

## Request for Proposals – Consultant: Equity and Engagement in Professional Regulation

ISSUE DATE: October 20, 2022

PROPOSAL DEADLINE: 3:00 p.m. CST, Monday, November 14, 2022

### BACKGROUND:

Engineers Geoscientists Manitoba ensures excellence in the fields of engineering and the geosciences in Manitoba as the provincial regulator for the professions. The Association was established on March 27, 1920, by *The Engineering Profession Act* to regulate the profession of engineering in Manitoba. In 1998, the Manitoba Legislature expanded the Association's mandate to regulate professional geoscientists in Manitoba with *The Engineering and Geoscientific Professions Act*.

In 2015, the Association adopted the working name of Engineers Geoscientists Manitoba while retaining the legal name of The Association of Professional Engineers and Geoscientists of the Province of Manitoba (APEGM).

The purposes of the Association are to:

- Regulate the practices of Engineering and Geoscience in Manitoba
- Ensure high standards are maintained within the professions
- Serve and protect the public interest
- Promote and increase the knowledge and skills of its members

In 2016, the Association's strategic end **End E-5**, was adopted to ensure that **practitioners in the professions reflect the diversity of the public**, including **End 5.1 Increasing Indigenous membership** and **End 5.2 30% of newly licensed engineers will be women by 2030, and this is a priority**. Intersectionality has been adopted as a critical approach to achieving these ends, recognizing that systemic anti-Indigenous racism, misogyny, and sexism must be dismantled in concert with anti-Black racism, xenophobia, homophobia, transphobia, fatphobia, ableism, and classism (interlocking systems of oppression).

### PURPOSE:

To develop and consult on implementation of a strategic plan to strengthen gender equity, anti-racism, decolonization, and anti-oppression professional development and accountability measures in the professional regulation of engineering and geoscience practices in Manitoba, both for members and

certificate of authorization holders (registrant firms authorized to practice engineering and geoscience).

#### DELIVERABLES:

It is anticipated that this will be a multi-phase, multi-year project. The possible phases include:

- 1) Conduct an environmental scan of equitable, anti-oppression, reconciliation, and decolonizing legislation, by-laws, codes of conduct, guidelines, professional development, and policies relevant to professional regulation.
- 2) Lead Manitoba member and stakeholder (underrepresented, excluded, and targeted groups as well as leadership of certificate of authorization holders and employers) engagement in collaboration with the departments of Equity and Representation, Professional Standards, Admissions, and Operations. Compile and report on engagement findings.
- 3) Based on environmental scan and engagement findings, consult on strategic planning to advance professional standards, including continuing competency (ProDev) and accountability measures specific to gender equity, anti-racism, reconciliation, decolonization, and anti-oppression in the professional regulation of engineering and geoscience in Manitoba, both for members and certificate of authorization holders (registrant firms authorized to practice engineering and geoscience). Strategies may include development of professional standards guidelines, professional development of management and leadership competencies and skills, certificate of authorization (registrant firm) professional management policies, review of registration and licensure pathways and policies, complaints processes, codes of conduct, bylaws, and changes to legislation. Consult on communication and rollout to members, and stakeholders (members, employers, and elected officials, etc, as applicable) of strategies undertaken. Consult on equitable change management of affected processes within Engineers Geoscientists Manitoba.

Going forward with each phase, as well as the scope of the phase, would be determined based on the outcome of the previous phase of work.

#### QUALIFICATIONS:

It is expected that the interested Consultant's work will offer project management expertise, analytical skills, excellent written communication skills, and research capabilities to take into consideration a review of any existing research and data.

The Consultant should be led by BIPOC, 2SLGBTQQIA women, and/or genderqueer expertise, analysis, and lived experience demonstrate excellence in:

- Intersectional anti-oppression analysis
- Research and reporting
- Engagement and facilitation
- Working within a trauma-informed organizational structure and approach that involves understanding, recognizing, and responding to the effects of trauma
- Demonstrated knowledge of the Truth and Reconciliation Calls to Action, the Missing and Murdered Women and Girls Calls for Justice and the United Nations Declaration on the Rights of Indigenous Peoples
- Familiarity with professional regulation legislation and processes
- Familiarity with the engineering and geoscience professions

The following is considered an asset:

- A team that includes student and/or professional experience in engineering and the geosciences
- Experience in the development of educational materials for the engineering and geoscience curriculum and/or professions

\*\* Engineers Geoscientists Manitoba recognizes the importance of building an exemplary labour force that is inclusive and reflective of the population it serves. Applicants may self-declare for BIPOC, 2SLGBTQQIA, women and/or genderqueer expertise, analysis, and/or lived experience, and will be asked to provide references and answer interview questions related to the designation. This process will apply both to internal and external candidates.

#### ANTICIPATED SELECTION & PROJECT SCHEDULE:

- RFP Distributed Friday, October 20, 2022
- Proposal Due Date Monday, November 14, 2022
- Consultant Selection Friday, November 25, 2022
- Commencement of Contract December 8, 2022
- Phase 1) Environmental Scan due Friday, February 17, 2023
- Phase 2) Stakeholder engagement TBD
- Phase 3) Strategic planning TBD

#### FINANCIAL CONSIDERATIONS:

Proposals should include the anticipated costs to complete each phase. This is expected to be a multi-year project and proposals should reflect scopes, phrases, and timelines with associated costs.

**PROPOSAL REQUIREMENTS:**

Each interested Consultant must submit an electronic copy in PDF format of their proposal, work plan, timelines for completing the project, any relevant experiences, and identify three (3) references.

**SUBMISSION PROCEDURE AND DEADLINE:**

Only complete proposals received by Monday, November 14, 2022, by 3:00 p.m. CST will be considered.

**Please address submissions to:**

Engineers Geoscientists Manitoba

870 Pembina Highway

Winnipeg MB

R3M 2M7

Attention: Director Equity and Representation

Packages must be clearly marked: **RFP - Equity and Engagement in Professional Regulation**

**ENQUIRIES:**

Questions regarding this RFP should be directed to [LStepnuk@EngGeoMB.ca](mailto:LStepnuk@EngGeoMB.ca).

Responses to all questions will be sent via email or by phone within three business days.

To learn more about Engineers Geoscientists Manitoba, please visit our website at [www.EngGeoMB.ca](http://www.EngGeoMB.ca).