

**Present**

Melanie Siewert, Chair  
Mary-Anne Hildebrandt  
Cerise Latibeaudiere  
Paul Hubley  
Sheila Daniel  
David Leng  
Robert Hearst  
Kristina Small  
Chris MacInnis  
Ryan Weston  
Alicia Kimberley  
Joanne Di Caro  
Paul Connor  
William Skura  
Laura Katz  
Roger Woeller

**Regrets:**

Siri Genik  
Ana Misra  
Michaela Kuuskman

**Staff**

Tony Andrews, CEO  
Eilidh Lewis, Registrar  
Lauren Atmore, Communication and  
Stakeholder Relations  
Gabrielle Hosein, Assistant Registrar  
Marilen Miguel, Stakeholder Relations

**By Invitation**

Ryan Cole, Dennis Waddington, Scott McLean  
Craig Waldie, Imran Khan

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**1. CALL TO ORDER**

The President called the meeting to order at 9:03 am.

**2. WELCOME AND ACKNOWLEDGEMENT**

The Chair welcomed and thanked everyone for their participation in the hybrid meeting.

**3. SAFETY MINUTE**

- Melanie Siewert provided tips on safe driving and the dangers of speeding and aggressive driving. She referenced [Ontario's Ministry of Transportation](#) for resources on safe driving.

**4. DIVERSITY MINUTE**

- William Skura cited a whitepaper published by the Conference Board of Canada entitled "Indigenous Ownership: Best Practices for Major Project Success", which highlights the

importance of Indigenous-owned projects and the benefits of partnerships with Indigenous communities on major projects.

**5. CONFLICT OF INTEREST DECLARATION**

None.

**6. APPROVAL OF AGENDA**

The Council reviewed the agenda. Order of Committee Reports was revised to accommodate the availability of Chairs calling in to give their reports.

**Motion 150 - 1: Joanne Di Caro moved to accept the 150th Council Meeting Agenda as amended. Seconded by Robert Hearst. Carried.**

**7. ATTENDANCE RECORD**

The attendance record was noted.

**8. MINUTES FROM March 23, 2023 Meeting**

Council reviewed the minutes from March 23, 2023 meeting.

**Motion 150 - 2: Roger Woeller moved to accept the 149<sup>th</sup> Council Meeting Minutes as presented. Seconded by Alicia Kimberley. Carried.**

**9. MATTERS ARISING FROM January 19, 2023 Minutes**

Action item 149 - 1: Paul Hubley to follow up with the D&I Committee and link this step with the Nominations Committee to make Council more welcoming to neurodiverse people. Done.

Action item 149 - 2: Staff to place an announcement in Field Notes encouraging registrants to share memoriam notice with PGO in order to honour and recognize registrants who passed away at its Annual General Meeting. Done.

Action item 149 - 3: Tony will solicit and accept suggestions for Ontario representative for Canadian Geoscientists Standards Council by April 30, 2023. Done.

Action item 149 - 4: Staff to send out notice to Council soliciting for volunteer(s) to represent PGO at APGO Education Foundation Board Meetings to facilitate information exchange and opportunities for collaboration. Done

Action item 149 - 5: Staff to share APGO Education Foundation March 21,2023 presentation slides with Council. Done.

Action item 149 - 6: Prepare to retain a contractor to update PGO's Conflict of Interest and Code of Conduct Policies in the Governance Manual (e.g., GP7, GP12, GP13) in line with current Ontario laws. Outstanding.

Action item 149 - 7: Staff to request D&I Committee to review the D&I Professional Practice Guideline slides for presentation at the PGO Virtual Symposium and for these slides to be shared with the Executive Committee for review with emphasis to refer to the guideline as draft. Done.

## **10. POLICY CONCEPTS**

- Ryan Cole provided a high-level overview on what is going on at Queen's Park. Policy Concepts is closely monitoring legislations and regulations that may impact PGO's work on PGA 2000 amendments and the registrants it regulates.
- Policy Concepts reported that the PGO file made meaningful progress in the past two months.
- Consultation with identified stakeholders is well underway and feedback on PGO's proposed amendments to PGA is very positive. To date, PGO has not received any objections to its proposed amendments.
- The consultation paper is being reviewed by the Ministry of Mines staff prior to being posted on PGO website for public consultation. Following the public consultation, PGO will submit to the Ministry a summary of the feedback received.

## **11. CEO REPORT**

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

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

- MS Office 365 – PGO is undergoing a transitioning to MS Office 365.
- Upgrading of Cybersecurity – Penetration test will start shortly after the transition to MS Office 365 has been completed.
- Audit Process, 2022 Year-End – This has been ongoing through April and May
  - Nominations Process – This is ongoing. Update to be made in this meeting by Scott McLean.

- Risk Management - This is ongoing. Update to be made in this meeting by Paul Hubley.
- PGO Symposium 2023 – Update to be made in this meeting by Craig Waldie
- APGO Foundation Bursary – Update to be made in this meeting by Eilidh Lewis.
- GC's Strategic Initiatives Process – Staff and Executive Committee provided input into the draft initiatives as previously agreed to by Council.
- Readiness Assessment Working Group – Discussed in the Business section of the agenda.
- Strategic Planning Retreat – Feedback from the sessions is being compiled and will be reviewed by the Readiness Assessment Working Group.

## 2. Issues and Initiatives

- Amendments to Act and Regulations – Consultation Process (Ministry of Mines) – See update above by Policy Concepts
- Updating Provincial Erosion Hazard Guideline – Ministry of Natural Resources and Forestry (MNRF) and PGO Geomorphology Sub-Committee – See report below by Imran Khan, Chair of Geomorphology Subcommittee.
- New Ontario Representative on Geoscientists Canada, Canadian Geoscience Standards Council – Discussed in the Business section of the agenda.
- Bill 71: Building More Mines Act – received Royal Assent, May 18 – Geology Subcommittee made a submission to the Ministry of Mines on behalf of PGO.
- Bill 27: Working for Workers Act, Ministry of Labour; Prohibition on Canadian Experience Requirements - Office of the Fairness Commissioner – Update to be provided by Eilidh Lewis during Registrar's Report.

## 12. REGISTRAR'S REPORT

- Eilidh Lewis, Registrar, provided an update on PGO's registration and other key activities. A number of statistics were presented that included, but were not limited to, registration numbers as of May 2023, in comparison to the same last year.

<b>Registrant Categories</b>	<b>May 2022</b>	<b>May 2023</b>
Full P.Geo.	2390	2428
Limited P.Geo.	83	88
Non-Practising P.Geo.	237	269
Geoscientists-in-Training	577	604
<b>TOTAL</b>	<b>3225</b>	<b>3322</b>
Students	508	496
Certificate of Authorization (C of A)	219	216

- New registrations for February, March and April 2023 (Full, Limited, GIT and C of A) totalled to 101.
- Passing rate for Professional Practice Ethics (PPE) Exam for April 2023 is 91%.
- No registration appeals as of May 2023.
- Other activities:
  - Ongoing meetings regarding C135, 136, 138, 139. Awaiting decision reports.
  - C-140 is now under way after putting together a preliminary review panel, issues finding volunteers with no conflict of interest.
  - C-141 under review.
  - Attended online meetings of the Professional Practice Exam Committee (PPEC) on April 5<sup>th</sup> and 19<sup>th</sup>, and May 24<sup>th</sup>.
  - April 11<sup>th</sup> – Gave a webinar to GIT's and others providing information on the change of designation process.
  - Working on the implementation of the new C of A structure.
  - Next steps – work on communication plan for C of A holders and have all C of A's updated with current number of practitioners
- Canadian Work Experience Requirement
  - Following Royal Assent of the *Working for Workers Act, 2021*, Canadian Experience Requirements will be deemed void on and after December 2, 2023.
  - After research, consideration and discussion with various parties, the Registration Committee recommends removing the Canadian work experience in compliance with the legislation. In place to ensure that the registration maintains a rigorous process is the already adopted competency-based assessment (CBA) framework through which each application for registration by internationally trained professionals is reviewed.
  - Next steps include the implementation of CBA system for new practising and limited applicants starting July 1<sup>st</sup> and eventually for all applicants, including change of designation by January 1, 2024.

**Motion 150 - 3: Roger Woeller moved that PGO implement the change pertaining to PGO's current Canadian work experience requirement to comply with the current Ontario legislation (Working for Workers Act, 2021) that bans the discriminatory Canadian Experience Requirements in occupations under the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA) and make that change effective in September 2023 Council Meeting. Seconded by Paul Connor. Carried.**

- It was agreed that Council needs more information on the CBA framework and how it provides the necessary protection for PGO in the removal of Canadian work experience when reviewing applications by internationally trained professionals.

**Action 150 - 1: Eilidh Lewis to provide a briefing note to Council regarding the CBA framework that includes information on how PGO incorporates risk management into the aforementioned framework at least 30 days prior to the September 2023 Council Meeting.**

- **Outreach to universities**

Outreach to universities will be enhanced with the inclusion of mentoring session provided by experienced P.Geo.'s.

### 13. COMMITTEES REPORT

#### Executive Committee – Update by Melanie Siewert, Chair

- **Register of Motions and Actions**

- Melanie Siewert provided a summary on the Council Motions and Actions tracking spreadsheet. Pending identification of a formal process of evaluating Council performance, the Register of Motions and Actions is a means to ensure that Council follows through with actions and motions passed at each Council meeting.
- PGO will be transitioning from Boardable to SharePoint to make the sharing of the Register of Motions and Action with Council easier and more user friendly.
- A tab has been added to the Register to record *Points of Order* if there are any.

- **Geoscientists Canada (GC) Strategic Initiatives**

- The responsibility to respond to GC's call for input into its draft initiatives has been previously assigned by Council to the Executive Committee with support from staff. The prepared response was put forward to GC in April and was included in May Council meeting package. Next steps will be the prioritization of GC's finalized initiatives and it is anticipated that PGO will be requested for input in this process.

- **Recruitment of Volunteers – Members of the Public**

- It was highlighted that recruitment and retention of members of the public as non-registrant appointees in Council and Committees have been challenging. Council discussed the option of hiring a recruitment firm to help with PGO's volunteer recruitment process.

**Motion 150 - 4: Roger Woeller moved that a recruiter be retained by staff immediately for the purpose of expeditiously finding candidates that fulfill the specific requirements of our non-registrant appointive positions on Council and on key committees, including Governance, Audit, Discipline, and Diversity & Inclusion. Such recruiting shall follow a formal competency-based selection process in order to guide our future efforts in this regard. Seconded by Paul Connor. Carried.**

**Action 150 -2: VP and staff to send out a call for volunteers as identified by PGO committees**

**Action 150 - 3: CEO to begin discussion with a recruiter on how they can assist with PGO's recruitment of volunteers.**

**Action 150 - 4: VP and staff to review and update the Volunteer Protocol before the AGM.**

- **Review of Restricted Funds**

- Melanie Siewert referred Council to the briefing notes included in the Council package that highlights the need for Council to conduct an annual review of the Contingency Reserved Fund (CRF) and the Strategic Initiatives Fund (SIF) to confirm whether these restricted funds are sufficiently maintained and are utilized for their intended purpose.
- The Executive Committee recommended that the Committee Report Template be updated to include a request for funding on initiatives that align with the restricted funds' purpose to allow for a better budget allocation process for each fiscal year.

**Motion 150 - 5: Alicia Kimberley moved that Council delegate to the Executive Committee the task of a) determining the most appropriate practice and timing for the review of and possible contribution toward the PGO's restricted funds annually and b) to determine whether or not a contribution should be made in 2023 and the value of any such contribution. It is moved that the Executive Committee's recommendations on these matters be reported back to Council during the September 2023 meeting. Seconded by Chris MacInnis. Carried.**

**Finance Committee – Update by Tony Andrews on behalf of Ana Misra**

- Draft audited financial statements were reviewed. There was verbal recommendation from the Treasurer to the CEO to request approval of the draft audited financial statements.
- Highlights on balance sheet:
  - Cash Balance Increased by \$18k from prior year.
  - Receivable decreased – collections improved.
  - Short Term Investment increased by \$17k over 2021.
  - Payables and accrued decreased by \$24k.
  - Deferred revenue grew by \$32k.
- Highlights on income statement:
  - Registration revenue increased by \$56k over prior year.
  - Advertising & sponsorship revenues increased by 29% over the previous year.
  - Significant increase in interest earned.
  - Legal expenses increased in 2022 by 106k.
  - Travel & accommodation costs have increased due to increased in-person meetings
  - Net deficit of Revenue over Expenses is \$23k.

**Audit Committee – Update by Dennis Waddington, Chair**

- The Audit Committee reviewed the draft PGO's 2022 financial statements and the auditors' notes and provided feedback on the drafts.

- Dennis Waddington reported that the audit process went smoothly this year. He thanked staff for their efforts in supporting the audit process this year.
- He put forward two motions for Council to approve the audited financial statements and to re-appoint Bateman McKay as auditors for the fiscal year 2023 – 2024.
- It was noted that financial statements used member/membership when referring to registrants/registration.

**Action 150 - 5: Change terms that refer to member and/or membership to registrant and/or registration in the audited financial statements**

**Motion 150 - 6: Alicia Kimberley moved that Council accept the PGO 2022 Audited Financial Statements as amended. Seconded by Robert Hearst. Carried,**

**Motion 150 - 7: Kristina Small moved that Council approve the re-appointment of the auditors, Bateman McKay, for 2023-2024 fiscal year. Seconded by Robert Hearst. Carried.**

**Action 150 - 6: Audit Committee and the CEO to explore service providers for future years other than Bateman McKay to get different perspectives. Present options at the November 2023 Council meeting.**

- Dennis Waddington indicated that the Audit Committee needs one or two more members with financial management skills to ensure that there is enough capacity to support the committee's work.

**Registration Committee – No update at this time**

**Complaints Committee – Update by Robert Hearst on behalf of Chair, Doug Cater**

- C-136 is being dismissed. Complaints Committee is preparing a dismissal report, which will be sent to all parties along with the "intent to dismiss" letter. C-135, C-138 and C-139 have been broken down into specific allegations that will be sent to the Discipline Committee.
- Complaint C-140: A three-person complaint review panel is being arranged.
- Complaint C-141: A three-person complaint review panel has been established. Complaint review process is underway.

**Discipline Committee Report – Written Report by Tammy Middleton, Chair**

- As of this reporting period, the Discipline Committee has no case to review
- The Discipline Committee meets quarterly. The next meeting will take place in September 2023.
- Tammy Middleton agreed to stay on as Chair. The committee is currently looking for a volunteer to take on the role of Vice Chair.
- The committee is planning to schedule a training session for its members this coming Fall.



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

- Roger Woeller provided a summary of the E & C Committee activities that included but was not limited to the following:
  - Reviewed the E&C files open with the Registrar
  - Provided input into readiness assessment workplan
  - Generated a year-end report for the 2023 Annual General Meeting (AGM)
  - Participated in the Strategic Planning Session that took place in May in Toronto.
- The need for legal review on the use of Certification Marks as an E & C tool was highlighted.

### **Action 150 - 7: Chair of E & C Committee, Roger Woeller, to engage with Erica Richler to get her comments on the use of GC's Certification Marks as part of Enforcement and Compliance Process.**

- In his report, Roger Woeller highlighted the need for the Registrar's support to collate old files so the committee can review and assist in decisions regarding archiving of dead files. Support is also needed to establish a protocol for dealing with new files.

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

- Paul Hubley provided a summary of PPC activities which includes a review of Diversity and Inclusion Professional Practice Guideline.
- PPC is considering new practice guidelines but is concerned that it doesn't have enough capacity to undertake this new initiative.
- Paul Hubley indicated that he is stepping down as Chair of PPC. Alicia Kimberley is taking over as the new Chair.
- Council thanked Paul Hubley for his many and invaluable contributions to PGO - at Council and Committee levels for many years.

### **Environmental Geoscience Subcommittee – No update at this time.**

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

### **Geophysics Subcommittee – Written report by Jean Legault, Chair**

Highlights of the report included but were not limited to the following:

- The subcommittee expressed concerns about the status of geophysics taught at undergraduate level at Ontario universities and the diminishing numbers of geophysics undergraduates.
- Luc Lafreniere stepped down as Chair and another member also resigned from the subcommittee. Jean Legault took on the role of Chair.

- Jean Legault addressed the issue about the relevance of Geophysics Subcommittee. He believes that the subcommittee can be an active participant in the work of the PPC.
- He also highlighted the need to ensure that the subcommittee stays fresh by ensuring that the chair only serves a two year-term to allow a regular rotation and renewal of all active subcommittee members willing to take on the chair position.

#### **Geomorphology Subcommittee – Update by Imran Khan, Chair**

- The Ministry of Natural Resources and Forestry's (MNRF) Erosion Hazard Guidelines will be going through a peer review process and PGO is being requested to partner with MNRF on this process.
- Imran Khan reported that the ministry will develop a Request for Proposal but to date it is not known what the RFP will look like and its deliverables.
- The subcommittee is yet to determine the extent of its involvement in the peer review process.
- It was cited that PGO should ensure that it has adequate liability insurance to cover such initiatives.

**Action item 150 - 8: Staff to ensure that PGO has adequate liability insurance to cover collaborative work with other stakeholders such as Ontario ministries and to communicate to PGO Committee/Subcommittee Chairs what is and what is not covered.**

**Governance Committee – No update at this time.**

**Sustainability and Climate Change Committee (S&CCC) – No update at this time.**

#### **Diversity and Inclusion Committee – Written report by Imshun Je, Chair**

Highlights of the report include but are not limited to the following:

- D&I Committee met on May 2 2023 to discuss the draft of the D&I components of the PGO's Readiness Assessment Working Group's (RAWG) workplan and proposed goals/actions for the 2023-2025 Strategic Plan.
- The D&I Chair has been actively participating in the D&I/Communications RAWG Sub-group since early April to recommend and prioritize key governance actions that were highlighted in the Readiness Assessment report by PGO legal counsel, Richard Steinecke.
- The D&I Committee presented a copy of the draft Equity, Diversity and Inclusion (EDI) Professional Practice Guideline to the Professional Practice Committee (PPC) on May 3, 2023 and requested their review prior to submission to Council for approval.
- Based on the recommendations of the PPC, the D&I Committee has also submitted the draft EDI Professional Practice Guideline to both the Complaints Committee and Discipline Committee for their reviews.

- It is anticipated that the EDI Guideline will be submitted to Council for review and approval in the Fall of this year.

#### **Past Presidents' Advisory Committee – Update by Paul Hubley, Chair**

- Paul Hubley provided an update on the status of PGO Award of Merit call for nominations. He noted that there was a submission deemed incomplete. He indicated the need for support to help with a decision on this particular item.

**Motion 150 - 8: William Skura moved that Council delegate to a three-member panel to review incomplete Merit of Award submission(s) and make a decision on how to deal with such submission(s). Seconded by Roger Woeller. Carried**

#### **PGA Amendments ad hoc Committee – See update by Policy Concepts**

#### **Nominations Committee – Update by Scott McLean, Chair**

- Scott McLean presented to Council the Nominations Committee's Terms of Reference for their approval. A copy of the ToR was included in the Council meeting package for review prior to the meeting. Minor edits were made on the ToR document.

**Motion 150 – 9: Paul Hubley moved that Council approve the Nominations Committee's terms of reference as amended. Seconded by William Skura. Carried.**

- Scott McLean presented on the Nomination Committee's review of candidates for the following positions in Council:
  - **Vice President (by election process)**
    - 1) Claire Milloy
  - **South East Regional Councillor (by election process)**
    - 2) Michel Kearney
  - **Non-registrant Public Appointees (3 positions by Council appointment)**
    - 1) Cerise Latibeaudiere
    - 2) Ana Misra
    - 3) Kelly Bolduc O'Hare
    - 4) Udit Sharma
- After careful review of each candidate's profile, the Nominations Committee made the following recommendations and motions:
  - **Recommendation:**
    - Claire Milloy be acclaimed as Vice President of PGO for the 2023-2024 Council.

- Michel Kearney be acclaimed as Southeast Regional Councillor of PGO for a three-year term commencing with the 2023-2024 Council.
- **Motions:**
  - That Cerise Latibeaudiere, Ana Misra and Kelly Bolduc O'Hare be appointed as Non-registrant Public Appointees.
  - It was noted that outreach included reaching out to Indigenous associations.

**Action 150 - 9: William Skura to connect with Nominations Committee regarding outreach to Indigenous Communities across Ontario.**

**Motion 150 – 10: Robert Hearst moved that Cerise Latibeaudiere be appointed Non-Registrant Councillor for the Term ending at the 2026 Annual General Meeting of Registrants: 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 Ryan Weston. Carried.**

**Motion 150 – 11: Paul Hubley moved that Ana Misra be appointed Non-Registrant Councillor for the term ending at the 2026 Annual General Meeting of Registrants: 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 Alicia Kimberley. Carried.**

**Motion 150 – 12: Roger Woeller moved that Kelly Bolduc O'Hare be appointed Non-Registrant Councillor for the Term ending at the 2025 Annual General Meeting of Registrants: that such appointment be subject to the receipt by PGO of the following executed documents: 1) Expression of Interest, 2) Consent Form, 3) Confidentiality Agreement, and 3) Police Check.**

#### **Symposium Planning Committee (SPC) – Update by Craig Waldie, Chair**

- Craig Waldie reported on the outcome of the 2023 Virtual Symposium, which took place April 18, 20, 25 & 27, 2023. He highlighted that the virtual event provided excellent CPD opportunities, which were made accessible to all regardless of location at a very affordable price.
- The event featured a great line-up of 15 speakers categorized by four sessions, namely:
  - April 18 - This is Your PGO - We Self-regulate Together chaired by Kristin Hanson and Alicia Kimberley
  - April 20 - Achieving Canada's New Climate Adaptation and Biodiversity Goals chaired by Joanna Eyquem and Kristina Anderson
  - April 25 - Equity, Diversity, and Inclusion: Practice Guidance for Professionals and Organizations chaired by Kristina Anderson and Neera Sundaralingam
  - April 27 - Qualified Person: Not Just a Pen for Hire chaired by Craig Waldie and Hannah Chessell
- Total registration was 225, a 12% drop from 255 registered in 2022, which was also lower than the 271 registered in 2021.

- The SPC will meet again in June to conduct a post mortem of the event.
- Sheila Ballantyne took on the role of SPC Chair for 2024.
- Craig Waldie acknowledged and thanked all SPC members for their work in delivering a successful virtual event. He acknowledged Marilen Miguel for supporting the work of the SPC.

#### **Risk Management Working Group – Update by Paul Hubley, Chair**

- Paul Hubley presented on the PGO's risk management framework highlighting the risk registry (living document), objective, process, the importance of cultivating a risk culture, and the timeline of steps taken to date and next steps.
- He identified the need to assign a Risk Officer (staff) to support the management of risk portfolio for each department/committee.

#### **Communications Working Group – No update at this time.**

#### **Geoscientists Canada – Written Report by Christine Vaillancourt, Ontario Director, GC**

Highlights of the report include but are not limited to the following:

- Ordre des géologues du Québec (OGQ) has now returned to the Geoscientists Canada as a full member.
- GC developed the Canadian Work Environment Experience Competencies to help professional geoscience applicants (particularly those that are internationally trained) to demonstrate their knowledge of such things as Canadian regulations, codes, standards and safety awareness.
- GC's Professional Practice Committee created a Geoscience Practice ethical tenets document with associated guidance entitled "Ethical Considerations in the Professional Practice of Geoscience".
- A first draft of the short course on "Public Reporting for Practicing Professionals" that is being put together by a special working group was recently submitted for review to GC's Securities Committee.
- This year, Greg Finn, one of our esteemed PGO Past Presidents, has stepped down from the Geoscientists Canada Canadian Geoscience Standards Council after 19 years of exemplary service.
- Roger Woeller, who is a member of GC's Professional Practice Committee since 2018 stepped down in the Fall of 2022 and was replaced by Paul Hubley.
- Deborah McCombe, also PGO Past President, is sitting on the very important GC's Securities Committee.
- PGO Registrar Eilidh Lewis acts as TPGO's Admissions Official on the Canadian Geoscience Standards Council and is also involved with the GIT Booklet Revisions Working Group.
- Acknowledged Marilen Miguel, PGO Director, Internal and External Affairs, as also highly valued by GC as the go-to person for support when needed.

**14. REGIONAL COUNCILLORS AND COUNCILLORS AT LARGE – No update at this time.**

**15. BUSINESS**

- **Ontario Representative for the Geoscience Canada, Canadian Geoscience Standards Council**
  - Tony Andrews reported that GC requested that PGO appoint an Ontario representative to their Canadian Geoscience Standards Council, which provides a forum for member regulators to discuss matters concerning admission to the profession. This body takes on advisory role for GC and geoscience regulators on admission requirements and standards for the profession.
  - Following the presentation and discussion of potential candidates for the position at the March Council meeting, Tony Andrews was tasked to find more candidates suited for the position.
  - Ian Macdonald, Chair of Registration Committee, volunteered to represent Ontario for a two-year term.

**Motion 150 - 13: Robert Hearst moved that Council approve the appointment of Ian Macdonald as the Ontario representative on Geoscientist Canada's Canadian Geoscience Standards Council for a two-year term. Seconded by Kristina Small. Carried.**

- **Readiness Assessment Working Group (RAWG)**
  - The working group was established to spearhead a workplan for presentation at the Strategic Planning Retreat based on the readiness assessment that PGO received in October 2022. Once this was accomplished, the working group was to be dissolved.
  - It was cited that the work of RAWG is not quite finished as the feedback compiled from the Strategic Planning Retreat will need to be incorporated into the workplan.

**Motion 150 - 14: Ryan Weston moved that the Readiness Assessment Working Group (RAWG) prepare and review the workplan that came out of the strategic planning session and present it to Council in its September 2023 meeting. Seconded by Robert Hearst. Carried.**

**16. IN-CAMERA SESSION**

Council began an in-camera session at 3:15 p.m.

## 17. ADJOURNMENT

**Motion 150 - 15: Robert Hearst moved to adjourn the meeting.**

Meeting was adjourned at 3:44 p.m.



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President

## Summary of Motions and Action Items

### MOTIONS

Motion 150 - 1: Joanne Di Caro moved to accept the 150th Council Meeting Agenda as amended. Seconded by Robert Hearst. Carried.

Motion 150 - 2: Roger Woeller moved to accept the 149<sup>th</sup> Council Meeting Minutes as presented. Seconded by Alicia Kimberley. Carried.

Motion 150 - 3: Roger Woeller moved that PGO implement the change pertaining to PGO's current Canadian work experience requirement to comply with the current Ontario legislation (Working for Workers Act, 2021) that bans the discriminatory Canadian Experience Requirements in occupations under the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA) and make that change effective in September 2023 Council Meeting. Seconded by Paul Connor. Carried.

Motion 150 - 4: Roger Woeller moved that a recruiter be retained by staff immediately for the purpose of expeditiously finding candidates that fulfill the specific requirements of our non-registrant appointive positions on Council and on key committees, including Governance, Audit, Discipline, and Diversity & Inclusion. Such recruiting shall follow a formal competency-based selection process in order to guide our future efforts in this regard. Seconded by Paul Connor. Carried.

Motion 150 - 5: Alicia Kimberley moved that Council delegate to the Executive Committee the task of a) determining the most appropriate practice and timing for the review of and possible contribution toward the PGO's restricted funds annually and b) to determine whether or not a contribution should be made in 2023 and the value of any such contribution. It is moved that the Executive Committee's recommendations on these matters be reported back to Council during the September 2023 meeting. Seconded by Chris MacInnis. Carried.

Motion 150 - 6: Alicia Kimberley moved that Council accept the PGO 2022 Audited Financial Statements as amended. Seconded by Robert Hearst. Carried.

Motion 150 - 7: Kristina Small moved that Council approve the re-appointment of the auditors, Bateman McKay, for 2023-2024 fiscal year. Seconded by Robert Hearst. Carried.

Motion 150 - 8: William Skura moved that Council delegate to a three-member panel to review incomplete Merit of Award submission(s) and make a decision on how to deal with such submission(s). Seconded by Roger Woeller. Carried

Motion 150 – 9: Paul Hubley moved that Council approve the Nominations Committee’s terms of reference as amended. Seconded by William Skura. Carried.

Motion 150 – 10: Robert Hearst moved that Cerise Latibeautiere be appointed Non-Registrant Councillor for the Term ending at the 2026 Annual General Meeting of Registrants: 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 Ryan Weston. Carried.

Motion 150 – 11: Paul Hubley moved that Ana Misra be appointed Non-Registrant Councillor for the term ending at the 2026 Annual General Meeting of Registrants: 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 Alicia Kimberley. Carried.

Motion 150 – 12: Roger Woeller moved that Kelly Bolduc O’Hare be appointed Non-Registrant Councillor for the Term ending at the 2025 Annual General Meeting of Registrants: that such appointment be subject to the receipt by PGO of the following executed documents: 1) Expression of Interest, 2) Consent Form, 3) Confidentiality Agreement, and 3) Police Check.

Motion 150 - 13: Robert Hearst moved that Council approve the appointment of Ian Macdonald as the Ontario representative on Geoscientist Canada’s Canadian Geoscience Standards Council for a two-year term. Seconded by Kristina Small. Carried.

Motion 150 - 14: Ryan Weston moved that the Readiness Assessment Working Group (RAWG) prepare and review the workplan that came out of the strategic planning session and present it to Council in its September 2023 meeting. Seconded by Robert Hearst. Carried.

Motion 150 - 15: Robert Hearst moved to adjourn the meeting.



## **ACTIONS**

Action 150 - 1: Eilidh Lewis to provide a briefing note to Council regarding the CBA framework that includes information on how PGO incorporates risk management into the aforementioned framework at least 30 days prior to the September 2023 Council Meeting.

Action 150 -2: VP and staff to send out a call for volunteers as identified by PGO committees

Action 150 - 3: CEO to begin discussion with a recruiter on how they can assist with PGO's recruitment of volunteers.

Action 150 - 4: VP and staff to review and update the Volunteer Protocol before the AGM.

Action 150 - 5: Change terms that refer to member and/or membership to registrant and/or registration in the audited financial statements

Action 150 - 6: Audit Committee and the CEO to explore service providers for future years other than Bateman McKay to get different perspectives. Present options at the November 2023 Council meeting.

Action 150 - 7: Chair of E & C Committee, Roger Woeller, to engage with Erica Richler to get her comments on the use of GC's Certification Marks as part of Enforcement and Compliance Process.

Action 150 - 8: Staff to ensure that PGO has adequate liability insurance to cover collaborative work with other stakeholders such as Ontario ministries and to communicate to PGO Committee/Subcommittee Chairs what is and what is not covered.

Action 150 - 9: William Skura to connect with Nominations Committee regarding outreach to Indigenous Communities across Ontario.