

THE KEYSTONE PROFESSIONAL

THE OFFICIAL PUBLICATION OF ENGINEERS GEOSCIENTISTS MANITOBA

SUMMER 2022



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THIS ISSUE

The Value of
Volunteerism

BRACE Manitoba

Civility:
It's Good for Business

SUMMER 2022

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PRESIDENT'S MESSAGE

ALLAN SILK, P.ENG., FEC

WHY PEOPLE VOLUNTEER

When I returned to Council in 2019, I was asked why I ran. My answer was simple, I really have enjoyed volunteering for the Association. I started volunteering for the Association in 1994 as a member on the Experience Review Committee (ERC). I have been on Council twice, and have been appointed to both joint boards and a variety of other committees. There has never been a time since my first ERC meeting that I have been without a committee assignment. I also volunteer outside of the Association. Some of it fun, like singing in choirs that fill in for English Cathedral Choirs during the summer. Some volunteer assignments with other organizations have been tedious. All have been worthwhile, and all have been fulfilling.

In preparing for this article, I researched why people volunteer. The first thing I discovered is that treasure and talent go hand in hand. Except for a tax receipt, the benefits you receive by charitable giving are the same as the benefits that you receive by volunteering, that is, giving your time and talents. One of the things that I found most interesting is that there is a phenomenon called "the helper's high". In 2007, Arthur Brooks of Syracuse University determined that 42% of givers are more likely to be happier than non-givers and 25% are more likely to report that they are in excellent health. Stephen Post and Jill Neimark wrote in their book "Why Good Things Happen to Good People" that, when helping benefits the group, it will be associated with pleasure and happiness. Feelings of compassion, benevolence, and kindness leave less room for negative emotions.

A physical feeling of satisfaction is only one of many reasons to volunteer. Meeting people and creating bonds is another. You will likely volunteer on a project for similar reasons that others are volunteering. Building social and networking skills and feelings of gratitude are other reasons. But the reason that I found most intriguing, and the reason that I believe that I volunteer for the Association, is to pay it forward. Doing something to help may inspire others to help as well.

We are in a unique situation. Over a hundred years ago, the Province of Manitoba gave us, as practitioners, a little piece of legislative power in exchange for a promise that, when the public interest conflicts with our personal interest, we would always put the public interest first. The government created the concept of a Council that practitioners could fill and made Council the



stewards of that gift, the gift of self-regulation. How much you value that gift will probably determine how much you will work to preserve it. Over the years, I have found that it is the gift of self-regulation that was given to us that drives me to volunteer for the Association. I know that others volunteer for the same reason. Without people volunteering their time to help guide this organization, there is no self-regulation. This is a gift, and it is a gift that is eroding in other jurisdictions. If we value the principles of self-regulation, we should all be working to make sure that it is sustainable. It is what drives me; it is what makes this experience so rewarding.

Bob Hope once said, "If you haven't got any charity in your heart, you have the worst kind of heart trouble". I urge you to give -- treasure or time. You will find it rewarding. Giving time to the Association will pay forward to future practitioners as the Province has paid forward to us with the gift of self-regulation.

If you have any comments on this or any other topic, please send me an e-mail at President@EngGeoMB.ca.

CEO'S MESSAGE

G. KOROPATNICK, P.ENG., FEC, CEO & REGISTRAR

REMEMBERING AN ICON

Each springtime, May 27 is a reminder to me of the passing of an engineering icon. Judith Weizmann died in 2014, but she will be remembered a long time as the first woman to have a successful career in engineering in Manitoba. Join with me in remembering an icon.

Originally from Budapest, Hungary, Judith Weizmann graduated with a Diploma in Structural Engineering from the Technical University of Budapest, Hungary, March 25, 1954. Judith was the first woman to apply for an engineering license in Manitoba's 102-year history.

Born January 30, 1930, she passed on May 27, 2014, in her 85th year. Her husband, Erwin, was also an engineer. A bit older than Judith, born in 1923, he was a civil engineer from Jozsef Polytechnic University, Budapest, Hungary, class of 1949. Erwin was first registered in Manitoba December 2, 1957. He pre-deceased Judith on October 27, 2011.

I met Judy a few times through the Association's various events and committees. She was a grand lady; rich with wisdom from decades of professional practice and stories from a by-gone era. She served on the "Safety in Engineering Practice" committee for two dozen years.

Always concerned about the protection of the public, she was proactive in wanting to know what engineers were going to do about a potential problem facing citizens before it became a real problem.

She didn't wait for someone else to make a suggestion, Judy was quick to challenge committee members with thought provoking questions about how to provide a better solution.

Judith Weizmann was a Life Member of the Association of Professional Engineers and Geoscientists of the Province of Manitoba, having been active in membership for 45 years. Life membership was bestowed upon long service engineers who were members-in-good standing for more than 30 years, having retired from employment, and surpassed their 70th birthday.

She was also a "Fellow of Engineers Canada"; a national recognition to honour individuals who



EACH ONE HAS A GREAT STORY, BUT NEVER A STORY LIKE THIS.

have given noteworthy service to the engineering profession through their work and volunteerism.

In 2013, Judith was honored by Canada Post when her image as a 14-year-old girl was used on a commemorative stamp of wartime hero Raoul Wallenberg, the Swedish diplomat who was solely responsible for the salvage of thousands of Hungarian Jews from the Holocaust. National Post writer Joe O'Connor told her story.

“Judith Kopstein met her husband, Erwin, another Wallenberg Jew, after the war. They became engineers, married, and fled to Canada in 1956 after the Russians crushed the Hungarian Revolution.”

In a ceremony at the Miles Nadal Jewish Community Centre on May 9, 2013, in Toronto, Judith was presented with a framed copy of the commemorative stamp by Canada Post President and CEO Deepak Chopra. O’Connor further reported words from Chopra’s presentation speech.

“We do lots of historical stamps and each one has a great story, but never a story like this.” Mr. Chopra said. “To know that the person on the stamp is actually alive, and here to tell her story is just amazing.”

Her life was amazing.

Having survived the Holocaust as a young girl, obtained an engineering degree, fled the Hungarian revolution, and then pioneered a long service career as a woman in a male-dominated profession in a new country – it is truly amazing!

There are few like Judith Weismann, and only one who started the professional path for other women in the engineering profession in Manitoba. Engineers Geoscientists Manitoba pays tribute to this rare woman.



JUDITH WEISZMANN

As a recognition of her life and place in Manitoba’s history, a donation was made in her name to the Canadian Museum for Human Rights located in Winnipeg, Manitoba, Canada.

Your feedback is invited and welcomed. If you have any thoughts on anything you read in *The Keystone Professional* please e-mail me at **GKoropatnick@EngGeoMB.ca**. Have a great day!

**INTERNATIONAL WOMEN
In ENGINEERING DAY
23 June 2022**

#INWED22

INVENTORS & INNOVATORS

This year, INWED will be celebrating the amazing work that women engineers around the world are doing to support lives and livelihoods every day.

INWED is profiling the best, brightest and bravest women in engineering, the inventors and innovators who dare to be part of the solution and are helping to build towards a brighter future.

Want to get involved? Submit your events, download resources and join in!

www.inwed.org.uk

THE VALUE OF VOLUNTEERISM

BY D. BOURBONNAIS

Every day, thousands of Manitobans give their time and talents to building resilient communities throughout the province. From hands-on volunteers to those who serve on boards and committees, it's next to impossible to calculate the value of volunteers and the impact they have on our society.

According to the latest data from Statistics Canada (2018), over 24 million Canadians volunteer their time. Whether formally or informally, 79% of Canadians aged 15 or older donate approximately five billion hours to volunteer work – the equivalent of over 2.5 million full-time jobs. Canadians are providing leadership on boards and committees; canvassing their neighbourhoods for funds; providing advice, counsel, or mentorship; visiting seniors; preparing and delivering food; advocating for social causes; coaching children and youth.

The list goes on and on.

Prior to the pandemic, one out of two Manitobans engaged in some form of volunteerism – as mentors, coaches, organizers, supporters, community builders, fundraisers, board members, caregivers, and good neighbours. That all changed in March of 2020.

In the first year of the pandemic, we saw a decrease in volunteerism as many organizations closed, postponed, or canceled their activities, and many volunteers stayed home because of their age and/or health vulnerability. This significantly disrupted volunteer engagement across Manitoba, as the most dedicated volunteers are also those who are among the most vulnerable to COVID-19.

To help organizations understand the needs and concerns of volunteers across the province, Volunteer Manitoba launched the “Volunteering Now! Volunteerism in Manitoba during a Pandemic” survey. The survey went out during the fall of 2020 to 280 volunteer programs in Manitoba, and close to 700 volunteers responded.

What did we learn? That people were still

volunteering in communities across Manitoba and were doing so safely and with best practices in place. We saw an increase in virtual and remote volunteer opportunities, and many organizations got creative when it came to developing roles for their volunteer teams. This helped maintain a connection with the volunteers and has had a positive impact on volunteer programs who re-opened and began offering in-person programming again.

We also learned that, for most volunteers who had stopped volunteering in-person because of COVID-19, their comfort level increased with the recommended safe practices implemented and enforced by organizations. Organizations who continue to prioritize the safety of their clients, staff, and volunteers, and who follow the public health recommendations, have seen their volunteer programs survive.

Talk is now shifting towards what comes next and organizations are starting to plan for the full re-



opening of their programs and services. Part of that planning includes welcoming back volunteers and making sure we create a safe environment for them.

At the same time, we are all facing volunteer fatigue – resilient as we are, we are also a bit worn out. While we continue to draw strength and connection through our volunteer work, caring for the mental health of volunteers and staff is critical right now. We must guard against physical and emotional exhaustion to avoid a decrease in the ability to get involved and affect change.

As the only volunteer centre in our province, it is Volunteer Manitoba's job to foster and develop volunteerism in the community. Through volunteering, you can give your time and skills to the causes and issues that matter to you. At the same time, organizations are benefiting from the time you give to them and the experience and talents that you bring with you. Whether you volunteer every week or once a year, as part of an ongoing program, or on a short-term project, or for a special event, your time will make a difference.

As the pandemic continues to have an impact on our lives, our work in supporting the volunteers in our organizations also continues to evolve and shift. Volunteer Manitoba is committed to working with all of its partners in the non-profit and voluntary sectors to ensure that volunteers are welcomed back, safely, and that we can get back to the business of building strong communities across the province.



Dawn Bourbonnais is the Manager of Communications for Volunteer Manitoba.



VOLUNTEER MANITOBA

Volunteer Manitoba is proud to promote and encourage volunteerism to all Manitobans. We provide information, training and resources for volunteers, non-profit organizations and charities. Our vital contributions to the community include connecting people with volunteer opportunities, promoting volunteerism, and providing leadership and counsel in the voluntary sector. We are committed to supporting individuals and groups as they develop and enhance their capacity to meet community needs in the province.

For more information about Volunteer Manitoba, and to access the database of online volunteer opportunities, please visit www.volunteermanitoba.ca

VOLUNTEERING WITH ENGINEERS GEOSCIENTISTS MANITOBA

VOLUNTEERING IMPORTANCE IN A SELF REGULATORY PRACTICE

BY D. VANDER AA



Volunteer involvement is vital to the Association and its self-regulation of the engineering and geoscience professions. The volunteer role and involvement can vary significantly depending on the position the volunteer takes on.

However, there is a common thread with all Association volunteers. They are all working together to meet the Association's mission "to serve and protect the public interest by governing and advancing the practices of professional engineering and professional geoscience in accordance with The Engineering and Geoscientific Professions Act of Manitoba".

The reason a volunteer may offer their time is often a personal one. It could be that they want to network with colleagues, share their knowledge and expertise, or advance the professions.

The list is endless.

The sign of a good volunteer is someone who does not allow their time served to compromise

their professional or personal health. Having good health and a good work-life balance is achieved through the combination of meaningful work, service to others, and supportive family relationships.

Over-commitment can often lead to unhealthy stress levels and poor productivity. The Association hopes that by offering varying levels of opportunities, each requiring different levels of commitment, will allow for volunteers to choose the opportunity and commitment level that best suits themselves and their lifestyle.

Currently, the Association has approximately 330 volunteers sitting on more than 20 committees and boards, 10 chapter executives, and numerous task groups; all working, in some cases behind the scenes, regulating, advocating for, and promoting the professions.

Each committee requires volunteers that are either professional members, interns, students, or public lay members to commit their time.

The commitment of the volunteer can be anything from regular attendance at meetings, to research and development, to committing to an entire day to make presentations, to participating in special events promoting the professions to the next generation.

Volunteering with the Association not only benefits the Association but benefits the volunteer! If you are a professional member of the Association, you are required to complete professional development as part of the ProDev Program.

Did you know that volunteering can be applied toward the requirement for the participation category?

If you are an intern with the Association, volunteering is a requirement built into the Competency-Based Assessment System in competency category seven and is a requirement under the old Pre-Registration Program.

Other benefits of volunteering can be, but are not limited to, the expansion of your business network, development of new skills, advancement of your career, and the sharing of your passion for the professions with others to inspire the next generation of engineers and geoscientists.

Like most organizations, the Association had to adapt operations of our committees in 2020 and 2021 due to the COVID-19 pandemic, shifting our in-person meetings to a virtual format.

Overall, this shift has worked well for the Association and our volunteers, as it has broken down barriers for many that could not volunteer due to geographic location, work, or family limitations.

The Association will be continuing with this type of flexibility for our volunteers, as it has recently installed hybrid meeting systems in most of our board rooms and plans to continue to offer remote attendance at meetings or presentations, wherever possible.

A new learning module has been created for volunteers to assist in the onboarding of volunteers to the Association. The goal of this new module is to assist in setting up our volunteers for success in whatever their volunteer involvement is with the Association. The module covers an overview of the Association and its mandate, reviews volunteering guidelines and principles, the code of conduct, accessibility, and policies.

We hope to be launching this new module soon!

Without the hard work and dedication of past and current volunteers, the Association would not be where it is today and would not be able to continue its mandate of self-regulation.

If you have ever thought about volunteering and want to know more about opportunities or have comments about your current volunteer position with the Association, please feel free to contact me at Volunteer@EngGeoMB.ca.

COMMITTEE AND CHAPTER SPOTLIGHT

STEP CHAPTER



The Software, Technology, and Embedded Practitioners Chapter of Engineers, Geoscientists Manitoba has continued to grow over the last year. Their goal is to promote best practices and encourage continuous development of its membership and the larger software community within Manitoba.

The Chapter hopes to continue their work with members and throughout the larger technical community and looks forward to sharing their growth in the upcoming months.

Volunteering is very important to them. It helps communities grow and thrive, and as the Chapter continues to expand, they will continue to recognize and welcome new volunteers into STEP.

For those who are looking to volunteer with the STEP Chapter, please reach out to Info@STEPmb.org and they will be happy to provide you with all the information you need to get started. The Chapter is specifically looking for volunteers who are social media and tech savvy, as they want to get the word out more about the group.

STRENGTHENING OUR COMMUNITY THROUGH VOLUNTEERING:

HOW EMPATHY ENABLES EXCELLENCE IN ENGINEERING



ENGGEOHB HABITAT FOR HUMANITY BUILD VOLUNTEERS

The National Volunteer Week theme for 2022 is ‘Volunteering is Empathy in Action’, affirming the strong connection between volunteerism and empathy. As Volunteer Canada describes it, this profoundly human connection is at the heart of healthier individuals and stronger communities. Empathy is a quality that can help people relate to others and build awareness around different experiences. It connects people in ideas and actions and helps create bonds forged in common goals and aspirations.



YOUSSEF MOUZAHEM, P.ENG.

“All it takes sometimes is an hour or two every week to do something meaningful and helpful,” says Youssef Mouzahem, P.Eng., “Eugene F. Ware said: ‘All glory comes from daring to begin,’ and that’s what hesitant people need to do: look for positive and passionate people and start there”.

When Youssef was in fourth grade, his first volunteering experience was with a group of friends who decided to decorate their classrooms for graduation.



CHINESE MEMBERS CHAPTER VOLUNTEER ACTIVITY

“I still remember how happy I was when we finished each classroom. We would stand by the door and look at the walls with joy,” he recounts fondly. “Our biggest reward was during graduation day when we saw and heard the ‘wows!’ from all the students and teachers. We could not be happier.”

From that happiness, a seed was planted and, as Youssef got older, he continued to volunteer. Now as a successful professional engineer, he still finds time in



JING SHAO, EIT

his busy schedule to volunteer whenever he has an opportunity - although with the pandemic, things have been more difficult.

“The pandemic was a big shock because it forced us to stop all types of physical activities which are at the heart of volunteering in many areas,” says Youssef. “As a founder and secretary of the Arab Members Chapter, I worked with the rest of the executives before COVID to organize social and technical events that were aimed at networking newcomers,



PROVINCIAL ENGINEERING AND GEOSCIENCE WEEK VOLUNTEERS

and those who live and work in Manitoba. People appreciated those events. They were excellent opportunities to share knowledge and experience.”

Kassem Harb, P.Eng., who volunteers for the Arab Members Chapter as Committee Chair, says that he also understands the joy of volunteering, and that giving back to a community you care about helps create strong bonds with like-minded individuals.

“Volunteering provides long-lasting friendships and knowledge about other disciplines. It builds self-esteem and confidence,” says Kassem. “With people consumed by their daily lives and work commitments, especially during the pandemic and restrictions, it was a bit challenging to have individuals join the Chapter’s Board of Executives and attend scheduled meetings.”

Theirs hasn’t been the only Chapter coping with COVID-19. Vikram Banthia, PhD, P.Eng., who volunteers as Committee Chair for the India Members Chapter, says that there have been hurdles put in place when it comes to volunteering for them, too. But that hasn’t stopped them from getting creative and giving back whenever they can.

“Keeping our programs relevant and engaging for our members has been tough. Fortunately, we have had a great team of volunteers who have been extremely creative

and have helped us conduct events online to keep all Chapter members engaged,” says Vikram. “To say we have had an eventful past couple of years would be an understatement. When COVID-19 hit, collectively we pulled ourselves together and managed to ‘keep calm and carry on.’”

Vikram then went on to passionately detail some of the volunteer-related events his Chapter has engaged in, like successfully converting eight in-person professional development sessions to online Zoom meetings of up to 50 people in each call, to hosting two in-person events that strictly followed all provincial guidelines.

“On a professional front, if you’re considering a new career, volunteering can help you get experience in your area of interest and meet people in the field. Even if you’re not planning on changing careers, volunteering gives you the opportunity to practice important skills used in the workplace, such as teamwork, communication, problem solving, project planning, task management, and organization. You might feel more comfortable stretching your wings at work once you’ve honed these skills in a volunteer position first,” adds Vikram.

“If I had to summarize ‘why would I recommend

volunteering?’ I can say it in three words: network, learn, and enjoy.”

Melissa Pasahol, EIT, and Treasurer of the Filipino Members Chapter, echoes Vikram’s statement, adding that volunteers are the true backbone of our community.

“It’s an opportunity to serve and give back to our community without any expectation of receiving back except the satisfaction of self-fulfillment,” says Melissa. “Volunteerism gives us a sense of purpose. No matter how big or small our contributions are, we are part of something bigger. We are designed and trained to find solutions to every problem, and, as an individual, you could be the solution; whether you are in the starting phase as a student, or as an intern, a P.Eng., or a retiree: step up, and get involved!”

According to a recent report from Volunteer Manitoba, an average of 12.7 million Canadians contribute over 2 billion volunteer hours per year. How does Manitoba fare in the rankings? Manitobans have the second highest rate of volunteerism in Canada – a whopping 52%! – but Youssef says there is always time and room to do more for our communities.

**ALL IT TAKES
SOMETIMES IS
AN HOUR OR TWO
EVERY WEEK TO
DO SOMETHING
MEANINGFUL AND
HELPFUL.**

"I usually ask people who hesitate, or who are reluctant to volunteer: 'What alternative are you doing in your free time?' Everyone has free time, no matter how long or short your day is. People spend an average of three hours in front of a screen daily, yet they complain that they are always busy and stressed," says Youssef.

Vikram says sometimes it's as simple as reminding people of all the benefits that come from volunteering.

"I strongly believe that volunteers get as much back from their efforts as do the individuals or organizations they are supporting. Research has shown that volunteering can alter self-perceptions, allowing people to build confidence and self-esteem and to learn new skills. This may help to counteract low moods by producing more positive thinking," he adds. "By extending their networks through volunteering, people can feel part of a community, and that increases their social capital. Establishing social ties generates trust, prompting people to feel more secure. Moreover, there is no better feeling than giving back to the community you belong to!"

Jing Shao, EIT, is one of those kinds of people who is doing exactly that: giving back to communities she belongs to. As a new immigrant and a woman

of colour, Jing has decided to dedicate her time to volunteering with organizations like the Women of Colour Community Leadership Initiative Manitoba and the Tetra Society of North America.

"As a female, as a new immigrant, as a mechanical engineer, I would like to contribute more from a professional perspective, like designing and building equipment in the future with Tetra. I also want to help more with women who are struggling, or new immigrants that left their old country to live in this new land," says Jing. "Things have changed in the last two years. A lot of social activities, like physical contact activities, have been canceled, so currently the volunteer jobs are more likely to be online work, or include very limited contact with others."

Despite these difficulties with the changing world, Jing continues to have a positive outlook on her future through volunteering, and she recognizes why it's so important for interns to have volunteer time under their belt.

"From my understanding, I think volunteer jobs help interns understand their community better, to have a deeper connection. It also helps interns find their strengths, and to find

VOLUNTEERING PROVIDES LONG-LASTING FRIENDSHIPS AND KNOWLEDGE ABOUT OTHER DISCIPLINES. IT BUIDS SELF-ESTEEM AND CONFIDENCE

what they are truly interested in at heart. It helps the interns know themselves, as well as their community, and their society better."

Volunteering is truly a unique experience that allows one to give back whole-heartedly to so many. Through generosity and kindness, we allow the world to shine a little brighter, even on the cloudiest and COVID-iest of days.

Youssef agrees.

"A smile you put on someone's face is priceless, and you will only see that once you lend a hand, once you provide some advice, once you share a piece of information, or once you help someone find their way."

“VOLUNTEERS DO NOT NECESSARILY HAVE THE TIME - THEY JUST HAVE THE HEART”

- ELIZABETH ANDREW



BRACE MANITOBA

BRACE/Manitoba Climate Resilience Training Program was a big success thanks to all the attendees and especially the many volunteer course developers, presenters, and stakeholders!

BRACE was a five-year (2017-2022), \$18 million Natural Resources Canada national initiative, delivered in this province by Manitoba Environment, Climate, and Parks. Its aim was to build capacity across targeted sectors and regions to understand, assess, and reduce the risks posed by a changing climate. In 2020, the Association was the successful proponent for a BRACE/Manitoba Climate Resiliency Training (MCRT) project through a Request for Proposals call. The program ended on March 31, 2022.

From October 1, 2020, to March 31, 2022, Engineers Geoscientists Manitoba worked with the Manitoba Government’s Climate and Green Plan Implementation Office (CGPIO) to design, develop, and evaluate a comprehensive training package of courses, resources, and tools for engineers and infrastructure decision-makers.

The goal was to enhance climate knowledge and enable the integration of climate risks and opportunities in infrastructure design and practice. The other three sectors that were funded for CGPIO’s MCRT Project were Planning, Northern Business, and Indigenous, which were led by the Prairie Climate Centre and Dillon Consulting.

Following research into current training available in the marketplace and gaps, Engineers Geoscientists Manitoba’s BRACE/MCRT Project Team conducted an extensive engagement and survey process to hear from practitioners and infrastructure decision-makers directly about their knowledge of climate change and their experiences with climate change impacting their practices.

This culminated in three courses being directly developed and delivered by Engineers Geoscientists Manitoba and its partners within a nine-course “Foundational and Infrastructure Pathway” recommended for all infrastructure practitioners and decision-makers.



BRACE/MCRT ACHIEVEMENTS BY THE NUMBERS:

Courses Held

Eighteen courses were offered as part of the BRACE/MCRT program. Engineers Geoscientists Manitoba hosted one “Primer” and three infrastructure courses:

- Infrastructure Climate Risk Assessment (ICRA) featuring the Public Infrastructure Engineering Vulnerability Committee (PIEVC) process
- An introduction to Climate Change through Codes, Standards and Regulations (Codes)
- Nature-based Infrastructure Solutions to Enhance Resilience

Total registered for the Association’s Primer and three courses: 742

Total attended: 437

Total unique attendees: 272

Participant cost to attend: \$0

A “How will climate change affect your future practice?” session was held at the 2021 Ingenium conference.

- 82 registered in advance; 111 attended

Amount of federal/provincial government funding received for Engineers Geoscientists Manitoba’s project: \$212,100 over 18 months

Communication and Engagement Numbers

- Contributed 21 information posts to the MCRT Website Hub and had 10 individuals join as Infrastructure Hub members.
- Published two articles in the Association’s *Keystone Professional* magazine and one article in ACEC’s *Manitoba Consulting Engineer* magazine.
- Published 19 News Notices and news story items on the Association website.
- The March 2022 Provincial Engineering and Geoscience Month Winnipeg Free Press supplement was devoted to articles on BRACE.
- Gave many presentations to organizations and committees involved in infrastructure.

Indigenous Engagement

The Project Team consulted with the Association’s Indigenous Professionals Initiative Committee (IPIC). The team sought out and engaged Indigenous persons to become members of the BRACE Infrastructure Working Group (BIPWG). They met with three Indigenous stakeholders. All of these consultations and engagement sessions were for the Project Team to

gain insights into the Indigenous perspective towards climate change, as well as to obtain their valuable input into content development for the infrastructure courses. Registrants of the following courses self-declared as representatives of Indigenous organizations:

- PIEVC course (13)
- Codes course (22)
- Nature-based course (14)

Stakeholder Involvement and Input During the Progression of the Project

The BIPWG was created to advise, assist, support, and advocate for the BRACE Infrastructure Project initiative. This group was an extension of the Association's Sustainable Development Task Group (SDTG), a task group under the Government Relations Advisory Committee (GRAC). The Association advertised for other interested volunteers to join. As a result, volunteers and additional external stakeholders were invited and engaged. All stakeholders helped promote the courses to their networks.

- 27 BIPWG members, 11 SDTG members, and 17 GRAC members voluntarily provided advice and expertise as the courses were developed and piloted.
- 18 stakeholders, 21 practitioners and 31 Manitoba Government engineers and planners participated in three engagement sessions.
- 1,001 Association practitioners responded to a survey regarding their training priorities.

Which Course was the Most Challenging and the Most Popular?

Since the "Introduction to Climate Change through Codes, Standards and Regulations" course focused on infrastructure, the Project Team organized the session into the topic areas of buildings, transportation, and water/wastewater. At one point, 18 people were involved in developing the course content.

The team learned how profoundly important the subject of codes, standards, and regulations is to addressing climate change adaptation, and to our audience. This course had the highest number of both registrants and attendees of all four of our courses/sessions.

What is the Legacy of BRACE/MCRT?

The Project Team achieved its target of reaching up to 500 infrastructure professionals and decision-makers. It believes that the introductory courses have whetted the appetite for further advanced training and other knowledge products that will aid the Association's practitioners in becoming even more knowledgeable about how climate change is impacting their professional practice and how they can skill up.

The Association's YouTube channel, as well as ClimateWest, will be the ongoing repository for the eighteen course recordings and handout material generated in the current BRACE/MCRT project. Practitioners can access training materials related to climate resilience at these sites.



What's Next for Climate Change Training?

Engineers Geoscientists Manitoba is currently engaged in internal discussions related to the continuation of what was started and accomplished in the BRACE/MCRT project. The Government Relations Department will monitor federal and provincial government announcements for further funding opportunities for the Association's consideration.

Additionally, the Association will work with Red River College Polytechnic and other training providers to ensure further climate change training is developed and offered to our practitioners.

Should you have questions about BRACE/MCRT or any recommendations for further climate change training, please send your enquiries or recommendations to GR@EngGeoMB.ca.

CIVILITY: IT'S GOOD FOR BUSINESS

BY P. SPARKS, P.ENG.(ON)

After completing my undergraduate program in electrical engineering, I started my career as a junior manager in the maintenance department of a steel mill. It was a fantastic opportunity to learn a vast range of new and old technologies, how equipment breaks and how to fix it, the many aspects of safety, and how NOT to treat people.

It was not easy being a young engineer, who held very little practical knowledge, trying to manage a group of unionized tradespeople.

While talking with my manager about my difficulties, I will never forget what I was told, “you’re not a real manager until your name is on the bathroom walls”. He told me to get out there, be a tyrant, and not worry about my employees’ thoughts.

This was the old way of managing, and instead of taking that approach, I worked with my employees.



I built rapport with them, worked beside them, learned how they did their job, and listened to what could make it easier for them. In the end, my employees worked for me because they trusted and respected me.

Most people think of civility as being polite and courteous. In the workplace context, these skills are “nice to have” and not usually deemed necessary enough as a stand-alone skill to warrant spending time, money, and energy on them.

To make businesses think differently, we need to define civility comprehensively.

We need a definition that expands it from a vague, subjective notion to a practical, measurable concept with applications for skill development in various contexts.

SO WHAT EXACTLY IS CIVILITY?

Civility Experts Inc. defines civility as:

- a conscious awareness of the impact of one's thoughts, actions, words, and intentions on others;
- a continuous acknowledgment of one's responsibility to ease the experience of others (e.g., through restraint, kindness,



nonjudgment, respect, and courtesy); and

- a consistent effort to adopt and exhibit civil behavior as a non-negotiable point of one's character.

For leadership, choosing civility means that when interacting with others, you do so with purpose and understand the value of the written and unwritten rules beyond mere social requirements.

For example, encouraging all levels of the work team to sit together at lunch and breaks is not so much about acting civilized as it is about choosing to take time to be together, laugh, tell stories, and connect in some small way.

In uncivil workplaces, it is possible to meet operational targets, but often no one is accounting for the effects caused by uncivility. Treating the employees rudely, disrespectfully, and insensitively may cause them to:

- cut back their efforts;
- call in sick, take longer breaks, and leave early;
- be late for or skip out on meetings;
- gossip;
- breach confidentiality;
- withhold information;
- avoid others;
- be distracted;
- fail at common courtesies;
- fail to respond appropriately;
- refuse to participate; and
- take out frustrations on customers.

Overall, a lack of civility in the workplace can hinder:

- innovation;
- team orientation;
- service standards;
- retention;
- safety;
- efficiency,
- workplace health,
- workplace learning,
- engagement, and
- ultimately, profitability.

Over time, this collateral damage can be prohibitive. It will impact the business's turnover costs, absenteeism costs, drug plan (benefits), workplace accidents and stress-related injuries, customer retention, and productivity.

So how can we help combat incivility? Training.

Many people do not realize that you can, in fact, train people to be civil. Many workplaces, such as the steel mill I worked at, are so accustomed to a particular work culture that they are likely not conscious of how uncivil it is. Who we work with, how we work, when we work, how we communicate, and what we perceive as practical, respectful, professional, ethical, and kind has changed.

But many of us haven't changed the way we think, the way we make decisions, or how we interact.

In the new world of work, you need a new set of social competencies- skills to help you build trust, foster collaboration, communicate effectively, navigate differences, and be change ready.

Includes excerpts from *Lean on Civility*, Masotti & Bayer, 2020

Paul Sparks is a semi-retired electrical engineer. He is currently working as a Civility and Problem Solving Consultant and Corporate Trainer with focus sectors in engineering and manufacturing. Paul has a new book expected for release in Winter 2022 on Civility.



MANITOBA

TRAILBLAZERS

KATHERINE HAWTHORNE, EIT

Katherine Hawthorne, EIT, is passionate about environmental sustainability and the green energy transition. She is motivated by climate change and the need for increasing diversity within the engineering field. She is an undergraduate biosystems engineering student pursuing an Environmental Specialization and Management minor at the University of Manitoba. Katherine gained experience working in STEM outreach with WISE Kid-Netic Energy during her first few years of engineering school and travelled across Manitoba to numerous First Nations and remote communities to teach.

Katherine joined the Manitoba Climate Action Team as a researcher at the end of last summer to work on a project titled, “Manitoba’s Road to Resilience Volume 2: Energy Solutions”. The project produced a report, released to the public in April 2022, that details a quantified pathway for Manitoba to achieve net-zero carbon emissions by 2050. Going forward, she is an incoming Engineering Research Assistant for the Ravensburg-Weingarten University of Applied Sciences, in southern Germany, where she will be working on a sustainability-based autonomous greenhouse project. Katherine owns and operates a small plant business on Treaty 1 Territory, and in her spare time enjoys spending time outdoors, running, and traveling.



DR. AFUA MANTE, EIT

Dr. Afua Mante began her dream to be an engineer in grade four. She saw workers in coveralls raising a tower, asked who they were, and was told they were engineers. Several years later, she is focusing on the very “foundation” upon which the towers are raised – soils. Afua began her engineering journey in her home country, Ghana, where she received a BSc in Agricultural Engineering and an MSc in Water Supply and Environmental Sanitation from the Kwame Nkrumah University of Science and Technology.

She moved to Canada in 2011 as a graduate student at the University of Manitoba where she obtained an MSc in Mechanical Engineering and a PhD in Biosystems Engineering. She held Post-Doctoral Fellowships with the Centre for Engineering Professional Practice and Engineering Education (CE2P2E) in the Price Faculty of Engineering and in the Department of Soil Science, both at the University of Manitoba. Currently, Afua is an Assistant Professor of Soil Physical Processes in the Department of Soil Science, University of Manitoba. In her role, she trains students and works alongside farmers, researchers, and other stakeholders to ensure our soils are functioning properly for sustainable crop production. Afua is excited about her current role as she works alongside many to keep our soils thriving.



MICHELLE NICOLAS, P.GEO., FGC

Michelle Nicolas, P.Geo., FGC, is the Provincial Geologist and Manager of the Manitoba Geological Survey (MGS) for the Province of Manitoba. After receiving her BSc (Hons) and MSc in Geology from the University of Manitoba, she joined the Province of Manitoba in 1998 and has been with the MGS since 2007. Since 2013, she has held various management positions, including Acting Director of the MGS. Her area of expertise is in the petroleum, pore-space commodities, and stratigraphy of Manitoba's two Phanerozoic sedimentary basins. She is the founder and chair of the Manitoba Critical Mineral Team for the Province of Manitoba, and is a Fellow of Geoscientists Canada.

Michelle has a passion for geology and love for science. She enjoys talking - often enthusiastically - to people about the wonders of science and educating people on the importance of geology in our everyday lives. She gives back to the geoscience community by volunteering on the Association's Continuing Competency Committee, organizing the geoscience table at the Association's booth at the Rotary Career Symposium, and being a mentor to geoscience students and GITs. She is known for giving engaging presentations - and was once told by a colleague that only she can give a presentation that makes shale look interesting. She has guest lectured at several universities, given core workshops to students and professionals alike, and organized and run geological field trips.



**DO YOU KNOW
A MANITOBA
TRAILBLAZER?**

**SUBMIT THEM TO
BE FEATURED IN
THE KEYSTONE
PROFESSIONAL!**

The Manitoba Trailblazers feature was created to highlight the talent and unique engineering and geoscientific work being done by members and practitioners of the Association.

If you know someone who deserves to be featured, please submit their information to Engineers Geoscientists Manitoba at Info@EngGeoMB.ca

Please note that all submissions will be vetted prior to publishing.

MEMBER PROFILE

JUHA KEINANEN, P.ENG.

MEET THE PEOPLE THAT MAKE LIFE WORK BETTER

Juha Keinanen, P.Eng, MSc(Eng), has been working as an engineer for 13 years. Currently, he holds a position as Process Engineering Manager, a technical leader at Decor Cabinets, where Juha thrives amongst projects, people, and a positive outlook towards his field of engineering.

WHAT WAS THE CATALYST FOR YOU ENTERING THE ENGINEERING OR GEOSCIENCE PROFESSION?

I don't know if there was any specific trigger for me to choose engineering. On some level, I have always known that I wanted to be an engineer. Exploring new technology has always interested me, and I'm always looking for ways to make things better in different areas of life, so engineering seemed like a natural choice for me.

WHAT DOES A TYPICAL WORKDAY LOOK LIKE FOR YOU?

The nice thing about my role is that every day is different. Typically, my day is a combination of working on improvement projects and helping our team members with their initiatives as needed. Also, assisting manufacturing with their daily issues and supporting customer service with technical product and process questions is often part of my day.

WHAT DO YOU ENJOY MOST ABOUT YOUR CURRENT JOB?

The people! I'm very fortunate to work at Decor Cabinets. The working environment, the people on our teams, and the family culture that Decor stands for are some things I'm proud to be part of. The desire to grow our employees professionally and personally at all levels, and the commitment from the ownership and leadership to continuously improve the business are what make Decor a great place to work.



Engineering gives me an opportunity to improve and make things better

WHAT ADVICE DO YOU HAVE FOR PEOPLE CONSIDERING ENTERING THE GEOSCIENCE AND ENGINEERING PROFESSIONS?

Engineering requires problem solving every day so becoming an expert on that is a critical skill to possess. Another key point is to be able to find and apply new information efficiently and to involve people who do the work, day in and day out, in your projects. Not only will this give a better end-result, but will also make the implementation of the solution much easier.

WHAT ARE THE THREE MOST MEMORABLE PROJECTS YOU'VE WORKED ON?

For me, the most memorable projects are the ones I learned the most from. My very first “real” engineering project was to help a company to find a new way of calibrating humidity sensors so the process could be transferred from a batch process to a single-piece method. It was a great experience to do research, to apply the theory, to test different methods, and, in the end, come up with a solution that met the requirements. Starting a project that felt very technical and challenging in the beginning and then having a successful completion gave me a good boost of confidence for my career and grew my engineering skills significantly. With my current employer one of the most memorable ones was launching a new product line. It was an interesting experience not only from the manufacturing engineering point of view but I also had the opportunity to be part of designing the whole value stream, from customer service to shipping of the product. The third project would be an initiative we are currently working on, which is related to increasing manufacturing capacity and streamlining the product flow in the plant. It's a challenging combination between different technical questions and project management.

WHAT'S THE MOST REWARDING PART OF YOUR CAREER?

As a technical leader in the company, I enjoy seeing our team members grow their skills and succeed in their roles. Also, as improvement projects come to completion, seeing the positive impact on people and the company is very rewarding. Larger projects are, of course, fun but sometimes the small things are what makes the big difference.

DO YOU HAVE A 'DREAM PROJECT?' IF SO, WHAT IS IT?

I enjoy working on issues that are common industry wide. In those situations, often there are no obvious answers, and a new way of doing things must be discovered in order to come to a solution. I also like projects which involve different engineering disciplines and people from different areas of the company. Often, those types of projects provide a good challenge and give many learning opportunities.

WHAT DO YOU GET OUT OF ENGINEERING THAT YOU COULDN'T GET OUT OF ANY OTHER LINE OF WORK?

Engineering gives me an opportunity to improve and make things better for our employees, customers, and the company as a whole. Manufacturing processes are never fully “complete” and there's always room to improve, which motivates me to keep going.

WHAT DO YOU HOPE THE ENGINEERING AND GEOSCIENCE PROFESSIONS WILL LOOK LIKE 20 YEARS FROM NOW HERE IN MANITOBA?

In manufacturing and manufacturing engineering, automation and digitalization of processes will continue to grow in the future. With this change, many jobs are transforming and my hope is that we will keep the importance of the people in mind when designing these new processes. The processes need to serve the person doing the work, not the other way around. Also, sustainable development and the circular economy will play an even greater role in the future. I believe our engineering efforts should support this direction as well.

WHEN YOU'RE NOT WORKING, YOU CAN BE FOUND...?

From fall to spring at a hockey rink! My wife Jocelyn and I have two young children and they are both active in hockey. We coach their teams and I also play senior hockey myself, so many days of the week we are at the local rinks. Kids' sports give a nice balance for my work life. Outside of that I enjoy spending time with family and friends and travelling to my home country, Finland, every summer.

NEWS+NOTES

PROVINCIAL ENGINEERING AND GEOSCIENCE WEEK

Every March, the Association hosts Provincial Engineering and Geoscience Week (PEGW) as part of the larger National Engineering and Geoscience Month across Canada. Here, Canadian youth see what makes engineering and geoscience exciting and fun career choices.

PEGW in Manitoba aims to promote engineering and geoscience as a career, celebrate Manitoba's excellence in engineering and geoscience, and showcase the vital role engineering and geoscience play in the daily lives of all Manitobans.

During this year's Provincial Engineering and Geoscience Week, with impressive loads and enthusiastic students, the 2022 Spaghetti Bridge Competition marked another successful turn out for this annual Engineers Geoscientists Manitoba event.

While streaming live on March 23, Association volunteers broke 143 trusses that were designed by 286 Manitoba students ranging from grade 3 to grade 12. The strongest bridge this year was built by a group of grade 7 students from Bruce Middle School, and held an impressive weight of 172.6 kg.

This competition has been held annually since 1995, and like previous years, Engineers Geoscientists Manitoba partnered with Harvest Manitoba to put on the event. This year, the Association was able to donate \$10,000 to Harvest Manitoba.



NOTICE TO MEMBERS ANNUAL GENERAL MEETING

The 2022 Annual General Meeting of Engineers Geoscientists Manitoba is scheduled to be held at 1:30 p.m., on Thursday, October 13, 2022, at the RBC Convention Centre Winnipeg, 375 York Avenue, Winnipeg, MB. Virtual attendance will also be available.

ENGINEERS GEOSCIENTISTS MANITOBA FAMILY LEGACY BURSARY WINNERS

The purpose of the bursary is to assist students who are continuing the professional lineage in their immediate family. The Association awards five bursary awards of \$1000 each year.

Congratulations to the 2021-2022 bursary winners:

- Branden Huminuk
- Ryan Keil
- Jensen Lock
- Kobe Morand
- Kelsey Smart

NATIONAL VOLUNTEER WEEK

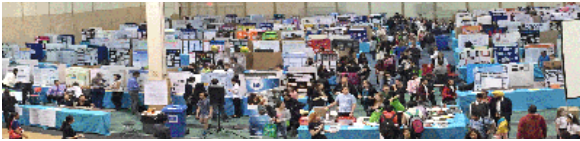
National Volunteer Week was celebrated April 24 to 30 with the theme, "Volunteering Is Empathy In Action; Volunteers Bring Heart To Canada's Communities". The Association recognizes the empathy, compassion, and generosity of our volunteers in creating more connected communities and building a stronger Manitoba! EngGeoMB is pleased to be able to share in this recognition of our volunteers, with a return to an in-person Volunteer Appreciation Event at Shaw Park with the Winnipeg Goldeyes in early June.



2022 MANITOBA SCHOOLS SCIENCE SYMPOSIUM

On the weekend of April 22 to 24, 2022, a team of volunteers from the Association attended the virtual Manitoba Schools Science Symposium (MSSS) as judges for this year's special awards, provided by Engineers Geoscientists Manitoba.

The judges assessed entries across age categories and recognized nine projects for their engineering or geoscience merit. Congratulations to the winners and thank you to our judges!



WESTMAN SCIENCE FAIR

The Western Manitoba Science Fair is the regional science fair for Southwestern Manitoba and has been in operation since 1969. It provides an opportunity for students to showcase their scientific talent for their parents, teachers, and the community. Applicants come from grades 1 through 12. The WMSF is a full-day event, held in spring every year, and usually hosts around 500 hundred students. The participants set up their projects first thing in the morning, and then judging begins!

After presenting their projects to the judges, the participants are provided with some entertainment and educational activities (the 'Science Olympics') while the judges are tabulating their results. In the early afternoon there is a public viewing of the projects where community members and media can view the projects and talk to the participants.

WOMEN IN ENGINEERING AND GEOSCIENCE MENTORSHIP PROGRAM WRAPS UP FOR 2021-2022 YEAR

The 2021-2022 Women in Engineering and Geoscience mentorship program achieved its highest number of participants yet, including 43 mentors (professionals), 41 protégées (interns), and 116 engineering and geoscience students. Despite the challenges of running the program virtually during the COVID-19 pandemic for a second year in a row, the program was an inarguable success. To close out this years program, we hosted our first in-person event of the year at the historic Fort Gibraltar on the evening of May 5, 2022.

This event gave participants a chance to gather and network informally, while enjoying the hors d'oeuvres and drinks being served. Participants were also invited to partake in some hatchet-throwing games and an end-of-event bonfire complete with hot-cider, chocolate, and a poutine station.

Since its inception in 2015, the mentorship program has grown to an impressive near 200 students and mentors. The mentorship year consists of four events planned with the guidance and assistance of the founding volunteers. Mentors (professionals) and protégées (interns) must be registered with Engineers Geoscientists Manitoba. If you are interested in participating in the mentorship program for the 2022-2023 year, please watch for the program announcement in late August.



PROFESSIONAL DEVELOPMENT PROGRAM GUIDE - CAREGIVING ACTIVITIES UPDATE

The ProDev guide has recently been updated under the Categories/Activities portion of the document. Under the Participation section (Page 7), there is a new portion of text that outlines the newly approved Caregiving Activities. These include:

- acting on behalf of a person within the medical, education, financial or other system;
- providing physical care for a person including transportation to go shopping, meal preparation, housework and/or assistance with outdoor work;
- providing personal or medical care for a person including help with taking a bath, getting dressed, using the toilet, changing dressings or taking medications;
- managing a person's care or finances; or
- the active engagement in the care and upbringing of a child under 18 years of age.

The newly updated guide can be found on the Association website. For a physical copy of the ProDev guide, please contact the Association office.

MEMBER PROFILE

FEBRUARY, MARCH, APRIL

WELCOME NEW MEMBERS

H.H.N. Abraham
S. Ahmed
S.S. Aleyasin
J.H. Anderson
K.S. Arnold
Q.A. Artates
A.E. Arts
A.A. Bademosi
K. Barrest
A.G.M.R. Bediwy
C.D. Bell
F. Bellemare
K.R. Bouchard
M.L. Braun
D.J. Broza-Swanson
A. Carlson
T. Castro Dias Cuyabano
A.J. Church
P. Clark
T. Cloete
M.J. Coles
R. Compere
B.L. Corriveau
W.F. Costa
A.M.M. Cruickshank
D. Currie
M.S. Czechowsky
J. Da Silva Leite
C.R. Dabrowski
C.M. Dacquay
C.M. Daniel
D.R. Davis
I.D. Dawson
F.H.M. Delattre
T.R. Delmage
L. Deslandes

P.I.K. Dhingra
B.D. Doherty
K.A. Edwards
D.E.Y. Elwood
A. Eshraghian
T.M. Evans
G.R. Faveri
G.T.L. Fediuk
D.C. Felske
K.D. Fordyce
P.A. Guevara
A.E. Haigh
M.G. Harrison
M.A. Hearson
S.O. Hoffmeyer
M.R. Holliday
R.C. Howell
A. Hrvic
H.M.S. Ibrahim
K. Jia
C.W. Jones
S.C.W. Jones
D.T. Kennard
S.T. King
R.S. Kozak
M. Krouguer
A. Kumar
C. Kwok
E. Labuac
G. Laflamme
C.C.M. Lam
C.A. Lange
Y.J. Lee
J. Li
X. Liang
A.S. Ling

P.C. Lobo
J. Long
R. Mangal
S.R. March
M. Mbodj
C.A. Medina Sandoval
I.P. Meszaros
C. Metaxas-Mariatos
K.L. Meyer
M. Mohajeri
N. Mohamed Haleem
V.I. Morrison
S.M. Munro
S.B. Murphy
R. Naseri Oskouie
T.V. Needham
B.D. Newton
T.J.A. Nicoll
K.J. Nikkel
N.J. Noble-Pattinson
G. Nushaj
J.W. O'Callaghan
K.M. Obukuro
M. Perreault
Y. Qi
A.K.M. Rafiquzzaman
A. Robinson
M. Saaly
N. Sarikakis
T.D. Sawatzky
A.R. Scaletta
M.C. Schwab
B.E. Scott
G. Sedra
S.H. Shah
K.G. Sharma

R.S. Shaw
H. She
B.W. Slater
A.J.J. Sparling
K.F. Spiler
M.J. Stephanson
L. Sun
C.C. Taylor
S. Thakur
M. Thiffeault-Picard
J.D. Thomas
P. Thummala
Y. Tian
C.W. Timlick
O.D. Tirao
C.M. Turner
D.F. Tutt
B. Twagilimana
C.D. Ugwu
M.E. Urquhart
S.G.P. Vachon
S. Vedula
X.D. Wang
C.R. Ward
A.M. Weiing
G.B. Weston
F.J. Wheeler
R.E. Willenborg
G.J. Willey
M.S. Wurm
G. Xagoraris
N. Yadav
S.J. Yonan
A.T. Young
M.A. Zaffar

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Abesco Ltd.
AC Designs Solutions Inc.
AECOM Canada Nuclear Services Inc.
Allswater Marine Consultants Ltd.
Andritz Hydro Canada Inc.
ARKK Engineering Corporation
Axiom Exploration Group Ltd.
BESTECH Canada Limited o/a BESTECH
Bluerock Engineering Ltd.
Bluestar Engineering Ltd.
CCS Engineering Inc.
Cenovus Energy Inc.
Clifton Engineering Group Inc.
Design Works Engineering Ltd.
Duma Engineering (2018) Inc.
EFI Global Canada Inc.
ELRUS Aggregate Systems Ltd.
Esker Consulting Ltd.
Ground Engineering Consultants Ltd.
Groupe Lantier Inc.

Integral Group Consulting (BC) LLP
Jacobs Consultancy Canada Inc.
JG-I Management Group Limited
Kelvin Emtech Inc.
Magna IV Engineering, Inc.
Mining Waste Water Management Inc.
Norris Fire Consulting Inc.
ParklandGEO Ltd.
PTC Construction Ltd.
RCH Consulting Ltd.
Rioux Fire Protection Ltd.
Rocky Mining Consultants Inc.
Select Structural Engineering Inc.
South-Man Design Group Ltd.
Startec Refrigeration Services Ltd.
Tatham Engineering Ltd.
Universal Energy Resources Inc.
Whitecap Resources Inc.
Wick Engineering Ltd.
X-Rail Signals Inc

INTERNS

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A.A. Adesanmi
O.S. Adeyemi
P.O. Agboola
V.T. Akbari
O.D. Akinmade
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D. Amini Baneh
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C. Fausto
K. Feng
A.H. Feyissa
R.J.R. Foliente
N.S. Galang
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L.F.K. Gbeve
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A. Hassan
K. Hazrati
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M.V.M. Hermano
S. Hernandez Brito
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I. Ibrahim
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J. Jeong
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J.T. Joseph
I. Kaffashan
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E. Kanjirathinkal Jose
N. Kattasseri Varghese
G. Kaur
V.S. Khattra
S. Khazaei
M.R. Khedhri
M.Z. Kibrom
L. Kim

A. Kizhakkumpuram Jose
R. Kliuchka
R.S. Kristjanson
X.L. Kuang
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A.T. Lackmanec
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B.T. Lemky
P.B. Limpahan
P.F. Limpiada
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A. Malhotra
S.K. Mannan
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R.S. Murias
N. Singh
W.H. Ng
E. Nishwan
B.C.G. O'Rourke
O.M. Okhawere
W.O. Okorie
A.O. Osagie
B.R. Patel
H.T. Patel
J.B. Patel
P.V. Patel
K.S. Penner
A. Pourbahramian
S. Radshirazi
L. Rajamani
V. Rajendran
N. Rakhra
J.A. Ramos
D.G. Rane

F. Ranjbar
S. Rattan
R.K. Ravak
K.D. Reid
G.N. Rigby
C.W. Roehl
M. Saeedi
R.K. Saini
M.S.I. Sajib
Y.O. Salami
J.A.A. Salcedo-Carag
D. Saleh
P.A.S. Sarayba
F. Shahzad
K. Sharma
S.P. Shrestha
J.S. Sidhu
J.S. Sidhu
N. Singh
N. Singla
K.W. So
A. Soares Nunes Junior
H.A. Solanki
R.P. Spewak
S. Kumar
R. Sura
A. Tankeu Choitat
A. Thomas
K. Tien
Q.T. Tran
J.E.K.C. Tubo
V. Turyshchev
B.J. Uhryniuk
A.S. Uppal
M.S. Uppal
A. Wajnsztein
K.C.P. Ward
A.S. Warring
D.G.B. Whidden
X. Yan
X. Yang
S. Yin
W. Yu
D.P. Zawady Fernandez de Castro
B. Zhang

SPECIFIED SCOPE OF PRACTICE LICENSEES

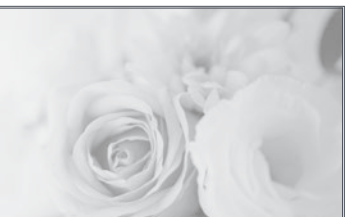
R. Klensch
M.B.J. Norris

US TEMPORARY LICENSEES

C.K. Brence
D.K. Croft
N.S. Doyle
D.A. Olheiser

IN MEMORIAM

William Hayes Mitchell
Edward Carlyle Sherwin



NOTICE Under *The Engineering and Geoscientific Professions Act* and the Association's Discipline By-law

ORDER OF THE DISCIPLINE COMMITTEE

IN THE MATTER OF: Julien F. Lavergne, P.Eng., a registered member of Engineers Geoscientists Manitoba

AND IN THE MATTER OF: The Engineering and Geoscientific Professions Act, C.C.S.M., c.E120

WHEREAS the Investigation Committee of the Association of Professional Engineers and Geoscientists ("**EGM**") formulated a Charge of professional misconduct and unskilled practice of engineering against Julien F. Lavergne ("**Mr. Lavergne**") on October 3, 2019 in connection with Mr. Lavergne's work on the structural design for a building at 20 Burks Way in Springfield, Manitoba,

AND WHEREAS additional particulars of the Charge were provided to Mr. Lavergne by way of letter dated June 17, 2021 from counsel for the EGM Investigation Committee to Mr. Lavergne's counsel,

AND WHEREAS the Charge was referred to the Discipline Committee of EGM pursuant to s. 35(1)(b) of The Engineering and Geoscientific Professions Act, C.C.S.M. c. E120 (the "**Act**") on December 3, 2019, whereupon the Chair of the Discipline Committee selected a panel for the hearing of the Charge pursuant to s. 39(1) of the Act (the "**Panel**");

AND WHEREAS a notice of hearing returnable before this Panel on Thursday, March 12, 2020 at the offices of EGM, 870 Pembina Highway in Winnipeg was served on Mr. Lavergne's counsel on behalf of the Mr. Lavergne on January 31, 2020;

AND WHEREAS the hearing of this matter was duly commenced on March 12, 2020 in accordance with the Act and By-Laws of EGM and then adjourned to permit the scheduling of the substantive hearing of this matter;

AND WHEREAS Mr. Lavergne now admits, and this Panel so finds, that he committed the following acts as particularized in the Charge (as modified below) and further acknowledges that such acts constitute a violation of s. 46(1)(e) of the Act and Canon 2 the EGM Code of Ethics (2000):

That in connection with his work on the structural design for a building at 20 Burks Way in Springfield, Manitoba, Mr. Lavergne:

1. Failed to provide a written report in a timely manner;
2. Issued a slab-on-grade concrete floor design that failed to include elements to mitigate the effects of frost heave;
3. Failed to directly advise the owner concerning the appropriateness of a slab-on grade floor for the application and size of the building;
4. Failed to obtain a current site-specific geotechnical report;
5. Failed to follow the recommendations of the geotechnical report on which he relied in that he:
 - i. failed to specify shaft casings to avoid cave-ins during installation; and
 - ii. failed to recommend geotechnical supervision of pile installation.

AND WHEREAS the Panel heard submissions relating to penalty from counsel for Mr. Lavergne and from counsel for the Investigation Committee;

NOW THEREFORE, THIS PANEL ORDERS THAT pursuant to s. 47 of the Act:

1. Mr. Lavergne be and is hereby reprimanded;
2. Mr. Lavergne undergo a general practice review (the "**Practice Review**") conducted by a reviewer (the "**Reviewer**") appointed by the Investigation Committee, on the following terms:
 - (i) the costs of the Practice Review will be borne by EGM and will occur within 60 days from the appointment of the Reviewer;
 - (ii) the Practice Review will include at least one visit to Mr. Lavergne's workplace and will involve the following items:
 - (a) an evaluation of the process by which work is produced;
 - (b) an examination for adherence to the Act, and EGM's Bylaws, Code of Ethics, and applicable practice guidelines and practice notes;
 - (c) an evaluation of competence in Mr. Lavergne's discipline or field of practice as determined by the Reviewer;
 - (d) examination of a product of Mr. Lavergne's work on no less than two projects for compliance with established technical codes and standards, with access to such work product to be reasonably made available by Mr. Lavergne;
 - (e) an evaluation of Mr. Lavergne's access to resources; and
 - (f) an evaluation of Mr. Lavergne's record management.
 - (iii) Mr. Lavergne will reasonably co-operate in all aspects of the Practice Review; and
 - (iv) Following completion of the Practice Review, the Reviewer shall prepare a written report of the Practice Review for assessment by the Investigation Committee.
3. Mr. Lavergne shall make a contribution to EGM's costs in the amount of \$7,500.
4. The disposition of this matter shall be published by EGM in accordance with the Act.

Dated at the City of Winnipeg in the Province of Manitoba this 28th of February, 2022.

CLOSING NOTES

M. GREGOIRE, P.ENG., FEC

PARTICIPATION

Since its inception in 2011, Engineers Geoscientists Manitoba's ProDev Program has included six categories. This broad allowance ensures that each practitioner has the opportunity to represent their professional development activities in a way that suits that individual's approach to our ethical requirement for protecting the public.

These categories recognize technical and non-technical activities alike.

The Participation category of the ProDev Program is noteworthy in that it includes activities that are both technical and non-technical. At one end of the spectrum for this category we have mentoring of an intern, which necessarily includes a significant amount of interaction that is technical in nature. At the other end of the spectrum we have community activities that might require no technical knowledge whatsoever.

The most common examples for 'community activities' are coaching a sports team and serving on a board for a charitable organization.

Both of these are clear examples that volunteering counts as a professional development activity for professional engineers and geoscientists. This allowance has existed since the beginning of the ProDev Program and recognizes that interacting with the public in an official capacity aids practitioners in appreciating their duty to protect the public.

Recently, the Participation category was expanded to include another form of contribution to society. Both the Continuing Competency Committee and Council approved the addition of caregiving activities to the Participation category. These activities explicitly include:

- acting on behalf of a person within the medical, education, financial or other system;
- providing physical care for a person including transportation to go shopping, meal preparation, housework and/or assistance with outdoor work;
- providing personal or medical care for a person including help with taking a bath, getting dressed, using the toilet, changing dressings or taking medications;
- managing a person's care or finances; or
- the active engagement in the care and upbringing of a child under 18 years of age.

Like other activities in the Participation category, caregiving can lead to the development of empathy and broader understanding of the needs of others.



Engineers Geoscientists Manitoba also understands that caregivers practice time management, conflict resolution, negotiating, and communication with authorities; all skills that are relevant to engineering and geoscience. As such, these activities align with the definition of the Participation category of the ProDev Program.

DEFINITION:

Participation activities promote peer interaction and provide exposure to new ideas and technologies that enhance the profession and serve the public interest.

They include:

- service on Council or as a member of a committee,
- mentoring an intern, less-experienced professional member, or technologist,
- service on public bodies that require professional expertise,
- service on standing or adhoc committees of a technical or professional nature or managerial associations and societies, and,
- community activities that require professional and ethical behaviour, but not necessarily your technical knowledge.

Activities such as volunteering and caregiving may not be desirable for all of our practitioners. However, they are excellent opportunities to ensure that we, as individual practitioners, are in tune with the society that we serve.

Finally, it's worth noting that the self-regulatory model that we follow relies heavily on the 'participation' of its members.

As always, I appreciate comments and discussion about standards issues. If you'd like to talk about the above topic or any other area of concern, please do not hesitate to contact me at: **MGregoire@EngGeoMB.ca**.



CONTACT US

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