

**Present**

Robert Hearst, President/ Chair  
Zen Keizars, Vice President  
Mary-Anne Hildebrandt, Immediate Past President  
Kelly Bolduc O'Hare, Secretary  
Michael Bunn, Treasurer  
Paul Connor  
Sheila Daniel  
Joanna Hodge  
Laura Katz  
Alicia Kimberley  
Michaela Kuuskman  
Michel Kearney  
Trina Maher  
Clayton Sereres  
William Skura  
Kristina Small  
Nataliya Tkach

Ryan Weston  
Roger Woeller

**Regrets:**

Cerise Latibeaudiere

**Staff**

Tony Andrews  
Marilen Miguel  
Carmen Li- Tsang  
Eilidh Lewis  
Gabrielle Hosein

**By Invitation**

Ryan Cole and Alex Rodgers, Policy Concepts  
Joanna Eyquem  
Tammy Middleton  
Doug Cater  
Roger Phillips

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**1. CALL TO ORDER**

The President called the meeting to order at 9:02 am.

**2. WELCOME AND ACKNOWLEDGEMENT**

**3. CONFLICT OF INTEREST DECLARATION**

None.

**4. APPROVAL OF AGENDA**

Agenda was reviewed and some items were re-ordered to accommodate people who are calling in.

**Motion 159 - 1: Michael Bunn moved that the 159<sup>th</sup> Council Meeting Agenda be approved as amended. Seconded by Zen Keizars. Carried.**

**5. SAFETY MINUTE**

Robert Hearst provided the safety minute on how to stay safe during the winter season. He emphasized the importance of clearing up the public walkways surrounding your home or business within 12 hours after a snow fall. A [video](#) was shared to illustrate what you need to do to keep you and others safe on snowy days.

**6. DIVERSITY MINUTE**

Robert Hearst highlighted how the EDI initiatives in the United States have faced significant challenges due to enactment of laws limiting EDI efforts, and several prominent companies scaled back their commitments due to legal and political pressures. We've yet to see how this recent trend will impact our work, particularly in the area of complaints.

**7. ATTENDANCE RECORD**

Attendance record was reviewed and noted.

**8. ADOPTION OF MINUTES FROM NOVEMBER 21, 2024 COUNCIL MEETING**

Council members reviewed the minutes.

**Motion 159-2: Alicia Kimberley moved to approve the 158<sup>th</sup> Council Meeting Minutes as presented. Seconded by Michel Kearney. Carried.**

**9. MOTIONS AND ACTIONS FROM NOVEMBER 23, 2024 COUNCIL MEETING**

Motions and Action items from the November Council meeting were reviewed. Timeline for action items were noted.

**10. POLICY CONCEPTS**

Alex Rodgers and Ryan Cole reported on their government relations work to advance the PGA amendments.

- Policy Concepts provided a political context update, discussing recent federal and provincial political changes, including the anticipation of an early provincial election. They noted the finalization of amendments to the excess soil regulation and a current proposal on the regulatory registry for improving Ontario's mineral exploration assessment work regime were mentioned.
- Policy Concepts provided an update on the progress with PGO's proposed amendments to the PGA. Minister Pirie has signed off on moving forward with targeted regulatory and legislative changes from the list of recommendations that PGO has put forward. Specific amendments mentioned include: providing authority for PGO to establish a practice review program; allowing

PGO to suspend licenses for CPD non-compliance; updating rules for temporary licenses; and allowing PGO to recover costs for disciplinary tribunals.

- The Minister also committed to ensuring that a fulsome legislative review of the PGA is undertaken following the targeted changes that will be prioritized for this Spring. It was reported that the Ministry is considering moving the definition of geoscience and protected titles and terms into regulation to facilitate easier future changes. A meeting with the Minister of Mines is being planned.
- It was also noted that staff of the Ministry of Mines will work directly with PGO on the proposed amendments.
- Policy Concepts is monitoring the political situation and its potential impact on PGO's work on PGA amendments.

## 11. CEO REPORT

Tony Andrews, CEO referred Council to his written report that was included in the agenda package. His verbal report highlighted some additional items as follows:

### Ontario Fairness Commission (OFC)

- The Office of the Fairness Commissioner (OFC) has announced a new duty for regulators to consult regarding the adequate supply of professionals in order to address labor shortages in the Province.
- The OFC has identified that an undersupply of professionals represents a risk to public health and safety. Regulators are encouraged to remove barriers to registration (already addressed by PGO regarding Canadian experience) and attract more people to the profession.
- The duty to consult involves working with the responsible minister, understanding labor market demands, and participating in a coordinated approach to ensuring adequate supply, including working with post-secondary institutions, oversight ministries, and employers (for PGO, this would mean the Ministry of Mines).
- The OFC has indicated that this is not an immediate concern for non-health professional organizations like PGO, but could be in the future.

### Discussion:

- Council members discussed the implications of attracting more people to the geoscience profession, including collaboration with other stakeholders, the importance of salary information, and the need for accredited programs and better outreach at the high school level.
- They discussed the need to form an ad hoc committee to explore PGO's role in ensuring the supply of geoscientists in Ontario, in the context of the "*duty to consult on adequate supply* initiative".
- The committee's mandate will be to investigate and explore, not to take action at this stage. It was clarified that the initial consultation would be with the OFC to understand the implications of the new duty for PGO.

**Motion 159 – 3: Zen Keizars moved that an ad hoc committee investigate the role of PGO with respect to the *Duty to Consult* on supply of geoscientists in Ontario as recently required by the OFC. Seconded by Joanna Hodge. Carried.**

### Geoscientists Canada Board Meeting

- The CEO reported on attending a Geoscientists Canada board meeting on January 17, 2025. Three items of interest were highlighted:
  1. development of a draft public statement on climate change (similar to PGO's draft statement), subject to approval by the GC Board;
  2. development of a draft public statement on the regulation of federally employed geoscientists subject to approval by the GC Board; and
  3. a report on Geoscientists Canada's healthy financial situation, with a surplus for 2024.

## 12. TREASURER'S REPORT

Michael Bunn, Treasurer, referred Council to financial statements included in the agenda package which contained a draft budget for 2025 and unaudited year-end revenue and expenditures for 2024. In his verbal report, he highlighted the following:

### 2025 Budget

- The budget projects \$1,731,000 in revenue and \$1,659,790 in expenses, resulting in a budgeted surplus of \$71,000, compared to a surplus of \$274,000 before auditing for 2024.
- An additional expense of \$32,000 for a search firm to assist with filling two staff vacancies (one due to maternity leave and one new position) was proposed, reducing the projected surplus to approximately \$39,000. This expense would be added to the "other professional fees" line item.

### Discussion on 2024 Surplus and Contribution to Restricted Funds

- CEO provided Council with an explanation of the estimated 2024 surplus of \$274,504, which resulted from a combination of increased income and underspending in several areas.
- The following explanations were provided.
  - ***The increase in income was primarily driven by:***
    - ✓ 3% dues increase
    - ✓ a rise in registrant numbers
    - ✓ higher fees levied
  - ***The underspending occurred in various areas, including:***
    - ✓ Communications – Deferred work on the CPD system
    - ✓ Logistics – Catering underspend and unused contingency funds
    - ✓ Legal fees – Lower-than-expected expenses
    - ✓ Other Professional Fees
      - EDI survey – Deferred
      - Committee support & readiness assessment – Unused budget
    - ✓ Staff salaries
      - Lower maternity leave replacement costs
      - COLA adjustment underspent
      - RSP contributions – over-budgeted
- A recommendation was made to transfer \$200,000 from the 2024 surplus, split evenly between the contingency fund and the strategic initiative fund. This would bring the contingency fund balance to \$1,078,939 and the strategic initiative fund balance to \$289,031.

**Motion 159 – 4: Michael Bunn moved to contribute \$200,000 of the 2024 surplus to the reserved funds. Distributed evenly to both reserved funds. Seconded by Roger Woeller, Carried.**

**Discussion on Proposed New Staff Position:**

- Council discussed the proposed new registration assistant position. The Registrar explained the increased workload due to a rise in applications, particularly from internationally trained geoscientists (now approximately 30% of applicants), who often require more extensive review and communication. The job description was included in the Registrar's Report.
- Additionally, upcoming legislative changes to the *Fair Access to Regulated Professions and Compulsory Trades Act* (FARPACTA) will require faster processing times for internationally trained applicants (reducing the decision timeframe from six to three months), a policy for alternative documents, and plans for parallel processing, necessitating additional staff support.
- Council members inquired about potential resource increases from the Ministry of Labour and Skilled Trades (which oversees FARPACTA) to support these changes and whether other self-regulating organizations (SROs) are facing similar challenges.
- The Registrar indicated that no additional resources have been offered and that she plans to investigate how other SROs are managing the changes and advocate for appropriate support.
- Council members also noted the increasing value of P.Geo. registration for internationally trained geoscientists, with Australian organizations even looking at Canadian registration processes as they consider similar regulations.
- Concerns were raised about the similarity in titles between "Assistant Registrar" and "Registration Assistant," and it was agreed that the Registrar would determine a less confusing title for the new position.

**25th Anniversary Funding**

- It was noted that the expenses allocated for the 25th-anniversary celebration will come from the Strategic Initiative Fund, not the operating budget.

**Motion 159 – 5: Paul Connor moved that the 2025 budget be approved as presented. Seconded by Michael Bunn. Carried.**

**13. PGO OFFICE LOCATION UPDATE**

Mary-Anne Hildebrandt provided an update to Council on behalf of the PGO Office Ad hoc Working Group tasked with reviewing the PGO office situation, given the unavailability of the current location at One Young Street after October 2025.

- The working group reviewed the current office situation, considered fully remote, hybrid, and fully in-office working models, conducted an employee survey, and researched IT and other relevant aspects.
- The working group recommended that PGO maintain a hybrid model, allowing staff to work from home while still providing an office space.
- The CEO was tasked with identifying a suitable office space to support this arrangement, considering collaborative designs such as co-working spaces or hot desking environments.
- The CEO was also asked to ensure the plan includes the ability for PGO to host in-person meetings outside the office (as is currently done) and to develop a comprehensive "working-from-home policy" outlining eligibility, hours of work, flex time, minimum office days, ergonomic assessments, and approval processes for changes to work hours.

- Additionally, the CEO was advised to follow the procurement policy to identify the best option for PGO's servers, including the possibility of migrating to a cloud environment or hosting a physical server with an external provider.

**Discussion:**

- Council members sought clarification on the recommendations, raising concerns about office location impacts on cost and commutes, the need for a centralized phone system for accessibility, and the importance of a public-facing office for future engagement. They also inquired about the timeline for securing a new space before the lease expires.
- The CEO confirmed the office search will start immediately, with an update at the March or May Council meeting.

**Motion 159 – 6: Alicia Kimberley moved that Council accept Recommendation 1 from the PGO Office Ad hoc Working Group be approved. Seconded by Kelly Bolduc O'Hare. Carried.**

For context on Motion 159 – 6, the list of recommendations is included in the minutes for reference:

1. It is recommended that the PGO continues to offer a hybrid office situation
2. It is recommended that CEO move forward with identifying a suitable office to support the hybrid model in alignment with the Procurement Policy. It is suggested to consider a more agile, collaborative design such as coworking spaces/ hot desking.
3. It is recommended that the CEO ensure that the plan have the ability for PGO to host in-person meetings at locations outside the PGO office, should meeting space be required for committees or other PGO-related activities, and that this plan be communicated with interested parties (i.e. Chairs).
4. It is recommended that the CEO follow the Procurement Policy to identify the best option that mitigates risk and cost for the servers (storing/managing inhouse, Cloud services, or hosting physical servers externally).
5. It is recommended that the CEO develop a Working from Home policy to outline expectations and prevent conflict or misunderstandings. It is recommended that the policy consider, but not limited to, the following aspects: eligibility to work from home, hours of work, flextime, minimum number of workdays in office, ergonomic assessments, line of approval for changes to hours of work

**Motion 159 – 7: Michael Bunn moved that CEO to proceed with investigating Recommendations 2, 3 and 4 from the PGO Office ad hoc Working Group and report back to that group before the next Council meeting. PGO Office ad hoc Working Group to report back to Council with recommendations for Council with next steps. Seconded by Trina Maher. Carried.**

**Action 159 – 1: Tony Andrews will have an update with regards to the path forward on office space by March Council Meeting that includes target date for the move.**

**Action 159 – 2: Tony Andrews to develop a work-from-home policy.**

#### **14. REGISTRAR'S REPORT**

Eilidh Lewis, Registrar referred Council to her written report that was included in the agenda package. Her verbal report highlighted the following items:

##### **Registration Renewals**

- Registration numbers show slight declines due to the January 15 cutoff, with processing ongoing. As of the day before the meeting, suspensions included 80 P.Geo.s, 55 GITs, 18 non-practicing registrants, 2 (two) limited registrants and 9 Certificate of Authorization holders.
- The Registrar reported 114 terminations (47 GITs, 18 non-practicing, 49 P.Geo.s), including 3 deaths, and 52 designation changes to non-practicing, mainly due to retirement. 18 dues relief requests were received due to maternity/parental leave, illness, or unemployment.

#### Update on Application of Fee Increase

- An update was also provided on the application fee increase discussed in November, linked to hiring a registration assistant and the added workload from the competency-based assessment system.

#### Discussion

- Council members discussed renewal numbers, particularly the number of suspensions and terminations, and how those numbers compare to previous years.
- Suspension levels are consistent with previous years; terminations are increasing, possibly due to increased communication with registrants to formally resign their designation.
- The increasing number of retirements was also noted, prompting discussion about the importance of outreach to high schools to encourage future geoscientists.

### 15: COMMITTEE REPORTS

#### Governance Committee (GC) - Update provided by Kelly Bolduc O'Hare, Chair

- The Governance Committee Chair provided an update, noting that the Communications Plan has been submitted and will be implemented by staff, with Tony Andrews reporting back to the committee periodically for the next six months.
- Work is continuing on the skills and competency matrix, focusing on the skills needed by Council.
- The Council survey has been completed, and the results were included in the agenda package. A key issue identified by the survey is council turnover, with a potential for half of the council positions expiring in the next year. The committee is exploring solutions to address this issue.

#### Discussion:

- Council discussed ongoing turnover, examining its causes, including job changes, other commitments, and challenges in renewing Lieutenant Governor and council appointments. It was noted that resignations have been considered.
- They explored a one-time term adjustment and whether it aligns with PGO bylaws. The upcoming independent review's potential impact on council size and composition was also considered, though its findings may come too late for a bylaw change before the AGM.

#### Professional Practice Committee (PPC) – Update provided by Alicia Kimberley, Chair

- The PPC Chair reported that there was no meeting between the last and current council meetings when the package was due, but that the committee met recently and the written report included in the package reflects the items being worked on.
- The Geology Subcommittee, which has a vacancy for chair, will fall under PPC until a suitable chair is found.

**Discussion:**

- The Council discussed the need for a chair for the Geology Subcommittee, particularly given a recent request from the Ministry of Mines for input on exploration assessment requirements and standards. This request will likely involve both the Geology and Geophysics ad hoc groups.
- The council discussed the context of the Ministry's request, including the possibility that it is related to critical minerals and/or streamlining existing processes. The need to update assessment reporting requirements to reflect current practices and technologies was also discussed, including topics like data archiving.
- **Action 159 -3: Post a call for volunteers in Field Notes to join a working group to develop submission to the Ministry of Mines in response to ERO posting # 025-0062 - 2025 - Improving Ontario's Mineral Exploration Assessment Work Regime.**

**Discipline Committee – Update provided by tammy Middleton, Chair**

- The Discipline Committee Chair reported on the updated Rules of Procedure, last revised in 2005 and now updated with legal counsel's assistance.
- The Chair outlined the legislative hierarchy, from the Professional Geoscientists Act to the SPPA. The new rules are longer and reorganized for clarity, avoiding duplication of SPPA content.
- The committee reviewed and edited several drafts before approving the final version.

**Discussion:**

- The discussion touched on the following items pertaining to the Rules of Procedure:
  - the ability for the Discipline Committee to award costs in specific circumstances (unreasonable, frivolous, vexatious, or bad faith actions),
  - the default of virtual hearings
  - the requirement for a pre-hearing conference (with a provision to skip it in unusual circumstances),
  - the removal of sections on withdrawal of allegations and reinstatement (as these are covered by the SPPA), clarification of PGO's duty to retain records, and clarification that Discipline Committee hearings are public.
- The council discussed the implications of awarding costs, including the need for a modification to the PGO Act for broader cost recovery.
- It was noted that a policy proposal regarding public attendance at hearings is being developed.
- It was also noted that ongoing work to update records and internal documents, such as sentencing guidelines, with FYI updates to council is anticipated in the fall.
- The use of "registrant" versus "member" in the document was discussed, with the Chair noting that legal concerns required some language to match other legislation.

**Action 159 – 4: Council to review the DC's New Rules document and provide feedback to Tammy by February 28<sup>th</sup>, 2025. Staff to circulate the New Rules Document by email to Council.**

**Risk Management Working Group – Update provided by Doug Cater, Chair**

- The Risk Management Working Group Chair reported progress on a risk register and framework for PGO, developed with MNP.



- The group is reviewing the documents, with training for Council and committees tentatively set for April. The 90-minute session will be virtual or hybrid, possibly with a lunch-and-learn component, and recordings will be available.
- MNP is preparing training materials for advance circulation. The working group includes Paul Hubley, Tony Andrews, Marilen Miguel, and Eilidh Lewis.

#### **Discussion**

Council discussed the timing of the training sessions, ensuring they do not conflict with the PGO Virtual Symposium in April or the AGM in June. The possibility of holding the training in May, after the elections or during the onboarding of new council members, were also considered.

#### **Complaints Committee - Update provided by Doug Cater, Co-Chair**

- The Complaints Committee Chair reported that there are currently three active complaints. C143, C144 and C145.
- It was noted that all complaints are being reviewed and advanced in a timely manner.

#### **Discussion:**

- The council discussed the financial resources allocated for these complaints, with confirmation that there is money in the budget. The Complaints Committee Chair mentioned that the committee has gained a new volunteer.

#### **Sustainability and Climate Change Committee – Update provide by Joanna Eyquem, Chair**

- The Sustainability and Climate Change Committee Chair highlighted the review of the position statement on climate risk.
- A subcommittee reviewed responses from registrants and the Governance Committee and concluded that no changes to the position statement are proposed at this time. The rationale is detailed in the briefing note provided in the agenda package.

#### **Discussion**

- Council members discussed the position statement. Concerns were raised about the clarity and applicability of the statement's recommendations for registrants, particularly regarding calculating greenhouse gas emissions, designing for future climate conditions, and supporting climate risk disclosures.
- The use of "including" in the statement was questioned, with a suggestion to change it to "for example" or "performing roles such as" to clarify that the listed activities are examples and not mandatory requirements for all geoscientists.
- The council discussed the need for further revision of the position statement, including the section on the role of professional geoscientists, to improve clarity and avoid implying mandatory actions. It was noted that the review's purpose was to address existing comments, not solicit new ones.
- Council discussed the need for guidelines to support the position statement and assist geoscientists in their professional practice.

- It was noted that the intent is to integrate climate change and sustainability into existing professional practice guidelines during their review by PPC and its subcommittees, rather than creating a separate guideline.

**Motion: 159 -8: Mary-Anne Hildebrandt moved to accept the report and recommendation from the Sustainability and Climate Change Committee on PGO's position statement with amendments to change "including" to "performing roles, for example, such as" under the heading of "Role of professional geoscientist" section. Seconded by Zen Keizars.**

**Discussion:**

- Concerns were raised about the clarity and interpretation of terms like "appropriately informed" and "reasonable precautions" in the statement. The council discussed the need for PGO to provide clear guidance to registrants on how to implement the recommendations of the position
- Council discussed the challenge of balancing diverse opinions on the position statement and the need for a clear process for resolving conflicting viewpoints.
- Council discussed the importance of efficiency in addressing the position statement review to allow the committee to focus on other important work.
- Council discussed the potential for Geoscience Canada's upcoming public statement on climate change to inform the PGO position statement, while acknowledging the different mandates and roles of the two organizations. Council discussed the possibility of waiting for a public statement on climate change from Geoscience Canada before finalizing the PGO position statement.
- Council discussed the need for clear communication and collaboration between the council and the committee to ensure that all concerns are addressed and that the committee's time is used effectively. The council discussed the importance of addressing new ideas and conversations that arise during council discussions and not dismissing them based on previous discussions.

**Motion 159 - 8 was retracted.**

**Action 159 – 5: Council to hold a special meeting to discuss the SCCC's position statement by mid-February. Staff to send out a Doodle Poll on behalf of the Council President.**

**Readiness Assessment Working Group – Written report by Melanie Siewert**

- The council discussed two motions related to the Readiness Assessment Working Group.
- The first motion was to dissolve the working group, as its work was nearing completion and a third-party review was underway.
- The second motion was to form a new working group to oversee staff management of the independent third-party review, ensuring communication and addressing any questions from the reviewer.
- Questions were raised about the need for a separate working group, with the suggestion that Tony Andrews could provide progress updates at each council meeting. However, it was argued that a working group would facilitate a more efficient review process.

**Motion 159 -9: Ryan Weston moved that the Readiness Assessment Working Group be dissolved. Seconded by Paul Connor. Carried.**

**Motion 159 -10: Michael Bunn moved that a working group be formed to oversee the management of the Independent Third-Party Review process as it progresses between Council meetings. The working group will provide summary report of progress, concerns and learnings at each Council meeting until such time that the working group is dissolved or replaced. Seconded by Roger Woeller. Carried.**

**Diversity and Inclusion Committee – D & I Survey submitted by Neera Sundaralingam, Chair**

- Council discussed the D & I Survey noting that it has legal implications and there were concerns about data confidentiality.
- Council agreed that the document required careful review and discussion at the next Council meeting.

**Action 159 – 6: Council to review the D & I survey and legal comments put forward by the legal counsel and provide feedback to the D & I Chair by February 28, 2025. Staff to circulate the document to Council.**

**Past Presidents Advisory Committee (PPAC) – Written report submitted by Mary-Anne Hildebrandt, Chair**

The highlight of the verbal report focused on the recommendations made by the PPAC to the CEO:

- **Awards page** – PAC recommends that staff improve the content on the awards page and the forms to make it more welcoming/ inviting to inspire Registrants or the Public to submit nominations.
- **FGC** – PPAC recommends that staff create a process to track volunteer activities over multiple years of service that generates the names of nominees based on the criteria. PPAC believes that this process does not require the committee's oversight, and staff can present the names of candidates directly to Council.
- **Award of Merit** – PPAC would like to see staff take more of a leadership role with possibly PPAC stepping out of this work entirely.
- **Geoscientist of the Year award** – PPAC believes this is where they can continue to add value and will continue this function as in the past.

**Discussion:**

- Council discussed the possibility of amending the terms of reference to include awards. The council discussed Ryan's suggestion to define a role for past presidents to facilitate the awards panel without necessarily requiring their direct involvement in all aspects of the program.
- It was noted that while staff can continue to support the administrative aspects of the awards process (call for nominations, assembly of nominees), it would not be appropriate for staff to recommend the award recipients. The appropriateness for Council to select and approve award recipients was also questioned.
- The council discussed the process for directing the PPAC to review the awards.

**Action 159 - 7: Mary-Anne Hildebrandt will communicate with the past presidents via email regarding the awards review.**

**16. WRITTEN REPORTS ONLY**

- 25th Anniversary Planning Committee
- 2025 Symposium Planning Committee
- Audit Committee
- Diversity and Inclusion Committee Neera Sundaralingam
- Enforcement and Compliance Committee
- Geophysics Subcommittee
- Readiness Assessment Working Group

## 17. IN-CAMERA SESSION

Council went for in-camera session at 3:10 p.m.

## 18. ADJOURNMENT

**Motion 159 - 11: \_Roger Woeller moved to adjourn the meeting.**

Meeting adjourned at 4:10 p.m. ET.



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President

## Summary of Motions and Action Items

### Motions

Motion 159 - 1: Michael Bunn moved that the 159<sup>th</sup> Council Meeting Agenda be approved as amended. Seconded by Zen Keizars. Carried.

Motion 159-2: Alicia Kimberley moved to approve the 158<sup>th</sup> Council Meeting Minutes as presented. Seconded by Michel Kearney. Carried.

Motion 159 – 3: Zen Keizars moved that an ad hoc committee investigate the role of PGO with respect to the *Duty to Consult* on supply of geoscientists in Ontario as recently required by the OFC. Seconded by Joanna Hodge. Carried.

Motion 159 – 4: Michael Bunn moved to contribute \$200,000 of the 2024 surplus to the reserved funds. Distributed evenly to both reserved funds. Seconded by Roger Woeller, Carried.

Motion 159 – 5: Paul Connor moved that the 2025 budget be approved as presented. Seconded by Michael Bunn. Carried.

Motion 159 – 6: Alicia Kimberley moved that Council accept Recommendation 1 from the PGO Office Ad hoc Working Group be approved. Seconded by Kelly Bolduc O’Hare. Carried.

Motion 159 – 7: Michael Bunn moved that CEO to proceed with investigating Recommendations 2, 3 and 4 from the PGO Office ad hoc Working Group and report back to that group before the next Council meeting. PGO Office ad hoc Working Group to report back to Council with recommendations for Council with next steps. Seconded by Trina Maher. Carried.

Motion: 159 -8: Mary-Anne Hildebrandt moved to accept the report and recommendation from the Sustainability and Climate Change Committee on PGO’s position statement with amendments to change "including" to "performing roles, for example, such as" under the heading of "Role of professional geoscientist" section. Seconded by Zen Keizars.

Motion 159 - 8 was retracted.

Motion 159 -9: Ryan Weston moved that the Readiness Assessment Working Group be dissolved. Seconded by Paul Connor. Carried.

Motion 159 -10: Michael Bunn moved that a working group be formed to oversee the management of the Independent Third-Party Review process as it progresses between Council meetings. The working group will provide summary report of progress, concerns and learnings at each Council meeting until such time that the working group is dissolved or replaced. Seconded by Roger Woeller. Carried.

Motion 159 - 11: Roger Woeller moved to adjourn the meeting.

## **Actions**

Action 159 – 1: Tony Andrews will have an update with regards to the path forward on office space by March Council Meeting that includes target date for the move.

Action 159 – 2: Tony Andrews to develop a work-from-home policy.

Action 159 -3: Post a call for volunteers in Field Notes to join a working group to develop submission to the Ministry of Mines in response to ERO posting # 025-0062 - 2025 - Improving Ontario’s Mineral Exploration Assessment Work Regime.

Action 159 – 4: Council to review the DC’s New Rules document and provide feedback to Tammy by February 28<sup>th</sup>, 2025. Staff to circulate the New Rules Document by email to Council.

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