

STRATEGIC PLANNING FRAMEWORK 2020-2022

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Professional Geoscientists Ontario

MISSION

Professional Geoscientists Ontario protects the public by regulating Ontario registered geoscientists and advancing professional practice.

VISION

To maintain and continually improve PGO as a trusted, respected and effective regulatory authority.

STRATEGIC PLANNING GOALS (2020-2022)

1. PGO is a strong and effective regulatory body.
2. PGO is recognized, trusted and respected as a regulatory leader.
3. Registrants are competent and professional and engaged in PGO work.
4. PGO is a diverse and inclusive organization.

GOAL 1: PGO is a strong and effective regulatory body.

OBJECTIVE 1: To have the necessary resources and tools at our disposal to more effectively and efficiently deliver on our roles and responsibilities in the areas of enforcement and compliance, maintaining standards of professional practice and complaints and discipline.

KEY INITIATIVES

- a. Improve understanding of the legal tools already at our disposal.
- b. Move forward with our planned amendments to the Professional Geoscientists Act.

OBJECTIVE 2: Understand and effectively address the drivers behind illegal practice.

KEY INITIATIVES

- a. Improve understanding by PGO of the primary causes of illegal practice.
- b. Devise an optimal plan and appropriate procedures to address the problem of illegal practice including a categorization of illegal practices and a prioritization on how to deal with them.

OBJECTIVE 3: An Efficient and Effective Governance Structure that optimizes PGO’s internal processes and strengthens our ability to achieve our regulatory function.

KEY INITIATIVES

- a. Instigate a governance review for the purpose of updating and streamlining our existing governance structure and By-Laws.
- b. Consider the current Governance Committee and its terms of reference with a view to identifying improvements.
- c. Review practices of other similar regulatory bodies to harvest best practices that would be relevant to PGO.
- d. Review recent legislative and third party audits conducted by other self-regulatory bodies to harvest learnings relevant to PGO.

OBJECTIVE 4: Parties responsible for projects and activities requiring geoscience expertise involve qualified professionals with appropriate geoscience knowledge and experience.

KEY INITIATIVES

- a. Develop a strategy to ensure that municipalities and other public agencies in Ontario employ or retain qualified (licensed) geoscientists to perform geoscience work.

GOAL 2. PGO is recognized, trusted and respected as a regulatory leader.

OBJECTIVE 1: Stronger appreciation of PGO by registrants through the delivery by the organization of effective support, communications, process and timely response to registrants’ needs regarding registration, licensing, regulatory matters, enforcement and compliance and complaints and discipline.

KEY INITIATIVES

- a. Establish and maintain a properly trained and efficient staff team supporting PGO’s regulatory processes.
- b. Continually improve office environment and culture.
- c. Continually improve office systems including:
 - (i) Digitization of registrant files;
 - (ii) Establish a registrant database system that is optimum for PGO needs;
 - (iii) Improve and streamline the application and registration process;

- (iv) Review content of website to ensure that students, GITs, full-practicing P.Geo.s, stakeholders and the public have access to the information they need;
- (v) Establish a self-listing directory of P.Geo.s to assist the public in finding licensed professionals, indicating location and geoscience specialization(s).

OBJECTIVE 2: Increased awareness about PGO and its regulatory focus by key stakeholders

KEY INITIATIVES

- a. Ensure that PGO communications follow established protocols and controls which are reasonable, efficient and effective.
- b. Maintain positive, constructive relationship with key stakeholders including Ontario government agencies and other regulatory organizations.
- c. Increase awareness of the general public of PGO existence, its regulatory function and its mandate of protecting the public and the environment.
- d. Strengthen the reality and perception that PGO is pan-Ontario.

GOAL 3: Registrants are competent and professional and engaged in PGO work.

OBJECTIVE 1: PGO programs support geoscientists to apply and advance standards of professional practice.

KEY INITIATIVES

- a. Provide more CPD opportunities to share knowledge and expertise which are adequate, affordable, appropriate and accessible.
- b. Create and maintain accessible and relevant professional practice guidelines (best practices).

OBJECTIVE 2: More Registrants feel motivated to become involved as Councilors and Committee members

KEY INITIATIVES

- a. Develop a clear mechanism for volunteering.
- b. Inform registrants of the role of volunteers and opportunities for volunteering and encourage participation from across the Province.

- c. Review the mechanisms for formally recognizing the contribution of volunteers.

GOAL 4: PGO is a diverse and inclusive organization

OBJECTIVE 1: Raising awareness about diversity and inclusion within PGO staff, Council and volunteers

KEY INITIATIVES

- a) Initiate Diversity and Inclusion Training.
- b) Establish a long-term training strategy.
- c) Establish a standing committee on D&I.

OBJECTIVE 2: Understanding and removing barriers/bias (real and perceived) within PGO

- a) Identify existing barriers (bias), real or perceived within PGO.
- b) Determine if barriers exist within PGO registration process.
- c) Determine if barriers exist within CPD documents and process.
- d) Determine if barriers exist within PGO Mentorship Program.
- e) Identify D&I training that would qualify for CPD hours.
- f) Removing barriers from existing documents.
- g) Determine if other PGO documents and templates contain potential bias, not listed above

OBJECTIVE 3: Raising awareness and guidance for registrants and stakeholders

- a) Clarify PGO's position on D & I and how it defines its role within the professional geoscience community.
- b) Develop 2021 Action Plan
- c) Develop website as a D&I Communication Tool
- d) Establish a professional practice guideline on diversity and inclusion.
- e) Employ social media.

- f) Use PGO Annual Symposium.
- g) Be open to other communication opportunities

Record of Changes

August 4, 2020: blue and green track changes (TA)

March 9, 2021: add Diversity and Inclusion and match strategic plan to Action Plans (TA and Committee Chairs)