
Present

Melanie Siewert, Chair
Mary-Anne Hildebrandt
Paul Hubley
Michaela Kuuskman
Sheila Daniel
David Leng
Robert Hearst
Kristina Small
Claire Milloy
Chris MacInnis
Ryan Weston
Cerise Latibeaudiere
Alicia Kimberley
Joanne Di Caro

Regrets:

Laura Katz
Siri Genik
Roger Woeller
Paul Connor

Staff

Tony Andrews, CEO
Eilidh Lewis, Acting Registrar
Sherin Chopra, Manager of Administration
and Operations
Marilen Miguel, Stakeholder Relations

By Invitation

Jonathan Rose and Ryan Cole
Scott McLean, Ian Macdonald
Ana Misra, William Skura

1. CALL TO ORDER

The President called the meeting to order at 9:08 am.

2. WELCOME AND ACKNOWLEDGEMENT

The Chair welcomed and thanked everyone for their participation in the meeting. The chair also acknowledged Councillors' participation in PGO's orientation session that took place a day prior to today's Council meeting.

3. SAFETY MINUTE

- Ryan Weston shared the importance of workplace safety. He highlighted that young workers are disproportionately at high risk of being injured while at work due to being new in the job. He shared that their workplace provides lots of training on workplace safety and ensured ample supervision of new staff.
- Sheila Daniel also stressed the importance of modelling how to do the work safely.

4. DIVERSITY MINUTE

- Melanie Siewert shared that Diversity and Inclusion goes well beyond demographics. In a workplace, it's also about taking into consideration the diversity of perspectives, styles and approaches.

5. APPROVAL OF CANDIDATES FOR COUNCIL APPOINTMENTS

- Scott McLean acknowledged the presence of William Skura of Indigenous Professional Association of Canada (IPAC) and Ana Misra of York Angel Investors Inc. who have been invited to the Council meeting as observers. Ana Misra and William Skura recused themselves from the meeting after the acknowledgement.
- Scott McLean, Chair of Nominations Committee presented on the process of appointing two Non-registrant Councillors. He reported that the committee conducted a gap analysis based on a rough estimate of diversity matrix of current Council membership. Financial expertise was considered a leading priority skill set required by PGO at this time.
- There was discussion about how gender identity should be appropriately presented.

Action item 146 - 1 – Mary-Anne Hildebrandt to approach D & I Committee to discuss the existing Diversity Matrix to determine if and how it should be applied for Council's review.

- Scott McLean, on behalf of the Nominations Committee, presented to Council two candidates for the two vacant positions of Non-registrant Public Appointee.
 - a) William Skura, Pathways to Success Coordinator and Housing and Community Integration Case Manager, Indigenous Professional Association of Canada. He is a member of the Indigenous Advisory Board of STEPS Public Art.

Motions 146 – 1: Ryan Weston moved that William Skura be appointed Non-Registrant Councillor for the term ending at the 2025 Annual General Meeting of Registrants and that such appointment be subject to the receipt by PGO of the following executed documents: 1) Expression of Interest, 2) Consent Form and 3) Confidentiality Agreement. Seconded by Rob Hearst. Carried.

- b) Ana Misra, a co-founder and member of the Board of Directors of York Angel Investors Inc. She is a Chartered Professional Accountant and a Certified General Accountant.

Motion 146- 2: Cerise moved that Ana Misra be appointed Non-Registrant Councillor for the term ending at the 2023 Annual General Meeting of Registrants and that such appointment be subject to the receipt by PGO of the following executed documents: 1) Expression of Interest, 2) Consent Form and 3) Confidentiality Agreement. Seconded by Joanne Di Caro. Carried.

5. CONFLICT OF INTEREST DECLARATION

Michaela Kuuskman declared a conflict with an item that will be discussed in-camera.

6. APPROVAL OF AGENDA

The Council reviewed the agenda.

Motion 146 - 3: Ryan Weston moved to approve the agenda as presented. Seconded by Paul Hubley. Carried.

7. ATTENDANCE RECORD

The attendance record was noted.

8. POLICY CONCEPTS

- Policy Concepts, represented by Ryan Cole and Jonathan Rose, provided a high-level overview of the political climate at Queens Park. The Ministry of Northern Development, Mines, Natural Resources and Forestry was separated into three ministries - Ministry of Natural Resources and Forestry, the Ministry of Northern Development and the Ministry of Mines.
- With Ministry of Mines being a new stand-alone ministry, this represents the re-start of PGO's relationship with the new minister. Policy Concepts has already started the work of setting up an introductory meeting with the ministry staff with a goal to firm up a meeting in the coming months.
- Policy Concepts also reported that it raised the issue of Professional Geoscientist not being included in the list of guarantors for government issued documents with the Ministry of Public and Business Service Delivery. The addition of a P.Geo. as a guarantor requires a regulatory change.
- Policy Concepts also continues to work with the Ministry of Environment, Conservation and Parks (MECP) and noted that MECP is very supportive of PGO's proposed legislative amendments.
- The Ministry of Mines will require PGO to engage key stakeholders in a consultation process.

9. CEO REPORT

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

1. Administration and Operations

- Staff Review – increasing capacity – The work is almost completed in this area.
- Search for Assistant Registrar – The job has been posted online and communicated via a variety of online channels – e-broadcast, social media, shared with PGO networks.
- Digitization of Files – Very few files left to be digitized
- Upgrading of Cybersecurity – PGO met with a vendor and an internal network assessment will be done this month in September. The next steps include external penetration to test PGO network security and staff training on cybersecurity.
- New Office Facility – A new office space has been found but the lease is yet to be finalized.
- NPPE Exam Issue – in-camera item
- Planning for annual University Outreach – Staff has reached out to all universities to secure dates for the information sessions. A number of universities have already confirmed schedule for the PGO information session.
- Seminars and CPD Program – PGO's D & I Committee hosted an engaging panel session on the topic of Truth and Reconciliation. A lunch and learn for volunteers is also being planned this Fall on the topic of risk management within a regulatory framework.
- Council Nominations – This was presented earlier by Scott McLean, Chair of Nominations Committee.
- Independent Third-party Review *Readiness Assessment* - Underway
- Establishing a Risk Management Approach for PGO – This initiative was assigned to a working group.
- Improving Newsletter – This will fall under an initiative that was assigned to Communications Working Group led by Claire Milloy.
- Strategic Plan – CEO will reach out to Committee Chairs to complete the Action Plans prior to the end of the current strategic planning cycle in March, 2023.

2. Issues and Initiatives

- Amendments to Act and Regulations – working with the Ministry of Mines on stakeholder consultation process.
- PGO Submission to Canadian Securities Administrators (CSA) in response to its consultation paper on National Instrument 43-101 Standards of Disclosure for Mineral Projects
- Working with the Ministry of Labour, Training and Skills Development & Office of the Fairness Commissioner on issue around the Canadian experience for foreign professionals in light of the legislation changes to Working for Workers Act that

include amendments to Fair Access to Regulated Professions and Compulsory Trades Act, 2006

- P.Geo.'s as guarantors – Update on this item was provided by Policy Concepts.

10. REGISTRAR'S REPORT

Eilidh Lewis, Acting Registrar, provided an update on PGO's registration and other key activities.

- A number of statistics that include, but not limited to, registration as of Sep 2022.

Registrant Categories	Sep 2021	Sep 2022
Full P.Geo.	2340	2420
Limited P.Geo.	80	88
Non-Practising P.Geo.	224	235
Geoscientists-in-Training	575	608
TOTAL	3219	3351
Students	382	327
Certificate of Authorization	220	221

- Professional Practice and Ethics Exam pass rate for 2022 has considerably improved from 2021 with pass rate above 90%
- The last technical exam offered by PGO will be held this Fall. Moving forward, all technical will be administered by the EGBC online system, and applicants apply through APEGA.
- As of 2022, no registration appeals to date in 2022.
- As of 2022, there is one new complaint.
- Other activities
 - Ongoing meetings with investigators and lawyer regarding C135, 136, 138, 139.
 - Attended online meetings of the Professional Practice Exam Committee (PPEC) on July 13 and August 24, 2022.
 - Student outreach is underway, the updated slides will be sent to the Regional Councilors in the coming weeks.
 - Preparing a webinar focused on providing information about the knowledge requirements to those who want to know more, and answer questions.
 - Received applications for the Assistant Registrar position and preparing to interview candidates.

GIT Survey

- A question was raised regarding the GIT survey, which was developed and currently in draft form. There was consensus at the table that this should be finalized and implemented.

Action item 146 - 2: Registrar to revisit the draft survey developed to get feedback from GITs not renewing their GIT designation.

11. COMMITTEES REPORT

Executive Committee – Update by Melanie Siewert, Chair

The Executive Committee worked to prepare for the Council orientation and the meeting to ensure that delivery of the sessions is efficient and thorough.

Registration Committee – Update by Ian Macdonald, Chair (written report was included in the Council package)

- Ian Macdonald reported that the Registration Committee has a number of Councillors who recently joined the Registration Committee as members. The committee is in need of an experienced Vice-Chair.
- His report highlighted that the committee is moving to competency-based work experience reviews in addition to knowledge requirement reviews.

Complaints Committee – Written Report by Doug Cater

Highlights of the report include but not limited to:

- Review Panel made a decision to dismiss Complaint C-137. Appropriate documents were sent out to all parties to notify them of the decision.

Discipline Committee Report – No update at this time

Enforcement and Compliance Committee – Written Report by Roger Woeller, Chair

Highlights of the report include but not limited to:

- E & C Committee calls for tangible progress on E & C process; ensure detection mechanisms for illegal practice are in place with the staffing changes; ensure that educational outreach to those who are not registered continues; and identify priorities and plan of action.
- E & C Committee recommends CEO assess available resources to support non-legislated method of enforcement and Compliance.

Finance Committee – Update by Scott McLean and Tony Andrews in the absence of a treasurer

- Scott McLean reported that as of July 31, 2022, the balance sheet is showing that PGO is in good financial health.
- Tony Andrews indicated that the income and expense financial statement is not showing anything that is surprising or alarming.
- Tony Andrews also provided a breakdown of legal costs for support of regulatory functions, as of July 31, 2022.
- A question was raised about cost of the investigations conducted as part of the Complaints process. It was explained that investigations have to be thorough to help inform the Complaints process whether or not a case has to be elevated to Discipline hearing.
- A question was also raised about the interest income of the Contingency fund.

Action item 146 - 3: Tony Andrews to follow up with the PGO's bookkeeper regarding the Contingency Fund's interest income

Audit Committee Report – No update at this time

Governance Committee Report – Deferred to November Council meeting

Communications Working Group – Update by Claire Milloy, Chair

- The working group was formed to follow through with the objective that was once assigned to the Communications Committee, particularly the development of communications policy to guide the development of communication procedure.
- An update will be provided at the November Council Meeting.

Professional Practice Committee (PPC) – Written Report provided by Roger Phillips, Chair

Highlights of the report include but not limited to:

- PPC is looking to fill the Chair and Vice Chair positions for the term 2022 – 2023
- PPC is prioritizing the update of a number of practice guidance documents

Geology Subcommittee – Written Report provided by Bill McGuinty, Chair

- The Geology Subcommittee has a new Chair and Vice Chair, Bill McGuinty and Pizye Namkamba respectively
- The committee acquired new members, which include GIT members.
- The committee drafted a submission in response to CSA's Consultation Paper on NI 43-101. The final version is expected to be completed before the CSA deadline date.

- The committee is waiting for an updated Terms of Reference to be approved by Council.
- The committee has identified the possibility of developing a number of guidance documents.

Geophysics Subcommittee – No update at this time.

Environmental Geoscience Subcommittee – No update at this time.

Geomorphology Subcommittee – No update at this time.

Sustainability and Climate Change Risk Ad hoc Committee – No update at this time.

PGA Amendments ad hoc Committee – Update provided by Policy Concepts

Diversity and Inclusion Committee – Written report provided by Neera Sundaralingam, Vice Chair

- Chair Presenting on D & I was an important component of PGO orientation session
- D & I Committee hosted a virtual panel session on September 15 on Truth and Reconciliation
- The committee is embarking on developing a professional practice guidance on Equity, Diversity and Inclusion (EDI). Will retain a consultant through an RFP process to help with this initiative.

Past Presidents' Advisory Committee (PPAC) – No update at this time.

2022 Symposium Planning Committee – Written report provided by Craig Waldie, 2023 Chair

Highlights of the report include but not limited to:

- Overall feedback about the 2022 Virtual Symposium was very positive.
- Revenue dropped about 9% and costs increased by about 12% compared to the 2021 Virtual Symposium.
- The Committee agrees with feedback from participants to keep the symposium fully virtual in 2023 in order to continue to offer a broad range of speakers and to and continue to reach a broad audience.
- The committee will consider the topics brought forward at the last meeting of 2022 SPC as it plans for the 2023 symposium programming.

Geoscientists Canada – No update at this time.

12. REGIONAL COUNCILLORS

- Regional Councillors have been apprised of the upcoming Fall outreach to Ontario universities.
- South West Regional Councillor, David Leng is the lead instructor of QP Short Course for Students. There is a preliminary plan to hold the course in late November.
- Councillors-at-Large Chris MacInnis and Alicia Kimberley expressed interest to help out with the delivery of the course.

13. INTRODUCTION OF NEW MEMBERS OF COUNCIL

(Based on election results and appointments prior to September meeting)

Council meeting Chair, Melanie Siewert, announced and welcomed the newly elected and appointed members of Council who are starting their term in 2022. They are:

- Sheila Ellen Daniel, P.Geo., Councillor-at-Large
- Alicia Kimberley, P.Geo., Councillor-at-Large
- Michaela Kuuskman, P.Geo., Councillor-at-Large
- Laura Katz, P.Geo., North East Regional Councillor
- Robert Hearst, P.Geo., Central Regional Councillor
- Ryan Weston, P.Geo., North West Regional Councillor
- Chris MacInnis, P.Geo., Councillor-at-Large
- Cerise M. Latibeaudiere, B.A. (Hons.), LL.B., Non-registrant Public Appointee
- Siri Genik, Non-registrant Public Appointee

14. BUSINESS

a) Annual Dues for Registrants – Report by Tony Andrews, CEO

- Tony Andrews provided a rationale for raising annual dues for registrants. He reported that the dues have not been raised since 2012.
- He highlighted the increasing operating expenses that include digitization, database system upgrade and improvement initiatives such as 3rd-party review; the need to increase support for committees; and need to build the Strategic Initiative and Contingency Funds.
- A schedule of proposed increases was presented to Council. It was proposed that the figure for the temporary registration, which includes incidental practice be amended.
- There was a suggestion that fees be increased in the same percentage across the board.
- The C of A dues was discussed with particular attention to the need of reclassifying existing C of A categories.

Action item 146 - 4: Registrar to review C of A classes and fees and report back to Council at next meeting.

Motion 146 – 4: Sheila Daniel moved that registrant dues be increased in 2023 as presented and as amended as of September 22, 2022 Council meeting that Certificate of Authorization (C of A) holders' fee schedule be revised comparably by the Executive Committee and that future dues be assessed by Council annually at the September meeting. Seconded by Chris McInnis. Carried.

15. IN-CAMERA SESSION with CEO and Acting Registrar

16. IN-CAMERA SESSION
Council went for in-camera session at 3:07 p.m.

17. ADJOURNMENT

Motion 146 – 9: Robert Hearst moved to adjourn the meeting.

Meeting was adjourned at 3:41 p.m.



President

Summary of Motions and Action Items

MOTIONS

Motions 146 – 1: Ryan Weston moved that William Skura be appointed Non-Registrant Councillor for the term ending at the 2025 Annual General Meeting of Registrants and that such appointment be subject to the receipt by PGO of the following executed documents: 1) Expression of Interest, 2) Consent Form and 3) Confidentiality Agreement. Seconded by Rob Hearst. Carried.

Motion 146- 2: Cerise moved that Ana Misra be appointed Non-Registrant Councillor for the term ending at the 2023 Annual General Meeting of Registrants and that such appointment be subject to the receipt by PGO of the following executed documents: 1) Expression of Interest, 2) Consent Form and 3) Confidentiality Agreement. Seconded by Joanne Di Caro. Carried.

Motion 146 - 3: Ryan Weston moved to approve the agenda as presented. Seconded by Paul Hubley. Carried.

Motion 146 – 4: Sheila Daniel moved that registrant dues be increased in 2023 as presented and as amended as of September 22, 2022 Council meeting that Certificate of Authorization (C of A) holders' fee schedule be revised comparably by the Executive Committee and that future dues be assessed by Council annually at the September meeting. Seconded by Chris McInnis. Carried.

Motion 146 – 5: In-camera

Motion 146 – 6: In-camera

Motion 146 – 7: In-camera

Motion 146 – 8: In-camera

Motion 146 – 9: Robert Hearst moved to adjourn the meeting.

ACTIONS

Action item 146 - 1 – Mary-Anne Hildebrandt to approach D & I Committee to discuss the existing Diversity Matrix to determine if and how it should be applied for Council's review.

Action item 146 - 2: Registrar to revisit the draft survey developed to get feedback from GITs not renewing their GIT designation.

Action item 146 - 3: Tony Andrews to follow up with the PGO's bookkeeper regarding the Contingency Fund's interest income

Action item 146 - 4: Registrar to review C of A classes and fees and report back to Council at next meeting.