

Minutes of the Board of Directors meeting
of the Ontario Association of Certified Engineering Technicians and Technologists (OACETT)

Friday June 13, 2025 at 8:30am-11:00am
In-Person at the Caesars Windsor Hotel and Casino
Mercuri Meeting Room

Present:

Rosanna Tyrer, C.E.T., rcji, CAPM	Outgoing Past-President
Micheal Mooney, C.E.T.	Incoming Past-President
Christopher van Dop, C.E.T.	President
Norman Sandberg, C.E.T.	Central Region
Brian Raymond, CD, C.E.T.	Eastern Region
Shelley Parker, A.Sc.T.	Horseshoe Region
Stephanie Pesheau, C.E.T., CAPM	Northern Region/Incoming President-Elect
Roy Sue-Wah-Sing, C.E.T.	Toronto Region
Mladen Ivankovic, C.E.T.	Young Professionals Representative
Alex Lusty	Public Representative
Liam Croft	Student Representative

Staff:

Cheryl Farrow, MBA, CAE	Chief Executive Officer
Lily Rudeychuk, CPA	Director, Finance and Corporate Services
Barry Billing	Director, RPP & Registrar (<i>**Joined virtually at 10am</i>)
David Terlizzi	Director, MES & Government Relations
Elle Armstrong	Administrator

Regrets:

Shelley Parker, A.Sc.T.	Horseshoe Region
Samuel Nammari, C.E.T., P.Eng.	Western Region
Daniel Liao	Heads of Technology Representative
Bob Jameson, C.E.T., Fellow OACETT	Outgoing Chair, Fletcher Foundation

Guests:

Carol Warner, C.Tech	Deputy Registrar (<i>Attended virtually, on behalf of Barry Billing</i>)
Cam Johnston, C.E.T., rcca, mica	Incoming Chair, Fletcher Foundation (<i>Attended the Fletcher Foundation AGM at 10:30am</i>)
Nate Simpson, C.E.T.	Outgoing Fletcher Foundation Trustee (<i>Attended the Fletcher Foundation AGM at 10:30am</i>)
Michelle Malcolm-Francis	Senior Marketing Communications Specialist & Editor of Publications (<i>Attended the Fletcher Foundation AGM at 10:30am</i>)

Incoming Board Members as observers

Scott Martin, C.Tech.	Horseshoe Region
Steven Finley, A.Sc.T., rcca	Northern Region
Taylor Rohmann, C.E.T.	Toronto Region
Lara Widdifield, C.E.T.	Western Region
Riley Burton	Heads of Technology Representative
Camille Glover	Public Representative (<i>attended virtually</i>)
Alex Zebadua	Student Representative

❖ **President's Opening Remarks and Call to Order**

President van Dop called the meeting to order at 8:40 am. He welcomed the Board of Directors and noted that the meeting was being recorded for the purpose of accuracy of minutes. He acknowledged that the land where we are hosting the meeting is the traditional territory of the Three Fires Confederacy of First Nations (Ojibwe, Odawa, and Potawatomi), and affirmed the Board's commitment to reconciliation and building positive relationships with Indigenous communities.

❖ **Disclosure of Conflicts of Interest**

There were no disclosed conflicts of interest.

❖ **Approval of the Board Meeting Agenda**

**5963 Moved by Micheal Mooney, Seconded by Alex Lusty.
Resolved that the Board of Directors approves the agenda as presented.**

CONSENT AGENDA

❖ **Approval of the Consent Agenda**

**5964 Moved by Norman Sandberg, Seconded by Mladen Ivankovic and Carried.
Resolved that the Board of Directors approves the items in the Consent Agenda as presented.**

FINANCE

❖ **YTD Financials as of March 31, 2025**

Brian Raymond provided an overview of the financial statements. He reported that total revenues have reached 64% of the annual target, exceeding the year-to-date budget by approximately 3%. Non-dues revenue is 4% above budget, and application fees are \$31,000 over budget. Additionally, 75% of members have paid their dues, which is consistent with historical trends. Mr. Raymond invited any questions or comments from the Board, of which there were none.

GOVERNANCE

❖ **Approval of updated policies**

The Board reviewed several policy documents and associated terms of reference as part of the ongoing governance policy review. The following key points and decisions were noted:

- A concern was raised regarding inconsistencies in the language outlining the roles and responsibilities of the Human Resources Committee Chair and the President. Specifically, the Officer Position descriptions for the President did not reflect the proposed amendment in the Human Resources Committee Terms of Reference regarding the committee chairperson.
- It was clarified and agreed that the President should be referred to as a *member* of the Human Resources Committee, rather than as Chair. Staff were tasked with ensuring consistency in this language across all relevant policies and documents.

The Board discussed the thoroughness of the current review process, noting the possibility of additional inconsistencies. While concerns were expressed about whether all required revisions had been captured, the Board agreed that the conceptual updates were sound. Staff will address any outstanding inconsistencies during the cleanup process and will bring the final revised documents to the September Board meeting.

5965 Moved by Micheal Mooney, Seconded by Alex Lusty and Carried.
Resolved that the Board of Directors approves in principle the updates to: GP105 Committees of the Board of Directors; GP403 Elections Policy; Officer Position Descriptions; TOR107 Human Resources Committee; TOR106 Governance, Policy and Strategy Committee; and TOR104 Young Professionals Committee to reflect the recommendations of the Governance, Policy and Strategy Committee, with the understanding that they remain subject to administrative cleanup.

The Board discussed concerns regarding certification standards and the Fellow designation. Board members noted that the current criteria may lack sufficient rigor and risk being viewed more as awards than merit-based designations. The emphasis on minimum service requirements was also questioned, with calls for a more holistic and objective evaluation process. Concerns were raised about recent changes to the Fellow designation rubric, particularly the shift toward service recognition without addressing broader designation standards, and the lack of transparency of the rubric.

The Registration and Professional Practice Committee (RPPC) and the Fellow Subcommittee were tasked with reviewing this feedback and developing a clearer rubric and policy for presentation at the September Board meeting. Final decisions will be deferred pending input from the RPPC.

5966 Moved by Norman Sandberg, Seconded by Brian Raymond and Carried.
Resolved that the Board of Directors defers the motion to approve as presented the changes to the Fellow Policy as recommended by the Registration and Professional Practice Committee.

The Board of Directors reviewed the recommended amendments to the GP201 Membership Dues and Fees Policy, following a joint review by the Registration and Professional Practice Committee (RPPC) and the Finance and Audit Committee (FAC). Two specific changes to the policy were proposed and carefully reviewed by both committees prior to being presented to the Board for final approval.

5967 Moved by Brian Raymond, Seconded by Stephanie Pesheau and Carried.
Resolved that the Board of Directors approves as presented the updates to GP201 Membership Dues and Fees policy, as recommended by the Registration and Professional Practice Committee and the Finance and Audit Committee.

DIVERSITY, EQUITY AND INCLUSION

❖ DEI Committee Name Change

The Board of Directors held a discussion regarding the proposed name change of the Diversity, Equity, and Inclusion (DEI) Committee. Concerns were raised about the increasing politicization of the term "DEI" and its potential to negatively impact the committee's image and effectiveness. This conversation followed direction from the February Board meeting, where the DEI Committee was tasked with evaluating the merits of a name change. In response, the committee itself was split on the idea of re-naming the committee – Shelley Parker, the DEIC Chair shared both sides of the discussion in the issue sheet, and in a written statement to the Board of Directors (as she could not attend the meeting) proposed renaming the committee the "Belonging and Inclusion Committee" as a strategic shift to better align with its goals and to foster a more welcoming tone.

Questions were posed regarding the removal of the word "equity" from the committee's name, with some Board members noting the potential implications of this decision in light of ongoing political discourse. Additionally, the Board acknowledged that the term "belonging" may not be fully understood by all members, underscoring the need for a clear and consistent definition. While "belonging" is defined in both OACETT's Strategic Plan and the new DEIC Framework, part of the committee's ongoing work will include reinforcing and articulating this definition to members. The Board emphasized the importance of integrating this understanding into the organization's strategic direction. Despite these concerns, the Board approved the motion to formally rename the Diversity, Equity, and Inclusion Committee as the Belonging and Inclusion Committee (BIC). As part of the implementation, the committee will update the action plan to include the rollout of the new name and communication strategies to support implementation and member understanding.

**5968 Moved by Micheal Mooney, Seconded by Stephanie Pesheau and Carried.
Resolved that the Board of Directors approves changing the name of the Diversity, Equity and Inclusion Committee to the Belonging and Inclusion Committee.**

DISCUSSION

❖ Motion Language for the Member Meeting re. Name Change

The Board discussed the process for presenting the proposed name changes to members, with emphasis on ensuring neutral and clear motion language. Concerns were raised that unclear or biased wording could confuse members or imply a predetermined outcome. As previously discussed by the Board, last year's survey results showed 37% member participation, with responses evenly split among support, opposition, and indifference.

It was decided that proxy votes will be distributed following a Fireside Chat (scheduled for September 9), to allow for member dialogue, and that the final motion language will be reviewed in advance of the Special Members' meeting on September 16. The option of finalizing the name selection before the meeting was discussed, though concerns were raised that this could create the impression that the outcome is already decided. There was particular concern about removing "engineering" from the name, which could alienate some members. Survey data indicated strong preference for "Engineering Technology Professionals Ontario (ETPO)," and it was felt that the Board should follow the members' preference by presenting this name as one of the options.

This remains an ongoing discussion, and no final decision was reached. Feedback from outgoing Board members will be shared with the incoming Board. Any additional comments should be directed to President van Dop. The CEO will consult legal counsel and/or our parliamentarian for further assistance with the wording and the procedural complexities of the votes.

NEW BUSINESS

No New Business was brought forward to the Board of Directors.

UPCOMING MEETINGS

Incoming Board of Directors meeting will commence shortly, at 11:15a.m.

ADJOURNMENT

President van Dop made his closing remarks, thanking everybody for their participation. He declared the meeting adjourned at 10:50 a.m., as moved by Christopher van Dop.

FLETCHER FOUNDATION AGM

President van Dop invited Cam Johnston, the incoming Chair of the Fletcher Foundation to call the AGM to order. He reminded the Board of Directors that in accordance with the current governance model, the OACETT Board of Directors serves as the voting members of the Foundation.

Email vote(s) subsequent to the April meeting, prior to the June meeting:

The Board of Directors was tasked with approving the Nominating Committee's Western regional representative, as recommended by the Selection Committee.

Discussion was opened on June 6 with movers and seconders finalized and the vote was called on June 9, with a deadline of end of day on June 11. The President announced the result on June 11.

The Board was asked to vote by email on the following motion:

**5961 Moved by Rosanna Tyrer, Seconded by Micheal Mooney and Carried.
Resolved that the Board of Directors appoints Angelo Calcara, C.E.T., rcca, as the Western region representative to serve on the Nominating Committee, as recommended by the Selection Committee.**

As was advised at the April 24 Board meeting, the Board's approval was sought for awarding the contract for the labour market study, given that the project budget is \$80,000. Norman Sandberg, the appointed Chair of the Steering Committee, and Cheryl Farrow, CEO, recommended that the contract be awarded to the Conference Board of Canada. They have greater depth of experience, particularly on the economic impact modeling, and they were also the authors of the 2016 national study that was completed for Technology Professionals Canada.

Discussion was opened on April 29, with mover and seconders finalized and the vote was called on May 5, with a deadline of end of day on May 7. The President announced the result on May 9.

The Board was asked to vote by email on the following motion:

**5962 Moved by Norman Sandberg, Seconded by Christopher van Dop and Carried.
Resolved that the Board of Directors approves awarding the contract for the 2025 labour market study, as approved by the Board in November 2024, to the Conference Board of Canada, up to a maximum budget of \$80,000.**

The motion was carried.