



## SPECIAL COMMITTEE OF COUNCIL ON NOMINATIONS

### Importance of the Council Nomination Process to APEGA

- APEGA has the authority and responsibility to regulate the professions of engineering and geoscience, as granted by the Government of Alberta.
- For our professional engineers and geoscientists to continue having the privilege of self-regulation, APEGA must be trusted by the public and government and be able to protect the public.
- A robust Council nomination process is key to ensuring we have the diversity of competencies and experience necessary to continue to effectively govern APEGA.

### Special Committee of Council on Nominations

- In response to a motion passed at the 2019 annual general meeting, Council established a Special Committee of Council on Nominations in June 2019.
- The mandate of the committee was to review the nomination process and provide recommendations based on Council's need to:
  - consistently deliver Council nominees for election who have the competencies required to fulfil Council's mandate in accordance with the *Engineering and Geoscience Professions Act*
  - foster diversity in the recruitment of nominees for election
- The Special Committee of Council on Nominations comprised four licensed professionals with diverse backgrounds and experience and a consultant from the Canadian Centre for Diversity and Inclusion.

### Work of the Special Committee of Council on Nominations

The work done by the by Special Committee of Council on Nominations included:

- a detailed review of the nomination process considering Council's responsibilities and legislated obligations
- an internal assessment of what key stakeholders need from the process
- a thorough assessment of the nomination process, procedures, and related policies by the Canadian Centre for Diversity and Inclusion
- an online survey of about 2,000 APEGA licensed professional volunteers to seek input on the nominations process and their perspectives on diversity in APEGA

### Opportunity for Licensed Professionals to Provide Feedback

APEGA is seeking feedback on the report and recommendations from licensed professionals in April and early May to inform the discussion and decisions at the Council meeting in June 2021.



## KEY FINDINGS AND RECOMMENDATIONS

The report by the Special Committee of Council on Nominations includes six key findings and four recommendations. The top-level key findings and recommendations are outlined below. The full report is available at [apega.ca/nomination-feedback](https://apega.ca/nomination-feedback).

### Key Findings of the Special Committee of Council on Nominations

1. APEGA licensed professionals do not fully understand how nominees are identified and recommended.
2. The current approach to assess nominees is generally perceived to be unfair and biased towards nominees who know someone within established APEGA networks.
3. The current nomination approach is prone to unconscious bias and may unintentionally disadvantage some nominees based on characteristics unrelated to their qualifications.
4. The current types of engagement by APEGA of licensed professionals do not fully consider the diversity of licensed professionals nor the variety of approaches that may be required to enable their participation.
5. The two most significant barriers to running for Council are the perceived time commitment and a common self-perception by licensed professionals that they don't have enough to offer.
6. The demographic makeup of Council is well represented in some diversity aspects, such as gender, but less so for other APEGA demographic groups, such as racialized and Indigenous populations, geographic location, industry, and age.

### Recommendations of the Special Committee of Council on Nominations

1. Move to a simplified, transparent nomination approach using a formal, structured assessment based on needed skills, knowledge, and attributes.
2. Implement an ongoing education and communication strategy to communicate the nomination process to licensed professionals.
3. Update the Nominating Committee composition, authority, and process.
4. Create a nomination approach that is inviting and easily accessible for licensed professionals and actively works to attract a more diverse pool of qualified nominees for Council, and other volunteer roles, as a means of succession development.