once it is safe to do so.

**Enforcement and Compliance Committee (E&C) – Update provided by Roger Woeller, Chair**

- Roger Woeller announced that Don Johnston was added as a non-registrant member of E & C Committee. He indicated that the committee is looking for new members.
- The committee completed the work on researching tools that other self-regulatory organizations (SROs) are using in the absence of legislative options.
- As mentioned in the earlier part of the meeting, PGO is one of the few SROs who is proactive in seeking out unauthorized practice.
- For next steps, Roger Woeller indicated that the committee will need to broaden the E&C process and will work with PGO staff on this with a primary focus on high-risk group.
- Council also discussed the importance of getting the academia on board and look at options that will make it easier for university professors to be registered as P.Geo.’s.

**Professional Practice Committee (PPC) – Update provided by Paul Hubley, Chair**

- Paul Hubley reported that the PPC is making progress in their objectives as identified in the Strategic Plan.
- Work on updating the professional practice guidelines is ongoing.
- PPC connected with Notarius, a provider of secure platform for digital signature and authentication tools used by majority of peer SROs in Canada to find out more about their platform. Work is ongoing.

**Environmental Geoscience (EG) Subcommittee – No update at this time.**

**Geology Subcommittee – No update at this time.**

**Geomorphology Subcommittee – No update at this time.**

**Geophysics Subcommittee – No update at this time.**

**Sustainability and Climate Change Risk Ad hoc Committee** – Update by Joanna Eyquem, Chair

- Joanna Eyquem reported that the Sustainability and Climate Change page is now live on PGO's website.
- Their committee is connecting with Engineers and Geoscientists BC (EGBC) to learn more about how it is tackling the issue of Climate Change and Sustainability from a regulator's perspective.
- The committee is planning to meet again before May ends.

**Past Presidents' Advisory Group** – No update at this time.

**Geoscientists Canada (GC)** – No update at this time.

**13. REGIONAL COUNCILLORS AND COUNCILLOR-AT-LARGE REPORTS**

- **North East (Tafa Gomwe):** Tafa Gomwe reported that this is her last meeting as a Councillor. She is resigning from her position as a result of her moving out of Ontario.
- **North West (Pizye Nankamba):** No update at this time
- **South East (Bryan Brassington):** Bryan Brassington is also resigning from his position as Councillor as a result of his relocation to another province.
- **South West (David Leng):** Nothing to report at this time.
- **Central (Mark Goldie):** Nothing to report at this time.
- **Councillors-at- Large:** Nothing to report at this time.

**14. BUSINESS**

**Open Discussion on CNAR Sessions**

- Tony Andrews presented on key learnings gleaned from a series of CNAR Sessions that were made available to Council and chairs of committees and subcommittees. He highlighted the evolving landscape of SROs. He noted the following key issues of SROs' current realities:
  - ✓ Regulatory reform is happening – be prepared.
  - ✓ Increased pressure on governments to have more robust oversight on SROs
  - ✓ This pressure is being driven by events reflecting negatively on SROs

- ✓ SROs often giving way to sense of entitlement or ownership by Registrants – public has become lower priority
  - ✓ Lead change – don't just react to it
  - ✓ Measure performance against international standards
- Furthermore, Tony Andrews highlighted the areas in transition brought about by the changing landscape, notably:
    - ✓ Boards vs. Council
    - ✓ Election vs. Appointment
    - ✓ Function, structure and composition of committees
    - ✓ Accountability and Transparency – SRO and profession's interests versus public interest
    - ✓ Nomenclature – Association-related terms versus regulatory terms such as member vs. registrant, etc.
    - ✓ Greater emphasis on orientation and training for Board and Committee members and engaging the public.
  - Council discussion highlighted the need for PGO to ensure that it is adopting best practices of "right touch" regulation as much as it can. Council acknowledged that currently, councillors are involved in too many committees, which shed light on the need for PGO to have more volunteers with diverse background and expertise. Council members recognized that the task was daunting but necessary. A suggestion was made to set aside a budget earmarked for support.
  - Next step is to discuss recommendations at Council's special meeting slated for summer.

#### **PGO Governance Self-Assessment – Report by Melanie Siewert**

- Melanie Siewert presented to Council a draft of the PGO Governance Self-Assessment Survey to be completed by Council members. The purpose of this survey is to assess how Council is meeting its governance responsibility of protecting the public while being accountable, transparent and effective. The survey will also help Council to identify areas of improvement.

#### **PGO Regulatory Self-Assessment – Report by Tony Andrews and Aftab Khan**

- Tony Andrews and Aftab Khan presented to Council the draft PGO Self-Assessment of Regulatory Procedures, which was adapted from a resource by Professional Standards Authority.
- The goal of the survey is to identify areas of improvements and assess how PGO measure up to existing regulatory standards. It will also help prepare PGO for a third-party audit of its governance and regulatory procedures slated for 2022.

**Action item 140 – 3: To help Councillors keep track of polls and surveys they need to complete, Tony Andrews and Scott McLean, with staff support, will compile the list with brief description and deadline date for each item.**

**Award of Merit – Presented by Paul Hubley**

- Paul Hubley presented to Council the current evaluation criteria for PGO's Award of Merit and the proposed criteria. The current scoring matrix (2018 version) has two criteria which consisted of:
  - 1) Years of registration with PGO for at least 10 years or more; and
  - 2) Significant contribution to one/or more areas (nominees are scored in area(s) that are only applicable to them):
    - 2.1 geoscience knowledge base*
    - 2.2 mineral exploration & development, environmental geoscience or geophysics*
    - 2.3 public service*
    - 2.4 protection of the public; and*
    - 2.5 actions and accomplishments reflect positively on the geoscience profession*
- The proposed scoring matrix has enhanced minimum requirements with applicants being scored in the areas of *Public Service, Public Protection* and *Diversity and Inclusion Initiatives*.
- Council discussed the criteria and acknowledged that what was being proposed was to ensure that the Award has a strong focus on public protection. It was pointed out that contribution to geoscience knowledge base should have equal weight as the Public Protection category given that Public Protection stands on sound science.
- Due to time constraints, Council decided to maintain the status quo of evaluating the 2021 nominees for the Award of Merit. Further discussion on firming up the proposed criteria will be done in the next Council meeting.

**15. OTHER BUSINESS**

None.

## **16. IN-CAMERA SESSION**

Discussion on Councillor Appointment Selection process

- a. Minimum requirements:
  - i. A commitment to diversity, equity and inclusion
  - ii. Demonstrate leadership skills and enthusiasm towards the field of Geoscience
  - iii. Are committed to acting in the best interest of the public
- b. Proper vetting of councillors including police checks.
- c. Management of Applicants that are not appointed; ensure professional etiquette, encourage other volunteer activity and offer an observer opportunity.
- d. Consider a program of “Councillor in Training” that may include required committee work prior to appointment.

## **18. ADJOURNMENT**

**Motion 140 – 5: Pizye Nankamba moved to adjourn the meeting.**

Meeting was adjourned at 1:25 p.m.



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President

## Summary of Motions and Action Items

### MOTIONS

Motion 140 - 1: Paul Hubley moved to accept the agenda as amended. Seconded by Melanie Siewert. Carried.

Motion 140 – 2: Robert Hearst moved to accept the minutes as amended. Seconded by Roger Phillips. Carole Gilbert abstained. Carried.

Motion 140 – 3: Marco Simone moved to accept the March 31, 2020 Audited Financial Statements to be presented to registrants at PGO’s Annual General Meeting. Seconded by Don Johnston. Carried.

Motion 140 – 4: Paul Connor moved to accept the amendments to By-laws 2, 3 & 4 as presented to Council for approval by registrants at PGO’s Annual General Meeting. Seconded by Robert Hearst. Carried.

Motion 140 – 5: Pizye Nankamba moved to adjourn the meeting.

### ACTION ITEMS

*Action item 139 – 4: Registration Committee to look at the “regulation of technologists” issue and provide recommendations to Council. (Carried over from March 18, 2021 Council Meeting List of Action Items)*

*Action item 139 – 5: John Ryder will look at Categories 2 & 3 (Regulation of Academics) and will report back to Council. (Carried over from March 18, 2021 Council Meeting List of Action Item)*

Action item 140 – 1: Roger Phillips will report back to Council table on recommendations around documentation of activities to advance PGO’s legislative amendments to PGA 2000.

Action item 140 – 2: Tony Andrews to assess PGO’s potential IT risks and will report back to Council on recommendations.

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