

2020 President Report

It is hard to believe that another year has come to an end. I recall starting out my presidency almost about a year ago with mixed feelings of excitement and apprehension. The excitement was of joining a distinguished group of luminaries who had held this position before me and apprehension stemmed from the trepidation one feels before taking on a momentous responsibility. With the support of a remarkable group of councillors, things settled down very quickly and we marched forward into the second century of professional regulation; undeterred by the predictable challenges and the unpredictable situations (read 'the Covid-19 pandemic').

As the time for me to step down approaches, I reflect and surmise what we did, what we could have done, what worked and what didn't? All of Council's decisions are guided by what the Association stands for – to protect the public of Manitoba. This is done by adhering to, albeit with some modifications, the Carver Governance Model where the following policy instruments help the Association achieve its goals as outlined in The Engineering and Geoscientific Professions Act:

- The Ends – The objectives the CEO is expected to accomplish;
- The Executive Limitations – The bounds within which the CEO may work;
- The Governance Policies – The way in which Council governs; and
- The Council-Executive Policies – The way in which Council works with the CEO.

In order to provide the highest possible level of service to the public, Council uses several reporting mechanisms that ensure all aspects of Association's functioning are compliant with policy instruments. These are reviewed from time to time. For example, a full review of our Ends and Executive Limitations was done in the year 2018-2019 and so was a complete review of By-laws that concluded prior to the Centennial.

I am pleased to report that most checks and balances that we have in place indicate that we are functioning well. The membership levels, especially new registrants, have stayed at a very healthy mark despite all the Covid-related challenges. This is noteworthy considering most other regulators across Canada have seen a decline in new registrations. Our external auditor, Deloitte, has assured us that the Association is financially sound and compliant from a regulatory perspective. Public perception of our professions as indicated by Probe Research's survey is extremely positive. I attribute these successes to the hard work of my predecessors and a large number of volunteers who support the various functions of the Association.

During the past one year, I have had the opportunity to engage with and listen to a number of our members. Most of these messages have been very positive and encouraging but as one would expect, some of these have been critical of what we do. As I do my bit to prepare our professions for the next one hundred years, I have tried to deliberately pay attention to the voices of disagreement. In my opinion, and as I had indicated in my inaugural speech last year, we do not want to be the professions of a select few. There exists gender disparity in our professions, the representation of our Indigenous peoples is disproportionately low, foreign

trained engineers face additional hurdles to practise, and a small fraction of our members feel disenfranchised.

The aforementioned concerns have helped Council chart a roadmap that builds on our successes and makes us 'the professions' of the next century. The Engineering Changes Lives campaign has been a shot in the arm to make ourselves more representative of the people we serve as outlined in The Act's purpose under 3(b) (ii) and 3(d). While bringing our membership categories in line with the minutiae of The Act, Council has worked hard to make sure that we continue to gain from the experience and wisdom of our senior members. Mentorship, after all, is in our professions' DNA. The Council has also initiated a full governance review that aims to ensure our structure and administrative processes are efficient, compliant, transparent, future-oriented, and serve the needs of all stakeholders.

In conclusion, as I hand over the baton to a very capable incoming President, Jason Mann, I look forward with excitement to what the future holds for us. I would like to thank my councillors, Grant Koropatnick (CEO), the Association staff and all of you who have supported me through this journey. It has been a tremendous learning experience and an absolute honour to be the 100th President of Engineers Geoscientists Manitoba. Let us join hands as we embark upon the second century and write a new future for our professions!