



ONTARIO  
SOCIETY OF  
PROFESSIONAL  
ENGINEERS

# 2020 Annual Report

# The Ontario Society of Professional Engineers

The Ontario Society of Professional Engineers (OSPE) is the voice of the engineering profession in Ontario. We represent the entire engineering community, including professional engineers, engineering graduates and students who work or will work in several of the most strategic and influential sectors of Ontario’s economy.

OSPE elevates the profile of the profession by advocating to government, offering valued member services and providing opportunities for ongoing learning, networking and community building.

## 2020 Annual Report

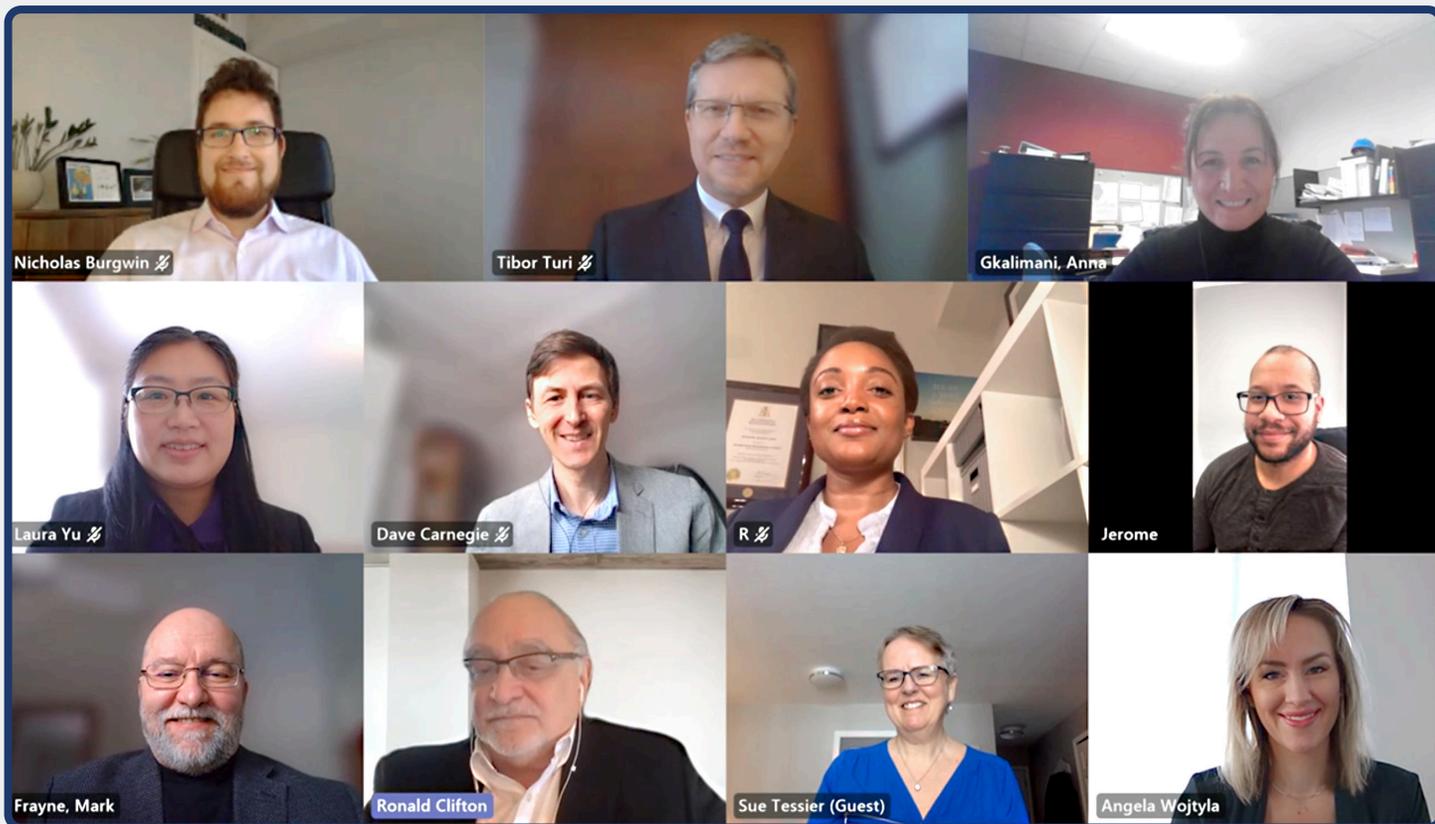
OSPE’s 2020 Annual Report provides an overview of the association’s work and impact on behalf of Ontario’s engineering community from January 1 through December 31, 2020. This report was prepared for OSPE’s Annual General Meeting on May 8, 2021 and outlines how the organization’s initiatives and activities met the tactical goals laid out in *Engineering the Future Together*, our 2019-2022 Strategic Plan.

## Table of Contents

- 2020-2021 Board of Directors..... 3
- Message from the CEO..... 4
- Message from the President..... 5
- Volunteers..... 6
- Partners..... 7
- Engineering the Future Together..... 8
- Engineers Lead..... 9
- Engineers Care..... 19
- Engineers Unite..... 23
- 2020 Financial Review..... 28
- Summary Statement of Financial Position..... 29
- Summary Statement of Operations..... 30
- Summary Statement of Changes in Net Assets..... 31

# 2020-2021 Board of Directors

OSPE could not reach its strategic goals without the continued support of our Board of Directors. Thank you for committing so much time and energy to advocating for and giving back to your profession.



**Top Row:** Nicholas Burgwin, P.Eng. (Director), Dr. Tibor Turi, Ph.D., P.Eng., (Past Chair), Anna Gkalimani, P.Eng. (Director)

**Middle Row:** Laura Yu, P.Eng. (Director), David Carnegie, P.Eng. (Director), Réjeanne Aimey, P.Eng. (President and Chair), Jerome James, P.Eng. (Director)

**Bottom Row:** Mark Frayne, P.Eng. (Vice Chair), Ron Clifton, P.Eng. (Treasurer), Sue Tessier, P.Eng. (Director), Angela Wojtyla, P.Eng. (Secretary)

## **Not pictured:**

Tom Murad, P.Eng. (May 2019 – September 2020)

Jim Chisholm, P.Eng. (May 2018 – September 2020)



# Message from the CEO

2020 was the year engineers positioned themselves as leaders, rising to the challenge of addressing the impacts of COVID-19. Whether it be testing vaccines, creating personal protective equipment, or serving on economic advisory boards, the engineering community was involved in all facets of responding to the global crisis.

It was a year defined by tumultuousness, as industries across the board had to react rapidly to the pandemic. Those that were able to pivot were successful; what we saw was that industries built on solid, evidence-based foundations, with long histories of critical thinking and creative solutions were most prepared for the changes. As such, the engineering community was well suited to withstand the pandemic fluctuations.

At OSPE, while the transition to work from home was, fortunately, simple for us, the pandemic meant widespread changes to procedures. Our major launch for the year, the Ontario Engineering Academy, had to scale back its offerings with virtual-only sessions. Luckily, this was met with a measure of success, as we were able to offer webinars—such as work from home solutions—to respond to what engineers were dealing with.

Our biggest shift was the total change from in-person to virtual-only events and meetings, including our Engineering Employment Events (E3s – now VE3s), and the EDI Advantage conference, which saw more than 1,500 participants online.

Luckily, with the meticulous planning of our staff and event partners, these events were pulled off without a hitch—and in many cases, their virtual nature meant they could be offered to a larger, even more diverse audience, while breaking down accessibility barriers.

Thank you to all of our members, partners and volunteers for your hard work and continued dedication to OSPE through all of these changes. This year of adversity will only make the engineering profession and all of society stronger and more prepared for change.

A handwritten signature in black ink that reads "Sandro Perruzza". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Sandro Perruzza, B.Sc., CRSP  
CEO



# Message from the President

In a year of calamity, it is difficult to look for the positives, but I was proud to see that so many in the engineering community kept a laser-sharp focus on improving the lives of others. OSPE members in the industry shuffled their priorities to provide solutions to problems, like manufacturing personal protective equipment, hand sanitizer and the like. Ontario was truly a leader in this regard, as engineers embraced change to seek out innovative solutions for these global problems.

My proudest accomplishment as President of OSPE was chairing the COVID-19 Economic Recovery Working Group. This was a historic opportunity to showcase the engineering skills that could solve many of our province's challenges while supporting economic recovery through and after the pandemic.

OSPE's very accomplished staff in the advocacy space, heads of OSPE's task forces, and select professional engineers provided invaluable input to produce five immediate, ten short-term, and eight long-term recommended actions that Ontario and the federal governments could implement.

These actions ranged from transforming engineering education, developing our intellectual property framework, advances in reclamation work in mining, and electrification of the transportation system to further develop our energy independence and environmental reforms. We pushed for the implementation of inclusive design principles while growing a diverse workforce to enable economic equity and recovery in Canada. I was proud that OSPE received acknowledgement by government ministers and that, in the months since, there has been evidence of execution and discussion surrounding many of our recommendations.

2021 will, hopefully, be defined by relief from COVID-19. We will see an engineering community that is stronger for having faced hardship, better prepared for future events, and ready to develop our role as leaders.

At OSPE, we have always stressed the immense potential of engineers — we know we are thought leaders who base solutions on facts. Now that continuing professional development will be mandatory for our profession, we must take this opportunity to continually up-skill and re-skill for the needs of society and our employers. The hunt for engineering talent combined with outstanding leadership skills and training is very real, and I know as a profession we will rise to the challenge.

A handwritten signature in black ink, reading "Réjeanne Aimey".

Réjeanne Aimey, P.Eng.  
President & Chair

# Volunteers

2020 was a big year for OSPE volunteers. Despite having to shift to virtual platforms, our members were eager to engage with one another in the engineering community. We saw increased participation across the board:

- 25 new Task Force members, 15 new Exchange Hub members, and dozens of volunteers who signed up to ensure our virtual events ran smoothly
- 24 reports and submissions generated by Task Forces & Committee members
- 55 attendees at the virtual All Committees Meeting who discussed initiatives and strategies to engage the engineering community and government

Thank you to our dedicated members who contribute their time and expertise to volunteer with OSPE. The knowledge and camaraderie you bring is what makes this engineering community so welcoming and special.



*This image was taken pre-COVID-19.*

*“OSPE and its Task Forces, Committees & Working Groups have ensured that the professional engineer’s unique perspective is finally recognized as significant. These groups are a fantastic way to collaborate with incredibly competent fellow engineers on a variety of significant policy issues. I have personally and professionally benefitted from not merely the networking opportunities, but more importantly from the learning that is inevitable when discussing and debating issues with experienced peers that bring different industry and technical perspectives.*

*OSPE is the organization that is exclusively focused on enhancing the role, reputation and relevance of engineers within society. Actively participating in its Energy Task Force is one way that I can support OSPE’s achievement of its mandate.”*  
– Steve Pepper, P.Eng.

Volunteering at OSPE is a great way to broaden your professional network, learn from and deliberate with your colleagues, and improve your communications skills. Please visit [www.ospe.on.ca/ambassador-program](http://www.ospe.on.ca/ambassador-program) to learn more.

# Partners

Thank you to our dedicated partners for helping us lead critical conversations and shape public policy that will impact the future of the engineering profession.

## Annual Partners

### President's Circle



### Director's Circle



### Influencer's Circle



### Leader's Circle



### Supporter's Circle



## Event Partners



# Engineering the Future Together

During an unprecedented year, OSPE members remained steadfast in achieving the three overarching strategic pillars of our 2019-2022 Strategic Plan.

## Engineers Lead

Solidify OSPE's position as "the voice" of the profession by being the association where engineers gather, share expertise and provide recommendations on issues facing the profession and society.

## Engineers Care

Elevate awareness of the role engineers play in making the world a better place and deepen respect for the engineering profession in Ontario.

## Engineers Unite

Strengthen and grow OSPE's equitable, diverse and inclusive engineering community and deliver unparalleled value at every stage of our members' careers.

# Engineers Lead

## Mobilizing to Combat COVID-19

### OSPE members create a COVID-19 Economic Recovery Working Group to propose concrete, actionable recommendations to government

OSPE and the engineering profession's commitment to safeguarding public interest is especially important in these uncertain times. OSPE members came together to provide the Ontario and Canadian governments with immediate, short and long-term recommendations to stimulate economic recovery.



*This photo was taken pre COVID-19.*

*"The engineering community has been severely impacted by this pandemic, as thousands of engineering jobs are directly linked to the infrastructure, manufacturing, technology and research and innovation sectors. The federal government must now support the engineering community in rebuilding the engine that drives Ontario, and the rest of the country."*

*- Rejeanne Aimey, P.Eng., President & Chair of OSPE in a letter to The Right Honourable Justin Trudeau, Prime Minister of Canada and his Ministers*

## OSPE Members' Short-Term Recommendations:

1. Encourage the use of Distributed Energy Resources (DERs) and emissions-free technology
2. Invest in Ontario's mining industry for proper clean-up of orphaned and abandoned sites
3. Invest in talent development, knowledge training and supports for engineers
4. Support engineering students and recent engineering graduates
5. Drive the transformation of engineering education
6. Create a fund to support Ontario R&D businesses with a focus on commercialization, including development and protection of Intellectual Property (IP)

## Minister of Natural Resources, The Honourable Seamus O'Regan responds to engineers:

*"The importance of Canada's engineering community to our national economy, our natural resources sector and our everyday lives has been magnified by the COVID-19 pandemic. I want to thank you for conveying the concerns of the Ontario Society of Professional Engineers about Canada's economic recovery and the impact on the engineering profession in Canada. I greatly appreciate you sharing your thoughts and recommendations on this important matter."*

- Emphasized that encouraging use of DERs and emissions-free technology is a priority
- Committed to implementation of the Canadian Minerals and Metals Plan (CMMP)

## Minister of Environment and Climate Change, the Honourable Jonathan Wilkinson, commits to:

*"exploring ways to support a significant expansion of this country's electrical infrastructure, including new interties, energy storage, smart technologies, services to transform the grid, and the requirement to electrify end uses."*



*"It was an honour to be invited to participate in the COVID-19 Working Group. I was amazed how quickly this group came together which demonstrates the reputation of OSPE within the engineering community and the true nature of engineers – nimble problem-solvers."*

*The positive feedback received from the engineering community and government speaks to the quality of the submissions. Thank you to Réjeanne and Sandro for their leadership as we look forward to the role engineers play in moving Ontario forward post-COVID." – Laura Yu, P.Eng.*



*"In the spring of 2020 as the pandemic hit Canada, I saw many businesses pivot to start making personal protective equipment, hand sanitizer and ventilators. As an engineer, I am always proud to see the innovation that comes out when challenges are put in front of us."*

*I was very impressed with the cross-section of OSPE volunteers that came together from different industries, and the ideas that came out of brainstorming. Being from the mining industry, I provided information about the reclamation of abandoned mine sites, which was an idea put forward to put engineers back to work while cleaning up the environment. It felt good to make a difference." – Sue Tessier, P.Eng.*

## **OSPE members and government create COVID-19 Infrastructure Working Group**

OSPE members, representatives from the Construction & Design Alliance of Ontario (CDAO) and other industry and labour partners work with the Ministries of Infrastructure, Labour & Skills Development, Municipal Affairs & Housing, Transportation and the Attorney General to establish new health and safety protocols to protect workers on infrastructure projects, as well as work through the contractual obligations resulting from project delays and disruptions.

## **OSPE presents to the Standing Committee on Finance and Economic Affairs regarding the *Economic Fiscal Update Act, 2020* and the impacts of the COVID-19 crisis on certain sectors of the economy (Infrastructure)**

OSPE stresses the importance of supporting the engineering community in order to capitalize on recovery efforts, as well as create new funding allocations for sustainable infrastructure, talent development and retention, and fostering innovation.

## **OSPE and partners conduct industry-wide research to manage future pandemics in the Ontario construction sector**

This research project, funded by the Natural Science and Engineering Research Council (NSERC) and led by the University of Toronto, in collaboration with OSPE, the Residential and Civil Construction Alliance of Ontario (RCCAO), and Residential Construction Council of Ontario (RESCON), aims to collect best practices on how to better manage and deal with future pandemics in the construction sector.

# Bringing Engineers Together Online

## OSPE hosts virtual Annual General Meeting (AGM) for the first time in its history

For the first time in 20 years, OSPE was unable to host its AGM in person, and instead quickly worked to host a virtual event on Wednesday May 6, 2020.

The evening started with a presentation by keynote speaker Dr. Chris Bart, world-renowned for effectively advising boards on their governance practices and strategy.

OSPE CEO Sandro Perruzza and President and Chair Dr. Tibor Turi, Ph.D., P.Eng., then delivered their report discussing OSPE values, strategic direction, operations, advocacy efforts, government partnership, membership engagement initiatives and events. OSPE Treasurer, Ron Clifton, P.Eng., delivered the 2019 audited financial statements as well as the recommendation to approve BDO Canada LLP as the Society's auditors for 2020.

On behalf of the OSPE Nominations Committee, President Turi introduced the elected Board Directors:



*Vice Chair Réjeanne Aimey, P.Eng.,  
re-elected for a second term*



*Nicholas Burgwin, P.Eng.*



*David Carnegie, P.Eng.*



*Mark Frayne, P.Eng.*

President Turi and Vice Chair Aimey presented and discussed the proposed changes to Bylaw No. 2. After a fulsome question and answer period, OSPE members voted and approved the following motions:

- Removed the option to be nominated by six signatures for automatic inclusion to the Board Director election slate
- Added a line to note that a Board Director can be removed for violating the OSPE Code of Conduct
- Revised the wording of the Nominations Committee to make certain that it is the mandate of the Committee to ensure an election of Directors



*Christina Visser, P.Eng.  
Outgoing Board Director*



*Jonathan Hack, P.Eng.  
Former two-term President & Chair  
Outgoing Board Director*



*Dr. Tibor Turi, Ph.D., P.Eng.  
Outgoing President & Chair  
Board Director*

Outgoing Directors Christina Visser, P.Eng., and Jonathan Hack, P.Eng., were recognized for their tremendous contributions, and CEO Sandro Perruzza congratulated Dr. Turi for his successful year as President and Chair.



Elizabeth Pietrantonio, P.Eng., received OSPE's 2020 President's Volunteer Award in the Professional Engineer category for her passionate volunteerism through OSPE's Diversity and Inclusion Task Force, and dedication to encouraging young women to pursue a career in engineering.



Tiffany Joseph, a graduate of the York University Space Engineering program, received the OSPE President's Volunteer Award in the category of Young Professionals for her active engagement in OSPE and the engineering community through the Engineering Students' Societies Council of Ontario and the Lassonde Engineering Society.

## OSPE expands its online network to reach more members of the engineering community province-wide



**67,000**

OSPE Society Notes blog views



**485,000+**

unique visitors on [www.ospe.on.ca](http://www.ospe.on.ca)



**1.5M+**

impressions on Twitter with more than 6,000 followers



**1.7M+**

impressions on Facebook with more than 11,000 followers



**450,000+**

impressions on LinkedIn with more than 10,500 followers

## OSPE unveils ENGage Forum – members-only online discussion platform

The ENGage Forum is a place for members to go to discuss all things OSPE and engineering. From advocacy topics, research, and technical papers to membership questions, courses and the Ontario Engineering Academy, OSPE members can log on to the ENGage Forum and debate topics and start discussions with their fellow OSPE members.

1. Login to your account on OSPE's website [www.ospe.on.ca](http://www.ospe.on.ca)
2. Once you're in the Members Area, click on the ENGage Forum tab, and you're in
3. When you find a category you're interested in, you can read the thread, subscribe for updates, or post a reply to share your opinion and expertise



ONTARIO  
SOCIETY OF  
PROFESSIONAL  
ENGINEERS

**ENGage Forum**

## OSPE introduces ENGTalks, a video series featuring OSPE members and partners discussing topics of interest for engineers



## OSPE launches new Career Centre for members and non-members to find engineering jobs nationwide

Search and apply, upload your resume and create a job-seeker account, subscribe for updates, request a free resume review, receive alerts, access career resources and coaching, browse company directories, and so much more.

## OSPE hosts Virtual Town Halls & Trivia Nights

OSPE held three town halls with President and Chair Réjeanne Aimey, P.Eng., in July, August and September for both OSPE members and non-members. Discussions addressed employment issues, submissions to the provincial and federal government regarding COVID-19, and the role that the engineering profession plays in this recovery.

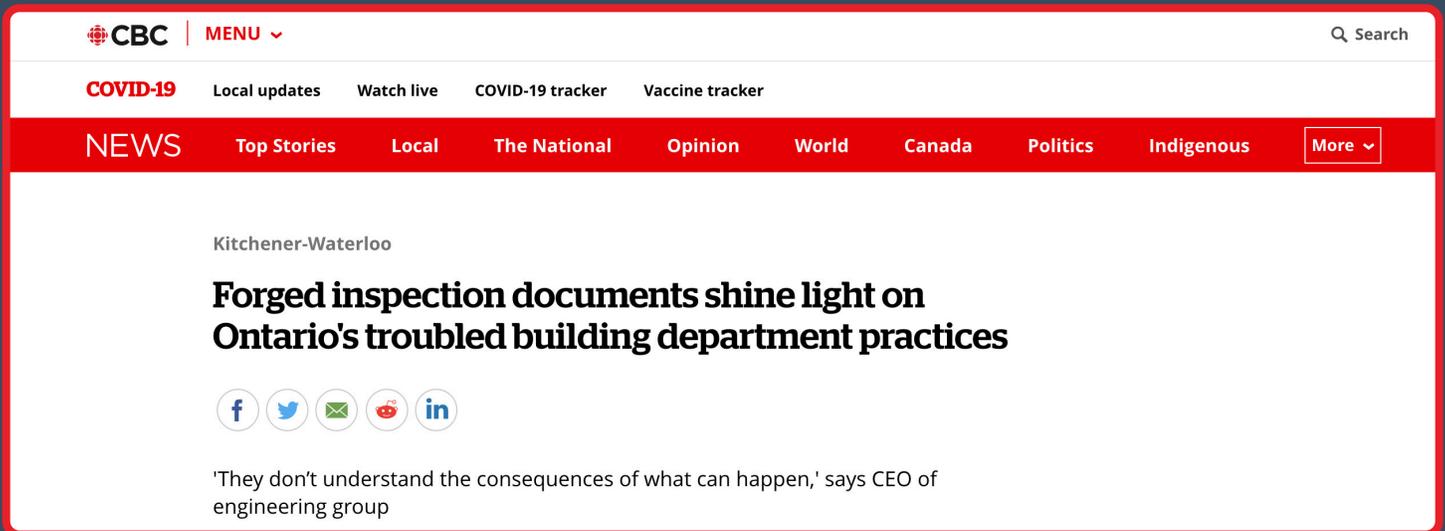
OSPE's virtual Trivia Nights brought members together for some fun and laughter, as well as a chance to meet peers and work out questions and puzzles together.



# Addressing Challenges within the Profession

## OSPE member uncovers widespread forgery, revealing urgent need for regulatory reform

After consultation with OSPE members around the misuse of an engineer's seal, a CBC News investigation uncovers forged engineering documents for 12 large scale construction projects across southern Ontario. OSPE continued to call for the regulator to focus on its primary objective of protecting the public, to ensure the health and safety of Ontarians and uphold the reputation of the profession.



## OSPE outlines the impact of rising insurance costs for engineers with Attorney General, the Ministry of Infrastructure and Infrastructure Ontario

Ontario is now considered a high-risk jurisdiction by international insurance underwriters. This has impacted engineers greatly, causing a dramatic increase in insurance costs and implications on coverage. This impacts the ability of small to medium-sized engineering companies to operate in the province, debilitating economic growth. These conversations have led to increased awareness on the role government and other entities must play to address insurance costs. OSPE has always advocated for mandatory continuing professional development for engineers, which is now being put in place by Professional Engineers Ontario, as well as making liability insurance for those with a Certificate of Authorization a requirement.

## OSPE meets with the federal Department of Women and Gender Equality Canada (formerly Status of Women) to discuss current work on advancing the position of women and other underrepresented groups in Science, Technology, Engineering and Math (STEM)

OSPE highlights potential funding opportunities and points of collaboration to advance diversity and inclusion in the engineering profession.

## **The Ministry of Environment, Conservation, and Parks (MECP) provides funding to OSPE to manage and deliver the project *Beneficial Reuse of Excess Soil at Aggregate Operations***

Led by subject matter expert and Board Director Dave Carnegie, P.Eng., OSPE is producing a scientific report and a best management practices document which will be published and available on the OSPE website in May 2021. With the enactment on January 1, 2021 of O. Reg. 406/19: ON-SITE AND EXCESS SOIL MANAGEMENT, the reports will assist Qualified Persons (QPs), most of whom are professional engineers, in the development of excess soil quality standards in aggregate operations.

## **OSPE delivers Examination Skills Preparation to assist International Engineering Graduates (IEGs)**

Funded by the Ontario Ministry of Labour, Training and Skills Development, the Exam Skills Preparation program was redesigned in 2020 to be delivered online. Workshops support participants in learning about the role and context of the National Professional Practice Exam (NPPE) which replaced the PEO-run Professional Practice Exam (PPE), legal obligations as engineers, and the ethical practices required of registered engineers in the Canadian workplace.

## **OSPE assists IEGs in gaining employment in Ontario's Environment Sector**

Also funded by the Ministry of Labour, the Skills and Jobs in Ontario's Environment Sector program was successfully converted to an online delivery platform. The focus is on participants' improvement of their workplace communication and employment skills, while learning about environment sector job trends, workplace culture, employer expectations, and self-marketing to potential employers.

## OSPE hosts women in engineering panel in partnership with the University of Toronto, Spin Master, and the OSPE Exchange Hubs

Three leaders in the engineering profession who have overcome barriers and are paving the way for a more diverse and inclusive future shared their inspiring stories: Amanda Bright, Director of Process and Product Development at Spin Master, Kaella-Marie Earle, EIT and Project Manager, Engineering Construction and System Improvement at Enbridge, and Medha Patki, Data Scientist and MPP Candidate at Harvard Kennedy School.

## OSPE continues work on Breaking Barriers for Women in STEM app, creating micro-learning digital resources for engineers and employers

Funded by the federal Department of Women and Gender Equality Canada (WAGE) [www.diversifySTEM.ca](http://www.diversifySTEM.ca) provides practical tips for attracting, retaining, supporting, and advancing women in STEM careers. In 2020, 16 lessons on the app received 2,000 log-ins and 9,000 page views.

Sign Up Login

Diversify STEM

About Download Sign Up Sign in

FEEDBACK

# MOVING THE STEM WORKPLACE FORWARD

#ENGINEERINGFORCHANGE

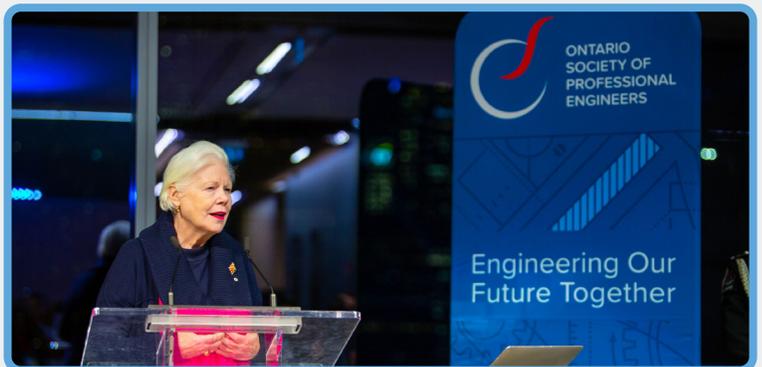
Discover fast, practical and free tips to attract, retain and advance women in STEM by changing workplace culture.

# Engineers Care

## Developing Solutions for Ontario

### OSPE empowers engineers to make a difference by participating in How to Change the World

This two-day experiential education program brought engineers together with other business leaders to brainstorm solutions to improve health and education, reduce inequality, spur economic growth and tackle climate change. Twelve winning teams worked on innovative designs, from a solution aimed at improving local community health, to cleaning up local rivers, to creating an affordable compost model for restaurants to redirect 100% of their organic waste out of landfills, this weekend event brought thoughtful and insightful engagement among all attendees.



### OSPE members highlight threat of floods and aging infrastructure in Ontario communities to Ministry of Environment, Conservation and Parks' advisory panel on Climate Change

Engineers identify the need to prioritize updating province's floodplain mapping, as well as obtaining all the pertinent data and information on the status of Ontario's infrastructure. OSPE members call for a full provincial impact assessment to identify where and how climate change, and flooding in particular, is likely to impact Ontario's communities.

## OSPE's Energy Task Force members release report outlining that Ontario wasted enough clean electricity to power 720,000 homes in 2019

Following a detailed analysis by OSPE members of year-end data provided by the Independent Electricity Systems Operator (IESO) and Ontario Power Generation (OPG), these findings were picked up by the Financial Post, National Post, Global News, and the Toronto Sun, among others.



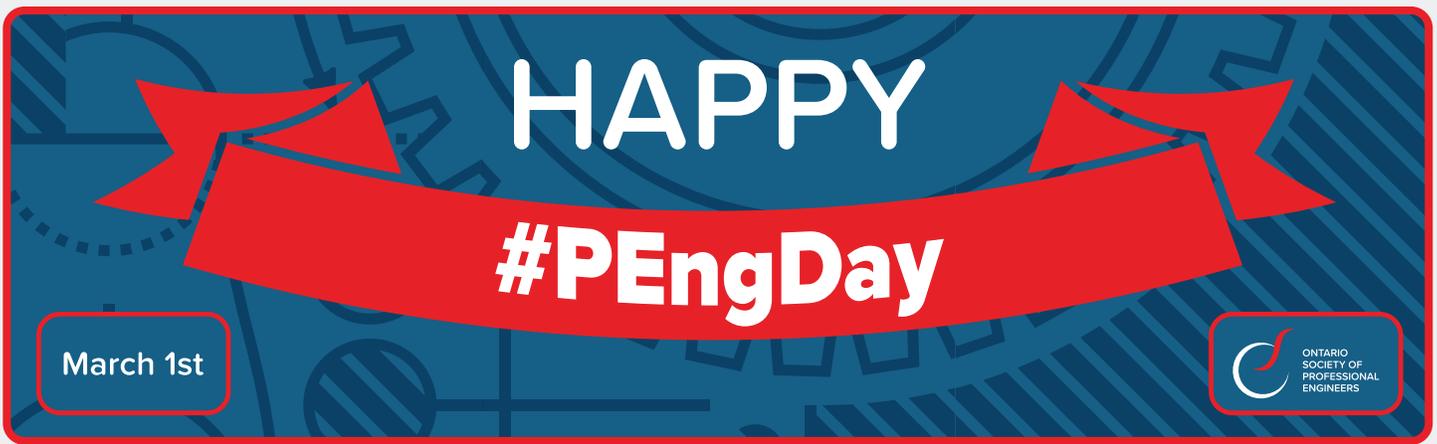
*"OSPE's proposed retail electricity pricing would incent people to fill the troughs in electricity demand through low pricing with no additional system costs which would overall lower total energy costs for those consumers who choose to opt in." – Emily Thorn Corthay, P.Eng., Chair of OSPE's Energy Task Force*

# Celebrating Engineering Achievement

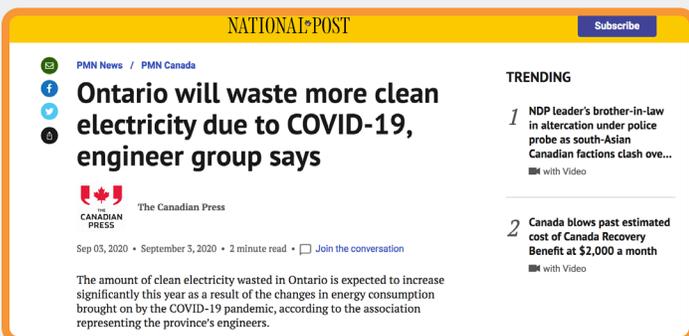
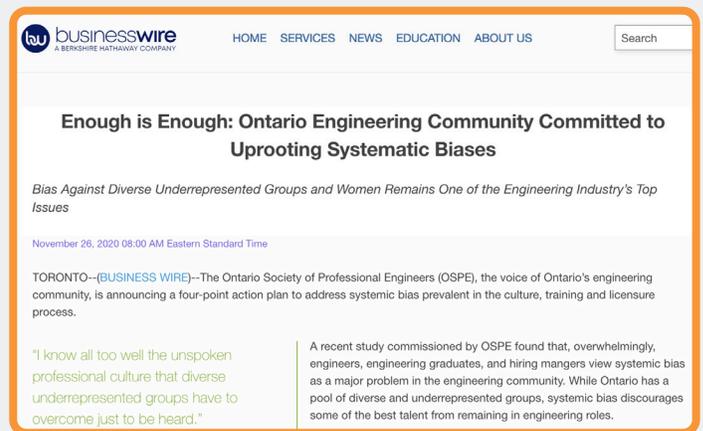
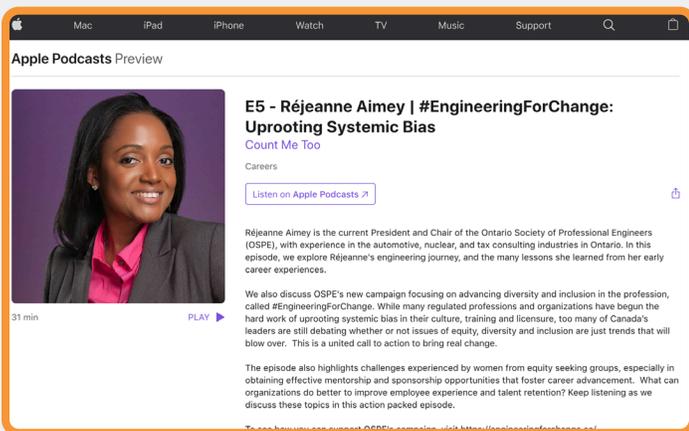
## Ontario celebrates the third annual P.Eng. Day on March 1st

OSPE worked with MPP Deepak Anand and MPP Stan Cho to deliver a message recognizing the value of Ontario's engineers during the daily question period at Queen's Park.

Professional Engineers Day (P.Eng. Day) started in 2018 when OSPE called for formal recognition from the Legislative Assembly of Ontario that every March 1st be declared Professional Engineers Day in our province. P.Eng. Day recognizes the vital role that professional engineers play in building and safeguarding our province.



## OSPE highlights the work and accomplishments of OSPE members



# 13 articles in The Voice magazine & 22 OSPE blog posts celebrating leaders in the engineering community

OSPE EXCHANGE HUB AMBASSADOR PROFILE:

## Antony Praveen Ariyanayagam



Antony Praveen Ariyanayagam is a recent chemical engineering graduate from Ryerson University. "As someone who always enjoyed solving problems, designing and being creative, I realized I would pursue a career in engineering during my final year of high school. Even though I had my doubts, it was during my first year [at Ryerson] where I realized that I was on the right path. This is when I learned the impact engineers have in every industry. Some of the world's greatest inventions come from engineers," says Ariyanayagam.

Before joining OSPE as an Ambassador, Ariyanayagam worked as a Research Assistant in a nano sensors lab, and as an intern for Apotex. But upon graduation he found himself overwhelmed and alone in his journey to find work. It was at this time that he joined OSPE and found the Hubs Exchange program!

## OSPE Task Force Chair Receives 2020 International Energy Engineer of the Year Award



Today, the Association of Energy Engineers (AEE) announced that Emily Thorn Corthay, P.Eng., Founder & CEO of Thorn Associates and current Chair of OSPE's Energy Task Force, has been awarded the 2020 International Energy Engineer of the year award. This award is presented to an individual for outstanding accomplishments in promoting the practices, principles and procedures of energy

The Ontario Society of Professional Engineers (OSPE) has recently launched the Ontario Engineering Academy (OEA) to prepare engineers, and the world at large, for the shifting events that mark our age. The OEA will serve as a one-stop hub for reskilling, upskilling and discovery that engineers can turn to at all stages of their career. The OEA is unique in its purpose: the career-long professional development of Ontario's engineering community.

**Engineers as Societal Leaders**  
The recent COVID-19 pandemic has thrown into high relief the need for engineers to step up with science-led solutions. Our demographics are changing, the nature of globalization is changing and now, at every level of the body politic, human interactions are changing. And the solutions of the future will not be black and white. In fact, they will require engineers to be flexible leaders not just of projects, but of multidisciplinary teams encompassing business, industry and government leaders and thinkers.



"Engineers need to lead the solutions of our future. The OEA is the place where our community's engineers will come together."  
— Bajjul Shukla, MBA, Director, Member Services and Strategic Partners, OSPE

## Allyship in the Workplace



Allyship in the workplace is one of the most important steps to creating an inclusive, welcoming environment that unlocks the value of diversity. And allyship is not limited to cisgender white men either—we can all become better allies, learn more about the diversity dimensions of our colleagues, and discover new, important, and vital ways to support our peers. By the same token, we all stand to benefit from allies in the workplace.

## The #EDI Advantage: Cultural Change Needs Executive Accountability



Diversity and inclusion begins as an idea and then morphs into structural change with quantifiable results. But for the seed to blossom, it must be planted with care and attention, and tended to regularly: we cannot expect an organization to snap their fingers and score perfect on the diversity and inclusion card. Cultural change is a necessary part of this process; a company must first seriously value

## The Benefits of VIRTUAL LEARNING



COVID-19 has coincided with one of the largest changes in our lives: In the year 2020, 44 zettabytes of data will be stored online, and 50 billion devices will be linked to the Internet. While COVID-19 wrought havoc to economies worldwide, a glimmer of hope was in the fact that the potential damage was being mitigated because many of our processes and functions had already begun moving to the virtual world, allowing an easier transition to working from home (WFH).

While increased digitalization made WFH smoother in some respects, COVID-19 has amplified the need for companies to have a robust digital transformation plan that captures the benefits of digital transformation, while understanding and modifying for some of the negatives. As terms like "zoom fatigue" emerge, we understand that this pivot to online working, learning, and living, must be approached with balance and responsibility in mind.

There are simple issues with easy fixes—how do we ensure that our employees have ergonomic set ups at home—to complex ones: how do we begin developing new competencies for digitalization? What does that even begin to look like? And OSPE recognizes that development during an uncertain time is fraught with pitfalls.

One of these issues is providing ongoing, virtual training for employees, who continue to be confronted with new technologies, practices, and behaviors. Maintaining a steady stream of advice, guidance, and professionalism during this time is of utmost importance: while the world remains unsteady, employees will lean on their workplaces for a sense of stability. By continuing to provide a measured level of instruction during this digital pivot, companies can maintain a strong relationship with their employees.

# Engineers Unite

## Pursuing Excellence & Lifelong Learning

OSPE launched the Ontario Engineering Academy to serve as a one-stop shop for training and development for engineers at all stages of their careers

OSPE hosted full-length courses, certificates and workshops on Professional Competency, Business Acumen, P.Eng. Licensure, etc. with more than 1,500 participants, doubled Job Search Workshops for members from four to eight, now available four times per month, and introduced [www.myospe.ca](http://www.myospe.ca) for on-demand services, allowing individuals to learn on their own time and schedule.



## Thank You to the OEA's 2020 Partners



## OSPE Exchange Hubs – groups of engineering students, graduates and engineers in different communities across Ontario – host 15 virtual events including panel discussions on the employment landscape, career opportunities and diversity and inclusion

The Kingston Exchange Hub held a 30x30 virtual panel event to discuss gender barriers, role models and mentors, and how to introduce young women to engineering. All Exchange Hubs hosted an employment webinar where engineering managers and human resources professionals offered expert advice to attendees across the province.

## In place of in-person Engineering Employment Events (E3s), OSPE members attend virtual E3s (VE3s)

OSPE's VE3s connect some of Ontario's best engineering employers with the profession's top talent. Candidates submit their resume and a video answering the introductory questions provided in each job description, and selected candidates are invited to a 15-minute virtual meeting with their prospective employer(s) on the event date.



Home > Virtual Engineering Employment Event

### Where Top Employers Find Top Engineering Talent

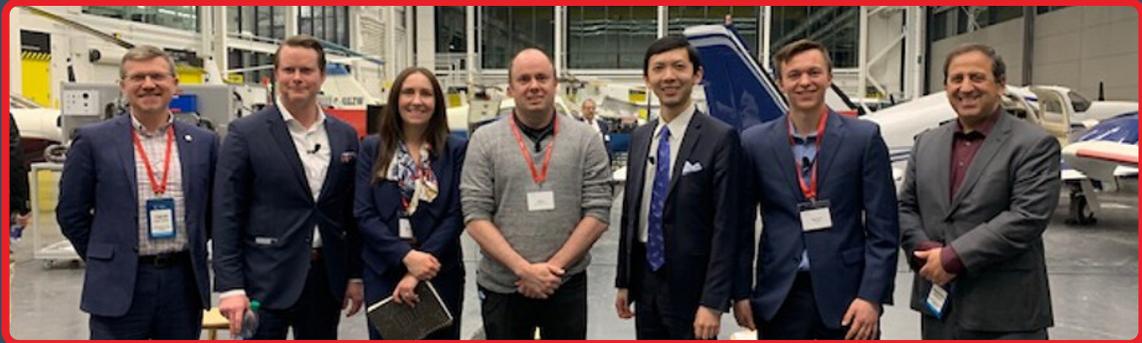
OSPE's Virtual E3s connect some of Ontario's best engineering employers with the profession's top talent. Prior to the event, candidates submit their resume and a video answering the introductory questions provided in each job description. Selected candidates are invited to a 15-minute virtual meeting with their prospective employer(s) on the event date. For details on the process, please see [Submission Details and Parameters](#) below.



# Facing the Future

## Engineers host research and innovation roundtable on Remotely Piloted Aircraft Systems (RPAS) with key leaders in industry and academia

OSPE released a *Growing the Drone Industry* report at the event and led discussion on regulation, public perception, and industry outlook with a panel of subject matter experts. The event marked phase one of a plan to engage key stakeholders to ensure the continuous growth and progress of the RPAS industry in Ontario, which employs engineers and engineering graduates.



## OSPE Diversity & Inclusion Task Force members present equity, diversity, and inclusion forum The #EDIAdvantage

More than 1,500 engineers and individuals from industry, government and academia came together to discuss why diversity and inclusion (D&I) in engineering will change Ontario and Canadian economies for the better, discussing strategies and stories to help champion change.



*“You have to have a strong commitment to reach out as an organization to potentially qualified candidates from diverse backgrounds when you are posting those leadership positions. There is no real use to put together a champion program and recruit diverse talent from outside an organization only to leave them where you brought them into, if they don’t have a chance to get promoted, or graduate into more responsible leadership positions.” – Matthew Davis, P.Eng., panelist*

## OSPE launches Engineering for Change

OSPE knows that our members want a vital and progressive profession that includes all voices, all talent and all of the leadership society needs to solve today's greatest problems. OSPE launched *Engineering for Change* to advance diversity and inclusion within the engineering profession, and as part of this initiative, a four-point action plan to tackle bias and discrimination:

1. Reaffirm that D&I remains one of our core values
2. Offer regular D&I training
3. Launch a D&I Champion Award to honour OSPE members who are making real systemic change
4. Convene a summit with all Ontario engineering leaders to develop an industry-wide action plan



*"I'm a proud engineer and know that the engineering community is committed to ensuring the safety and success of our society. It is our passion, but I've watched too many talented problem solvers get sidelined by systemic biases built up over generations. It's time for real change, and together we're going to make it happen." – Angela Wojtyla, P.Eng., Chair of OSPE's Diversity and Inclusion Task Force*

## OSPE partners with the Troost Institute for Leadership Education in Engineering (Troost iLead) at the University of Toronto on research project to examine barriers to engineering leadership

OSPE research project *Who me, a Leader? Understanding Personal and Professional Barriers to Engineers' Leadership* is funded by the Social Science and Humanities Research Council, a federal research agency, to explore leadership experiences of professional engineers and engineering graduates in Ontario. The study aims to better understand the realities of leadership for engineering graduates and professional engineers.



Dr. Emily Moore, Ph.D., P.Eng., OSPE Member and Director of the Troost Institute for Leadership Education in Engineering, discusses engineering careers with students and industrial partners as part of Troost iLead's Engineering Leadership Community of Practice. Photo credit: Aldrin Villamayor.

# 2020 Financial Review

## Report Of The Independent Auditor On The Summary Financial Statements

### Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2020, and the summary statement of operations, changes in net assets and cash flows for the year ended, and related notes, are derived from the audited financial statements of the Ontario Society of Professional Engineers for the year ended December 31, 2020.

In our opinion, the accompanying summary financial statements are a fair summary of the financial statements, in accordance with the criteria disclosed in Note 1 to the summary audited financial statements.

### Summary Financial Statements

The summary financial statements do not contain all disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Society's audited financial statements and the auditor's report thereon.

The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1 to the summary financial statements.

### Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with the Canadian Auditing Standards (CAS) 810, *Engagements to Report on Summary Financial Statements*.

*BDO CANADA LLP*

Chartered Professional Accountants, Licensed Public Accountants  
Oakville, Ontario  
March 24, 2021

# Summary Statement of Financial Position

For the Year Ended December 31

	2020 (\$)	2019 (\$)
<b>ASSETS</b>		
<b>Current</b>		
Cash	924,481	1,322,807
Short-term investment	714,866	90,371
Accounts receivable	720,883	634,877
Prepaid expenses	39,542	72,323
	<u>2,399,772</u>	<u>2,120,378</u>
Long-term investments	628,139	730,726
Capital assets	15,634	21,899
Intangible assets	93,729	139,857
	<u>3,137,274</u>	<u>3,012,860</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current</b>		
Accounts payable and accrues liabilities	408,600	363,500
Deferred revenue-government projects	13,853	377,048
Deferred revenue	783,550	835,044
Deferred lease incentive	8,163	7,950
	<u>1,214,166</u>	<u>1,583,542</u>
<b>NET ASSETS</b>		
Invested in capital assets and intangible assets	109,469	161,863
Internally restricted	1,287,186	1,012,186
Unrestricted	526,453	255,269
	<u>1,923,108</u>	<u>1,429,318</u>
	<u>3,137,274</u>	<u>3,012,860</u>

# Summary Statement of Operations

For the Year Ended December 31

	2020 (\$)	2019 (\$)
<b>REVENUE</b>		
Membership fees	1,223,821	1,251,642
Royalties	1,565,338	1,579,320
Government projects	799,145	674,696
Sponsorship	256,540	643,057
Professional development	143,650	220,089
Advertising	31,791	51,932
Career Services	85,287	148,380
Other revenue	78,202	84,408
Investment income	53,997	46,707
	<u>4,237,771</u>	<u>4,700,231</u>
<b>EXPENSES</b>		
Advertising and promotion	64,819	149,956
Amortization - capital assets	10,830	13,021
Amortization - intangible assets	46,128	32,666
Annual general meeting and general assembly	9,953	20,468
Audit, legal and professional services	63,002	45,353
Bank charges	75,865	86,246
Consulting	328,198	197,300
Elections	5,282	5,348
Event production	451,968	593,442
Government projects	799,145	674,696
Insurance	121,609	119,907
Meetings	84,618	304,277
Office and general	135,557	156,643
Postage	30,856	31,698
Publications	52,678	88,264
Rent	140,749	162,784
Sponsorship	63,296	76,786
Telecommunication	25,596	29,806
Travel and volunteer expenses	82,435	228,726
Wages and benefits	1,151,397	1,555,745
	<u>3,743,981</u>	<u>4,573,132</u>
	<u>493,790</u>	<u>127,099</u>

# Summary Statement of Changes in Net Assets

For the Year Ended December 31

	Invested in capital and intangible assets (\$)	Internally restricted (\$)	Unrestricted (\$)	2020 total (\$)	2019 total (\$)
<b>Balance, beginning of year</b>	<b>161,863</b>	<b>1,012,186</b>	<b>255,269</b>	<b>1,429,318</b>	1,302,222
<b>Excess (deficiency) of revenue over expenses</b>	<b>(56,959)</b>	-	<b>550,749</b>	<b>493,790</b>	127,096
<b>Purchase of capital and intangible assets</b>	<b>4,565</b>	-	<b>(4,565)</b>	-	-
<b>Internal transfer</b>	-	<b>275,000</b>	<b>(275,000)</b>	-	-
<b>Balance, end of year</b>	<b>109,469</b>	<b>1,287,186</b>	<b>526,453</b>	<b>1,923,108</b>	1,429,318

## Note of Summary Financial Statements

The summary financial statements are derived from the complete audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, as at December 31, 2020 and December 31, 2019 and for the years then ended.

The preparation of these summary financial statements requires management to determine the information that needs to be reflected so that they are consistent in all material respects with the audited financial statements.

Management prepared these summary financial statements using the following criteria:

- (a) the summary financial statements include the summary statement of financial position, summary statement of operations and summary statement of net assets;
- (b) management determined that the statements of cash flows do not provide additional useful information and as such, have not included them as part of the summary financial statements;
- (c) information in the summary financial statements agrees with the related information in the complete audited financial statements including comparative information and all major subtotals and totals; and
- (d) in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including significant accounting policies and the notes thereto.

The complete audited financial statements of Ontario Society of Professional Engineers are available upon request by contacting the management of Ontario Society of Professional Engineers.

# THE FUTURE OF ENGINEERING

OCTOBER 6-7, 2021

## 1<sup>st</sup> Annual Engineering Conference

On October 6-7, 2021, OSPE is bringing the engineering community together with industry, academia and government to present and discuss the latest opportunities, challenges and innovations in engineering, and what must be done in Ontario and Canada to collaborate, share knowledge and remain competitive.

Delegates will:

- Network with colleagues while learning about the innovative engineering work taking place in Ontario
- Participate in interactive presentations by professional engineers and subject matter experts on important issues facing the profession, with opportunities to provide input

### Programs will include:

ARTIFICIAL INTELLIGENCE

INNOVATION & SUSTAINABILITY

THE FUTURE OF THE ENGINEERING PROFESSION

THE ENGINEERING WORKFORCE IN ONTARIO & CANADA

For more information, visit [www.engineeringconference.ca](http://www.engineeringconference.ca)



ONTARIO  
SOCIETY OF  
PROFESSIONAL  
ENGINEERS

4950 Yonge Street, Suite 502  
Toronto, Ontario M2N 6K1  
T: 416 223 9961 or 1 866 763 1654  
F: 416 223 9963 or 1 866 763 1655

info@ospe.on.ca  
www.ospe.on.ca