

THE KEYSTONE PROFESSIONAL

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INSIDE

THIS ISSUE

- Engineering Regulators Sign Agreement to Strengthen Collaboration & Harmonization
- Continuing Professional Development
- From Golfing to Graduation

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Practitioners are also encouraged to submit articles and photos on topics that would be of interest to the membership.

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Engineers Geoscientists Manitoba recognizes that the Association office is on Treaty 1 territory, the territory of the Anishinaabeg, the Nehiyaw, the Oji-Cree, the Dakota, and the Dene Peoples and on the homeland of the Métis Nation.

Cover photo by Leif Anderson

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VOLUME NO. 2

FEATURES

- 09** ENGINEERING REGULATORS SIGN AGREEMENT TO STRENGTHEN COLLABORATION & HARMONIZATION
- 11** CONTINUING PROFESSIONAL DEVELOPMENT
- 13** FROM GOLFING TO GRADUATION

DEPARTMENTS AND COLUMNS

- 02** PRESIDENT'S MESSAGE
WHY TRUTH AND RECONCILIATION MATTERS TO ENGINEERS AND GEOSCIENTISTS
- 03** CEO'S MESSAGE
STEERING THE SHIP
- 04** ENGGEOMB HIGHLIGHTED IN MB'S 2023 FAIR REGISTRATION PRACTICES REPORT
- 05** REFLECTING ON A DECADE OF 30 BY 30 AND ADVANCING GENDER EQUITY IN ENGINEERING
- 17** NEWS + NOTES
- 21** DISCIPLINARY NOTICES

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PRESIDENT'S MESSAGE

KATHRYN ATAMANCHUK, P.ENG., FEC

WHY TRUTH AND RECONCILIATION MATTERS TO ENGINEERS AND GEOSCIENTISTS

As engineers and geoscientists, our key responsibility is the protection of the public and the environment. In Manitoba, this responsibility takes on an even deeper meaning when we consider the impact our work has had—and continues to have—on Indigenous peoples and communities. As September 30 and the National Day for Truth and Reconciliation, approaches, you have an opportunity to take action to listen, learn, and commit to helping build a better future for everyone.

One of our Association Ends (5.1) is to increase the participation of Indigenous Peoples in the professions of engineering and geoscience. This isn't about ticking a box or meeting a quota; it's about recognizing the incredible value, knowledge, and wisdom that Indigenous perspectives bring to the table. When we talk about protecting public interests, it's essential to remember that Indigenous communities are a vital part of that public. Ensuring their voices are heard and respected in engineering and geoscience is not just the right thing to do—it's necessary for creating projects that benefit everyone.

To be frank, our professions haven't always been on the right side of history when it comes to Indigenous relations. Take, for example, the development of the aqueduct that brings drinking water to Winnipeg from Shoal Lake 40¹. Or the dams up north that power our cities but have caused significant harm to Indigenous lands and ways of life². These aren't just mistakes of the past; they're issues that continue to impact communities and individuals today. Recognizing and taking accountability for these harms are the first steps toward doing better in the future.

I hope that each one of our 9900+ members is on a journey towards understanding the truth and working on reconciliation. I know I am. And where you are on that journey right now is not as important as the fact that you're willing to keep learning. Whether it's taking the University of Alberta's *Indigenous Canada* course³, attending a presentation by the *National Centre for Truth and Reconciliation*⁴, or learning about and developing your own land and water acknowledgment, there are plenty of resources out there to help get you and your organization the knowledge and understanding of the truth that you need to authentically engage in reconciliation.

The Engineers Canada's Guideline on Indigenous Consultation and Engagement⁵ is a practical tool that has been developed to help practitioners navigate the complexities of working with Indigenous communities in a respectful and meaningful way. Consulting this guideline isn't just about following best practices; it's about genuinely engaging with the people whose lands and lives our projects touch.



To uphold our duty to protect the public and the environment, we need to be allies in the process of Truth and Reconciliation. This means not just acknowledging past and present wrongs, but also working hand-in-hand with Indigenous communities to create a future that's more inclusive, equitable, and sustainable. After all, Indigenous Peoples were the original engineers and geoscientists of this land, and there's a lot we can learn from their traditional wisdom and ways of knowing, doing, being, and relating.

In the end, our work has always been about more than just the structures we build or the resources we manage. It's about making sure that what we do benefits everyone, now and in the future. By embracing Truth and Reconciliation, we can ensure that our projects truly reflect the interests of all Manitobans.

I encourage you to take time this September to learn, reflect, and take action to further your personal and professional journey towards truth and reconciliation. I am always interested in what others think about this or any other topic that affects our professions. Feel free to reach out to me anytime at President@EngGeoMB.ca. Your feedback and engagement are appreciated. 🍁

This message comes to you from Treaty 1 Territory, the ancestral lands of the Anishinaabeg, Ininewuk, Anisininewuk, Dakota Oyate, and Denesuline peoples, and the National Homeland of the Red River Métis. The clean water that I drink comes from the waters of Shoal Lake 40 First Nation in Treaty 3 territory, the electricity that powers so many aspects of my life is generated in the waters of Treaty 5 territory, and the local food that I am grateful to eat was grown on Treaty 1 and 2 land. As a settler and uninvited guest on this land, I recognize the historical and present injustices and harms that have taken place against Indigenous Peoples from coast to coast to coast. I am committed to listening, learning, and working together with Indigenous communities for a better future.

1. <https://www.youtube.com/watch?v=gPPHemi-4xk>

2. <https://hydroimpacted.ca/impacts/>

3. <https://www.coursera.org/learn/indigenous-canada>

4. <https://trw-svr.nctr.ca/>

5. <https://engineerscanada.ca/guidelines-and-papers/guideline-on-indigenous-consultation-and-engagement>

CEO'S MESSAGE

M. GREGOIRE, P.ENG., FEC

STEERING THE SHIP

The Association has been going through a transitional period for a couple of years, now. This period started with a third-party report to Council reviewing Engineers Geoscientists Manitoba's governance framework. The transition kicked into another gear with the departure of our former CEO, Grant Koropatnick, who had been at the helm for 17 years.

As noted in previous editions of the *Keystone Professional*, the governance review was undertaken in 2022, culminating in a report to Council that fall. The report recommended dozens of changes, including foundational ideas such as creating new committees and amalgamating or disbanding others. Some of these changes have been implemented over the past year-and-a-half. The rest have been delegated to the new Governance Committee to oversee implementation.

A key recommendation in that report was for Engineers Geoscientists Manitoba to review its Mission and Vision statements. These are core to the business, as they provide a north star for all activities and strategic priorities of the organization. In addition to this, Council and the executive management team agree that a new strategic plan should be developed in the near future.

These activities, together, speak to one of the principles of good governance. In a commonly used analogy, the business is represented by a ship that is travelling to a set of destinations. The board (Council) determines the destinations, and the CEO ensures that the ship hits all of the ports.

For the past 18 months, I have been making sure to keep the ship steady, following the course that was previously set. Now, we will be looking to review the destinations. The next year will prove to be an exciting time for the organization. Instead of simply holding steady, we can start to look at some potentially new ports.

This is not to suggest that any of our existing momentum will be lost. We have some great initiatives underway and will continue all of them. In keeping with the analogy, there is no doubt that some of the destinations previously set will remain on our charted course.

Our Equity in Professional Regulation action plan is a prime example. Engineers Geoscientists Manitoba is committed to ensuring that our membership reflects the diversity of the public that we have been tasked with protecting. We have made some great progress in building the foundation necessary to achieve this goal, and we will make sure to maintain the momentum.



Another key factor in setting the direction for the Association for the coming years will be the Collaboration & Harmonization Agreement struck nationally under the guidance of Engineers Canada. This exciting endeavour has a goal of creating consistency across Canada when it comes to the regulation of the professions. Similarly, regular meetings with Geoscientists Canada, who now shares an office with Engineers Canada, will ensure collaboration and harmonization across both professions. (This is aided by the fact that the majority of provinces regulate both professions with one regulatory body).

Throughout the travels, Council will need to determine whether or not the ship is making progress towards the destinations that have been set. This brings us to another recommendation from the governance consultants. To help Council in their assessment, we will be developing key performance indicators that relate directly to the strategic objectives.

Although this transition is going into its later stages, we have a considerable amount of work to be done. I look forward to the endeavours we have planned over the coming year, and am energized by the prospect of discovering where we will head next! 🌐

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

ENGGEOMB HIGHLIGHTED IN PROVINCE'S 2023 *FAIR REGISTRATION PRACTICES* REPORT

Manitoba enacted *The Fair Registration Practices in Regulated Professions Act* in 2007 and was one of the first Canadian provinces to bring in fairness legislation. The purpose of the Act is to help ensure that regulated professions and individuals applying for registration by the 31 self-regulated professions, including Engineers Geoscientists Manitoba (EngGeoMB), are governed by registration practices that are transparent, objective, impartial, and fair.



In May 2024, the province published the *2023 Report to the Minister on Implementation and Effectiveness of The Fair Registration Practices in Regulated Professions Act*. The 2023 report focuses on 2021 Act amendments and regulator compliance, presents registration, and immigration data from 2018 to 2022, and recommends regulators adopt more 'progressive change strategies'. It also highlights success stories in some professions including engineering and geoscience.

On page 14 of the report, EngGeoMB is featured for its admissions policies, which are having an overall positive impact on internationally educated applicant registration outcomes and timelines. It describes EngGeoMB's two-step process adopted in 2022:

1. Academic assessment, and confirmatory program if warranted, followed by,
2. Competency-based assessment.

EngGeoMB's admission policy has resulted in more internationally educated applicants qualifying for intern status.

EngGeoMB was also the profession with the most internationally educated applicants from 2018 to 2022, ahead of accountants and physicians. Countries with the highest number of internationally educated applicants to the province among all professions are India, Nigeria, and the Philippines. To read the 2023 report and learn more, please visit: www.Gov.MB.ca/FRPO/Ministers_Reports 

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REFLECTING ON A DECADE OF 30 BY 30 AND ADVANCING GENDER EQUITY IN ENGINEERING

ENGINEERS CANADA / L. STEPNUK



photo credit Engineers Canada

The 30 by 30 initiative, defined as the engineering profession's goal to see 30 per cent of newly licensed engineers be women by 2030, was launched nationally in 2014. Since its inception, the percentage of newly licensed engineers who are women has shown a positive, albeit modest trend, increasing to 20.2 per cent in 2022, from 17.1 per cent in 2014.

On behalf of Engineers Canada, Prairie Research Associates (PRA) Inc. conducted an environmental scan and formative evaluation of the first decade of 30 by 30 and presented the findings at this year's 30 by 30 Conference on May 22, 2024, in Winnipeg, Manitoba. The research suggests that despite this modest progress, 30 by 30 likely will not be achieved but that increasing gender equity in the profession remains a necessary goal.

30 BY 30 AT 10 YEARS

Keynote speakers François Dumaine and Susanna Beaudin, both partners at PRA Inc., outlined what the 30 by 30 initiative has achieved in its first 10 years.

After the goal was set in 2014, new reporting metrics were established in 2015. Working groups and a strategic plan were established in 2019. 2021 saw the first annual 30 by 30 Conference take place.

Throughout these years, Engineers Canada has also produced several resources for the engineering community, such as guidelines, an equity, diversity,

and inclusion training webinar, and a Managing Transitions guide for navigating parental leaves in engineering, all with the aim of advancing equity, diversity, and inclusion in engineering.

However, 30 by 30 has also faced setbacks. The engineering profession does not exist in a vacuum and feels the effects of external trends. Dumaine and Beaudin pointed out that the COVID-19 pandemic significantly impacted women in the workplace worldwide in many industries, not just engineering. There is a consensus that the pandemic exacerbated some already existing gender disparities. Progress in closing Canada's gender wage gap was halted because of the pandemic; increased and unequal distribution of family care responsibilities worsened working conditions for women during the pandemic; and the pandemic directed skilled immigrant women towards unemployment, lower-skilled, or less stable employment.

On the other hand, the engineering profession is also evolving in a world that seems increasingly aware of social justice issues, and the formative evaluation of 30 by 30 found that the goal of making the engineering profession more inclusive remains highly relevant. And despite the modest progress in the number of newly licensed engineers who are women, Dumaine and Beaudin's evaluation did find that 30 by 30 has helped to bring much needed focus, attention, and public dialogue to the issue of gender equity in engineering. It has helped to foster stronger relationships between various groups working on gender equity in engineering, allowing for greater



unification around advocacy. The 30 by 30 brand has also added weight and credibility, making it easier for interest holders to get buy-in for their own programs and initiatives. And it has helped to generate research insights on the barriers that women continue to face in engineering.

ONGOING BARRIERS TO WOMEN'S PARTICIPATION IN ENGINEERING

The theme of this year's 30 by 30 Conference, Turning Knowledge Into Action for Gender Equity in Engineering,

focused on taking what the engineering community has learned over the first decade of 30 by 30, and using it to refocus efforts and spur progress over the next six years as we approach 2030. The first decade of 30 by 30 saw a significant amount of research completed, both by Engineers Canada and others in the engineering ecosystem, that has elucidated a greater understanding of the barriers that still hinder gender equity in engineering.

These include barriers to recruitment that prevent girls and women pursuing STEM subjects in high school and post-secondary education, barriers to retention that can push women out of engineering, and barriers to career advancement, which prevent women from advancing within an engineering organization, faculty, or company.

In addition to these barriers to women's participation in engineering education and the engineering workforce, Dumaine and Beaudin pointed out that because the 30 by 30 goal is inherently a licensure goal, barriers and pathways to engineering licensure are also important factors in evaluating 30 by 30. Research has suggested that

career interruptions, such as family leave or changing jobs, can delay or deter engineers from obtaining their professional designation. A lack of support, such as limited regulator engagement and mentorship, adds to confusion around licensure and the feeling of being overwhelmed. And not all engineering graduates recognize the value of engineering licensure, particularly if their work does not involve public safety.

Recognizing the wide range of interest holders who exert influence over these barriers to gender equity in engineering, from education, to workplaces, to regulation, Dumaine and Beaudin's keynote at the 30 by 30 Conference was followed by a workshop that asked conference attendees to reflect on their positions of power and influence within the engineering ecosystem. Led by Dr. Sarah Saska and Steph Rebello of Feminuity, a

of influence. Because everyone has a role to play in advancing gender equity in engineering.

THE FUTURE OF 30 BY 30 AND GENDER EQUITY IN ENGINEERING

Based on their environmental scan and their evaluation of the first 10 years of 30 by 30, Dumaine and Beaudin concluded by suggesting that there may be value in repositioning 30 by 30 to better leverage interest holders throughout the engineering ecosystem.

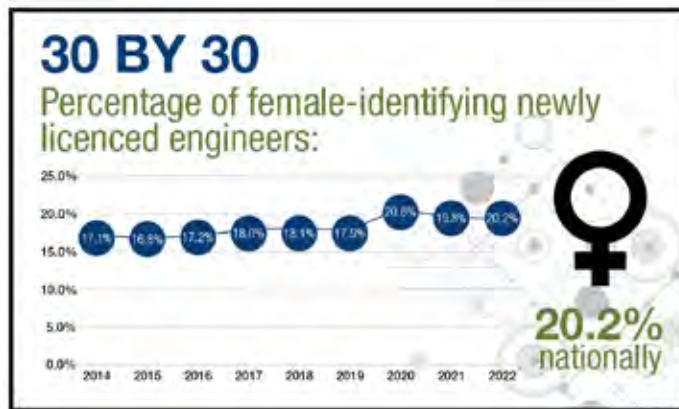
They pointed to the diverse array of interest holders who hold influence over the engineering ecosystem in Canada. While licensure remains an appropriate goal for 30 by 30, Dumaine and Beaudin suggested that it could be broadened by including other complementary goals "owned"

by other interest holder groups and focused on other parts of the engineering ecosystem. In this way, repositioning 30 by 30 can renew commitment, clarify objectives and responsibilities, and create momentum and buy-in from a greater array of interest holders that have influence over engineering culture.

"This conference has paved the way for all of us to reflect deeply on ... how we, in our unique

positions in the ecosystem, hold levers to make change and can use those levers," said Jeanette Southwood, Engineers Canada's Vice President of Corporate Affairs and Strategic Partnerships, about power and influence in her closing remarks to the audience at the 30 by 30 Conference.

"I want everyone here today to know that Engineers Canada and the regulators stand committed to removing the systemic barriers, biases, and stereotypes that hinder the progress and limit the opportunities of women and other marginalized groups



full-service equity, diversity, and inclusion consulting firm, the workshop asked attendees to identify what level of influence or control they can exert to challenge barriers to women's participation in engineering, whether it be on a personal or interpersonal level, or whether they be team leaders, employers, members of educational institutions, or play a role in policy and governance of the profession.

The workshop encouraged conference attendees to consider how they can advance gender equity in engineering through their individual actions in their sphere

within engineering. It is all of our collective responsibility to dismantle these barriers and to foster an inclusive environment and create opportunities for all.”

“Looking ahead, let us not allow the insights gained during this conference to remain confined within these walls,” challenged Nancy Hill, Engineers Canada’s then-President as she closed the conference. “It is our duty to take these discussions, recommendations, and best practices back to our respective institutions, organisations, and communities.”

Engineer’s Canada plans on taking PRA’s research and recommendations to regroup and refocus its efforts and those of the 30 by 30 network over the next year.

“Everyone in the engineering ecosystem has a role to play in advancing gender equity in the profession, and over the next year as we refocus our 30 by 30 efforts, we’re going to increase the incorporation of a systems thinking approach into this work,” explains Kim Bouffard, Engineers Canada’s Manager of Belonging and Engagement.

“We’re going to expand our 30 by 30 Champion program to continue to work strategically with engineering employers, higher education institutions, and the engineering regulators”, added Hill.

“And we’re going to be creating a new recruitment and retention strategy that will better incorporate both an intersectional lens and that systems thinking approach.”

In her closing remarks at the 30 by 30 Conference, Bouffard posed a question to the attendees, asking them if they were ready to change the culture of the engineering profession.

“Today, more than ever, we understand the problems, the barriers,” she said. “As a profession, engineers have the skills to address these problems, they are regarded as professional problem solvers. And we know

that engineers are not afraid to put in the work. It’s not a question of if we can change, it’s are we ready? And are we willing to do what needs to be done? To prioritize changing this profession for the better, building on everything that we have learned and acting on it.

“I’d like to leave you with this. Throughout the conference I have heard many of you refer to the next generation multiple times today. Let’s not pass this problem onto the next generation when we can solve it, together, for them.”

WHAT DOES THAT MEAN FOR MANITOBA

Manitoba set a new precedent for attendance by selling out the Engineers Canada 30 by 30 conference in May 2024 with over 300 attendees. Our impressive showing can be attributed to the work of engineers who have been committed to the work of gender equity in the profession for decades, to representatives of the Manitoba 2030 Coalition in recent years and support from their respective organizations to facilitate attendance in the weeks leading up to the day.

This collective effort to show up generated much important engagement during and afterward in understanding the current lay of the land, asking critical questions, further defining the problems, debating strategy, and committing to new and ongoing work to advance gender equity in engineering.

Surveys, focus groups, and interviews initiation by the Engineers Geoscientists Manitoba Department of Equity and Representation in 2020 and 2021 identified some key themes for why women left the profession and their licensure, broadly: sexism and racism, from the subtle to the overt (including unmitigated harassment) in workplace culture, inadequate maternity and medical

leave transition policies and practices, and a lack of formal mentorship. Internationally educated women also identified difficulty in finding employment. As a result, the Association department has curated and offered professional development training on microaggressions, anti-racism, and anti-sexism, as well as, in collaboration with the Manitoba 2030 Coalition, offered a

YEAR	NUMBER OF WOMEN	TOTAL NUMBER	%
2014	40	170	23.5%
2015	28	200	14.0%
2016	27	183	14.8%
2017	34	163	20.9%
2018	36	212	17.0%
2019	28	161	17.4%
2020	37	184	20.1%
2021	33	197	16.8%
2022	43	189	22.8%
2023	28	150	18.7%

EngGeoMB numbers over 10 years

series of anti-harassment sessions that has been well-attended. This work will continue, while seeking feedback on how to make future sessions as relevant as possible to our members and leaders in the professions.

The department has also developed a broader Equity in Regulation Action Plan for 2024-2028 to develop regulatory mechanisms, including tools and resources to equip members and organisations to further equity in the professions. With a more intersectional holistic approach, the plan looks to make sure that the barriers faced by women of all identities are considered. Improving the professions, both workplace culture, policies and

practices, and licensure processes for the most underrepresented of our members improves them for all members.

Engineers Geoscientists Manitoba also aims to support interns in their registration process by offering Competency-Based Assessment (CBA) information

sessions for interns and validators to support interns in their registration process as well as two mentorship programs. Abatement for professional development reporting is also available for a variety of scenarios where a professional cannot meet the required targets, including parental leave.

Whether or not the 30 by 30 goal is achieved nationally or in Manitoba, the work to advance gender equity in the professions is necessary and progressing with more support than ever from practitioners of all genders. 🌍



2025 MENTORSHIP PROGRAM

The Circular Mentorship Program is structured and is meant to **UNITE PRACTITIONERS** in Engineering and Geoscience professions, and to **BUILD TRUSTING RELATIONSHIPS** that brings both less-experienced and more-experienced members in the Association together, to offer **GUIDANCE, SUPPORT, AND ENCOURAGEMENT** aimed at developing the **COMPETENCE AND CHARACTER** of each member in the small group that will help achieve the **PROFESSIONAL AND PERSONAL GOALS** set by participants.

FOR MORE INFORMATION, SCAN THE QR CODE, OR VISIT:

www.EngGeoMB.ca/MentorshipProgram.html



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ENGINEERING REGULATORS SIGN AGREEMENT TO STRENGTHEN COLLABORATION & HARMONIZATION

ENGINEERS CANADA / C. LAO ROUSSEAU

On May 23, 2024, Canada's 12 engineering regulators across the country gathered to sign a National Statement of Collaboration to further expand their partnership. The signing ceremony took place in Winnipeg as part of Engineers Canada's 2024 Spring Meetings and Annual Meeting of Members.

The National Statement of Collaboration reflects regulators' renewed commitment to proactively work together to address national and international barriers to mobility for engineers and engineering entities, further advancing public safety and increasing regulatory efficiency.

"The signing of the statement marks a pivotal step forward for engineering regulation in Canada," said Nancy Hill, B.A.Sc., LL.B., FCAE, FEC, P.Eng., President of Engineers Canada. "Through our collective commitment to collaboration, we strengthen our ability to uphold high standards of practice, promote public safety, and foster an equitable engineering environment for current and future engineers in each jurisdiction."

This agreement stems from a priority identified in Engineers Canada's 2022-2024 Strategic Plan that aimed to work with regulators to understand barriers and success factors leading to harmonization and facilitate the adoption of a national agreement to establish the principles and areas where pan-Canadian harmonization will be sought.

"I am very pleased to sign the National Statement of Collaboration on behalf of Engineers Geoscientists Manitoba," said Association President Kathryn Atamanchuk, P.Eng., FEC. "I am confident that there are many ways for the Canada's 12 engineering regulators to work together to leverage best practices and ensure equitable access to the profession by qualified individuals, and I look forward to these collaborative efforts".

The statement reflects regulators' renewed commitment to work together to enhance international and national mobility, further protect the public, and increase regulatory efficiency. Collaboration has been foundational to advancing engineering in Canada. Over the years, regulators have demonstrated their dedication to



photo credit Engineers Canada



collaboration through programs and initiatives such as the development and implementation of the accreditation system, which ensures quality level education regardless of where the engineering education is pursued in the country.

For Engineers Geoscientists Manitoba, there are two key areas that the Association is interested in with respect to the National Statement of Collaboration:

1. A national approach to international academic assessments
2. A national approach to continuing professional development requirements and reporting

“Around 55 per cent of our new interns are newcomers to the province or have obtained their engineering education outside of Canada. Without a national approach to how academics are assessed, the processes developed between regulators can end up being different, which can be confusing for applicants,” said Atamanchuk.

“Professions in Manitoba are now being reviewed by the Fair Registration Practices Office of the Manitoba government, so there is a need to ensure that our academic assessment and subsequent registration processes are fair.”

Regarding the Fair Registration Practices Office, Manitoba was one of the first provinces in Canada to introduce fairness legislation when it enacted the *Fair Registration Practices in Regulated Professions Act* and established the Office of the Manitoba Fairness Commissioner (OMFC) in 2009. According to the Government of Manitoba, the FRPO continues to work collaboratively with 31 self-regulated professions under the act to help ensure applicants are treated and assessed in a way that is transparent, objective, impartial, and fair.

“Regarding Continuing Professional Development (CPD), many of our members are also registered in other provinces and territories, and with different regulators with different CPD reporting requirements, it can be onerous,” added Atamanchuk. “Therefore, a common platform and process for reporting would be beneficial.”

Regulators have also collectively adopted the competency-based assessment, a tool that defines the competencies to practice engineering across Canada. These achievements are a testament to notable collaboration. The Statement of Collaboration aims to strengthen these efforts for the benefit of the profession and the public we serve.

“Thank you to everyone who made this work come to life – regulators, the Collaboration Task Force, and Engineers Canada,” said Hill. “As we move forward, sharing knowledge and exchanging best practices, I am confident that this work will help forge a path forward towards a stronger, more innovative future for engineering in Canada.”

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- ENGGEOMB PRESIDENT
KATHRYN ATAMANCHUK, P.ENG. FEC

THURSDAY, OCTOBER 24, 2024

2024 ANNUAL GENERAL BUSINESS MEETING, AWARDS CEREMONY, AND RECOGNITION LUNCH

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CONTINUING PROFESSIONAL DEVELOPMENT

D. UNETT / C. LAO ROUSSEAU

Engineering and geoscience are ever evolving disciplines. With new technologies, expanded research, and changing legislation, it is more important than ever for professionals to regularly participate in professional development activities.

Over each three-year period, everyone must claim a minimum of 240 credit hours and there must be credits claimed in at least three of the six categories each year.

The six categories are broad and provide many ways for an individual to meet their ProDev targets in a way that most benefit their career and life.

PROFESSIONAL PRACTICE encompasses your day-to-day work and on the job learning.

FORMAL ACTIVITY includes completing university courses, attending a seminar, and participating in training programs.

INFORMAL ACTIVITY can include self-directed study, such as reading technical manuals or participating in workshops.



In Manitoba, professional engineers and geoscientists, along with other professionals such as lawyers, physicians, and registered nurses, are required to complete and report their professional development. Additionally, most engineering and geoscience associations across Canada either currently have professional development requirements or are in the process of implementing them.

The benefits of professional development include:

- Expanded knowledge base
- Awareness of industry trends and changes
- Connections with other professionals
- Skill development

These benefits help to ensure the protection of public health, safety, and welfare, while also helping professional advance their own careers.

Engineers Geoscientists Manitoba's program, ProDev, applies to:

- Practising members,
- Specified Scope of Practice Licensees,
- Canadian Mobility members,
- US Licensees, and
- Senior members.

ProDev is reported annually, by December 31 of each year, and is assessed over a three-year period.

PARTICIPATION is one of the broadest categories. This can include participating in Association events such as the Annual General Meeting or mentorship programs, or outside events such as serving on a planning board or judging a local science fair. Caregiving is also included in this category.

PRESENTATIONS include the preparation and presentation of seminars or workshops.

CONTRIBUTION TO KNOWLEDGE can include editing papers or developing Codes and Standards for publication.

Further breakdown on each category, as well as exemptions and exceptions to the ProDev program, can be found in the ProDev Guide:

www.EngGeoMB.ca/PracticeGuidelines.html

To help professionals reach their ProDev targets, Engineers Geoscientists Manitoba lists professional development opportunities on the Association calendar and has developed e-learning modules which are available through the member portal.

Professionals looking for informative and relevant ProDev opportunities should be aware of EngGeoMB's annual Ingenuim Conference.

2024 Ingenium

INGENIUM REGISTRATION INCLUDES...

- Access to all virtual professional development seminars: live keynotes, seminar sessions, and interactive workshops
- Optional in-person networking event following the live online sessions, at no additional cost
- Exclusive on-demand sessions, available to access any time
- Access to recordings of all sessions for 90 days

WHAT IS INGENIUM?

This annual conference is a premier learning and connecting opportunity for the engineering and geoscience community in Manitoba, and it's one of the most efficient ways to gain valuable professional development hours and get involved with the Association without having to leave your desk.

The 2024 Ingenium Professional Development Seminars will be held in a virtual environment allowing for broader participation of the Association's geographically diverse 9,900+ practitioners who work in the province's private and public sectors. It will conclude with a new in-person networking event held in Winnipeg and Brandon, MB.

On top of live and recorded sessions from a vast variety of professionals that are experts in their respective fields, seminars will be available online via the Ingenium Hub for months afterwards. Every live session will be recorded and available to watch until February 21, 2025, via the On-Demand Library, allowing you to engage in this exclusively curated content at your own pace - and as many times as you want! 📺

2024 SESSION SPEAKERS INCLUDE...

STRIVING FOR WELLBEING AT WORK



JANE HELBRECHT

This session will explore how employees can move towards well-being and how we can advocate for and build a culture rooted in well-being in our workplace.

TUESDAY, NOVEMBER 19

A RETROSPECTIVE CASE STUDY: THE CANADIAN MUSEUM FOR HUMAN RIGHTS



GRANT VAN IDERSTINE

As the Architect of Record, Grant spent over 10 years working on the design, contract documents, and construction of the project, including several years on site as construction proceeded. This is a landmark project that is worthy of a retrospective view 10 years after initially opening to the public.

WEDNESDAY, NOVEMBER 20

WHY ENGINEERING DISASTERS HAPPEN: BOEING 737 CASE STUDY



**LISA WHITE
P.ENG., PHD, FEC**

This conference session will examine the critical weaknesses and failures in various risk management system elements that ultimately caused a disaster in the Boeing 737 case study. It will discuss lessons learned for leadership in engineering safety and risk management in any organization. This case study will underscore the importance of proactive risk management, robust engineering practices, and regulatory oversight in preventing harm.

THURSDAY, NOVEMBER 21

NEW FOR 2024!

All Ingenium participants are invited to attend an in-person networking event in Winnipeg or Brandon, MB, to wrap up the conference; come and discuss the sessions and what you took away from this year's seminars with fellow practitioners!



For additional information about Ingenium, scan the QR code provided, or visit www.EngGeoMB.ca/Ingenium

Have questions about the conference? Feel free to reach out to EngGeoMB Events Coordinator, Madelyn Sweetland at MSweetland@EngGeoMB.ca

FROM GOLFING TO GRADUATION: HOW THE MAKING LINKS GOLF TOURNAMENT BENEFITS UNIVERSITY OF MANITOBA STUDENTS

BY C. LAO ROUSSEAU

On Thursday, June 20, the 2024 Making Links Engineering Classic golf tournament was held at Quarry Oaks in Steinbach, Manitoba.

Starting in 2004, the inaugural tournament was held at the Elmhurst Golf and Country Club. At the time, it had become apparent to the Council that the Association had fallen behind other professional associations in direct financial support to the University. Those professions had recognized that if their profession is to prosper in the future, they must make an investment in it today.

The Making Links Engineering Classic was proposed to help make that investment in the future of the profession. This event has not only been a place for players to join the Association on the links for a day of golf, prizes, and opportunities to network with fellow professionals,

but has also acted as a fundraising opportunity for the Price Faculty of Engineering at the University of Manitoba.

As a result of the tournament, EngGeoMB donates all proceeds to the U of M each year. The profits from the first few years' events were used to support the development of the Engineering and Information Technology Complex (EITC) and the Association Design Studio at the University of Manitoba.

Within a couple of years, it was decided to combine the August MLEC event with the Association's annual spring golf tournament into a single event under the MLEC name. Since then, the tournament has grown to be one of the largest charity golf tournaments in the province. To date, the Association has donated over \$325,000 to the U of M through the tournament proceeds.

After the EITC was complete, the funds have typically been allocated towards furnishings for the graduate student study spaces in the Stanley Pauley Engineering Building, the ENGAP graduates' wall installation in the Engineering building's main atrium, and a refurbishment of the Engineering Library with new furniture.

"These are the areas that the funds have supported, and in most cases of past and future planned support, this is pooled with contributions from other donors as well," said Marcia Friesen, P.Eng., PhD, FEC, FCAE, FEIC, Dean of the Price Faculty of Engineering.

"There have also been some more mundane items [that have been] extremely impactful - items like student lockers. Over the period of five to ten years ago, there were concerted efforts to greatly expand locker availability for engineering students, which



ENGAP graduates' display in the Engineering Atrium



Study and collaboration space in the Engineering Library & Learning Commons



Take-a-break nook in the Engineering Library & Learning Commons



is important when you're here from morning until evening and need places to set your parkas, lunch and snacks, etc. during the day."

This year's 2024 MLEC golf tournament funds are dedicated to a different kind of benefit for students: A 1,000 sq ft Makerspace expansion that is set to open to students by mid-2025.

The faculty has purchased a range of equipment to facilitate mechanical, electrical, and electronics prototyping. From 3D printers for plastic and metal, to laser cutters, sewing equipment, a 3D scanner, metrology tools, a digital microscope, microcontrollers, sensors, LEDs, hobby motors, switches, and the associated testing and assembly equipment, this newly designed Makerspace is designed to give every opportunity possible to students to fuel their passion and foster their creativity in a collaborative workspace alongside their peers.

Additionally, future funds will support a refurbishment of three design studios in the Price Faculty of Engineering, including the signature E2-229 room named after the Association and one of the original proceed projects: The Engineers Geoscientists Manitoba Engineering Design Studio.


"All three rooms were opened in 2007 and have not seen any upgrade since that time," states Friesen. "The upgrades will include new educational furniture to support team-based work, efficient room reconfiguration within and between classes, and sturdy surfaces for project work, project lockers, and audio-visual presentation upgrades."

Even though the 2024 tournament just happened a few months ago, the Association looks forward to next year's event, the incredible support of our volunteers, and the future opportunities we're able to provide for Engineering students through the fundraising this event - and other donors - provide.

"Making Links has a reputation as one of the best golf tournaments of the season. It is so well organized, has so many great touches and features to provide an amazing experience, and is a perfect way to spend time with colleagues and run into acquaintances," adds Friesen.

"We're looking forward to becoming more involved in the tournament next year: For example, we've floated the idea of having Price Faculty of Engineering staff volunteering alongside Engineers Geoscientists Manitoba staff and volunteers to really demonstrate that the tournament is a partnership."

For additional information about the Making Links Engineering Classic golf tournament, how to get involved, how to become a sponsor, and or how to volunteer, keep an eye on EngGeoMB.ca, future EngGeoMB weekly newsletters, EngGeoMB on social media, or reach out to our Event Coordinator, Madelyn Sweetland at MSweetland@EngGeoMB.ca.

Interested in making a donation to the Price Faculty of Engineering at the University of Manitoba? Invest in a brighter future today by visiting www.UManitoba.ca/Giving. 

CONGRATULATIONS TO OUR 2024 TOURNAMENT WINNERS!

JUSTIN SAJ, P.ENG.; NIKOLAI KAUFHOFEN, EIT;
SYDNEY BERGEN, EIT; KEVIN BAYLIS, P.ENG.



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MEMBER UPDATE

JANUARY 2024 - JUNE 2024

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R.R. Abhang	D.D. Cole	J. Galenzoski	I.H. Kaderi	R.R. Moore	Moraga	D.M. Taylor
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M. Azam	J.M. Deyholos	G. Gorbanov	W.K.M. Lam	B.O. Oghoghioye	F.E. Sayegh	A.J. Vin
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U.H. Nwanolue
L.M. Nweze
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N.O. Oguntimehin
T.O. Okezie
M.Y. Olorode
O.E. Olowokere
O.M. Oluwalona
O.O. Opatola
E.C. Oseghale
O.E. Osowa
O.P. Oumo
A.F. Oyegunle
C.F. Padilla Lopez
N.V. Panchal
F. Parsa
B. Parsaei
M.L. Pasaraba
G.F. Pascual
A.P. Patel
H.V. Patel
K. Patel
K.V. Patel
M.M. Patel
N.D. Patel
N.K. Patel
P.H. Patel
V.B. Patel
A.K. Pathak
P.G. Patil
R.C. Paulus
M.M. Pawluk
P.D. Pearson
N.R. Penner
C.R. Pereira Saraiva
D.P. Perez Gordo
C.A.J.W. Petgrave
S. Phat
J. Philipose Thomas
L.S. Phillips
A. Pohary
S.N. Poottetty Gopinathan
F. Pourardebili Karigh
L.E.C. Proven
V.K. Puttaramaiah
A. Raaidi
A. Rafay
M. Rajabi Reza Abadi
B. Rajan
D.B. Raval
M.T. Raza
H. Rekik
B.E. Rempel
K.Y. Ren
D.P. Reyes
M. Rezaei
E.K. Rigaux
N.Y. Rillagodage
T.D. Ritchot

R.P. Rodelas
J.R. Rodriguez
J.S. Rodriguez
K.A. Rogers
M.D. Rohde
M.S.J. Roxas
B.W.S.C. Rupasinghe
S. Sabermahani
S. Safa
D.M. Saindon
G.M. Samarawickrama
E.A. Samuel
M.A. Sanchez Martinez
R.S. Sandhu
U. Sarojam Parameswaran
S.M. Sayeed
D.J. Schapf
S. Schueller
D. Sebastian
A. Sedaghatdoost
D.M.W.R. Senarathbandara
B.V. Shah
H.K. Shah
H.M. Shahidullah
H. Shan
P. Sharma
T. Shumba
B.S. Sidhu
P. Sidhu
F.M. Sinaga
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P. Singh
R. Singh
S. Singh
S. Singh
Y. Singh
A.K. Singla
G.R. Stefansson
G.J. Stewart
C.T.N. Stocki
A.Q.A. Subedar
C. Sun
A. Sunny
S. Tandon
E. Tangestanipoor
A. Tarasov
K. Thiam
O.B. Tijani
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C. Wei
K.M. Wiens
E.A. Wilson
H.S.T. Wong
D. Xie
K.J.H. Xie
H. Xu
H.A. Yassin
D.O. Yatsyck
C.P. Yee
H. Yin
M. Youssef
J. Zhang
Y. Zhao
Y. Zheng
X. Zong
C. Zulu

NEWS+NOTES

2024 CURLING FUNSPIEL



On January 10, 2024, EngGeoMB hosted the annual Curling Funspiel!

Eighteen teams gathered at the St. Vital Curling Club in search of a fun afternoon, prizes, and their name on the trophy. Teams were also invited to dress up in creative outfits to show their enthusiasm and team spirit while competing for the best dressed prize - congratulations to our snazzy Canadian tuxedo winners!



The Sports Committee would like to thank all participants for joining this year's Funspiel and helping to raise \$5,526 to support geoscience students at the University of Manitoba.

THANK YOU TO OUR SPONSORS!

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Beer Sponsor:
KGS Group

Sheet Sponsor:
Ag Growth International (AGI)

Table Sponsor:
Ag Growth International (AGI)

2024 SPAGHETTI BRIDGE COMPETITION

This year, EngGeoMB experienced amazing numbers during Provincial Engineering and Geoscience Week: Over 1,000 enthusiastic students joined the Association from all over Manitoba to design, build, and smash bridges during the annual 2024 Spaghetti Bridge Competition for a total of weight held at 14,984.2 kg!

In total, Association volunteers smashed 481 trusses. The strongest spaghetti bridge entered into the competition this year was made by a Grade 12 student. Their winning bridge held an impressive 184.3 kg!

Since 1995, Engineers Geoscientists Manitoba has partnered with Harvest Manitoba to not only make this event a smashing success, but also give back to the charity that helps to distribute food to homes all over the province. This year, the Association is proud to announce a donation of \$29,968.40 to Harvest Manitoba.



2024 NEW MEMBER LUNCHES

In 2024, the Association welcomed new members to The Norwood Hotel and the Holiday Inn Winnipeg-South for complimentary lunches and networking opportunities. Guests were invited to take pictures with the president and celebrate their newly acquired professional licence in Manitoba.



2024 PROVINCIAL ENGINEERING AND GEOSCIENCE WEEK

Each year, March is celebrated in Canada as National Engineering Month (NEM), but across the country, some provincial regulators allot a week of NEM to Provincial Engineering and Geoscience Week (PEGW).

During PEGW, Canadian youth see what makes engineering and geoscience as exciting and fun career choices. The week is also a chance for students to match their skills and interests with one of the many engineering disciplines.

Every year, EngGeoMB organizes events for the community to participate in PEGW. On Sunday, March 17, hundreds of children and their families attended Kildonan Place Shopping Centre for a day of free educational activities, including building structures out of gumdrops, designing and constructing bridges so toy cars could traverse a raging river, digging for rocks and dinosaurs, and more.



2024 VOLUNTEER APPRECIATION NIGHT: A NIGHT AT THE PLANETARIUM

On Wednesday, June 5, 2024, Engineers Geoscientists Manitoba celebrated Association volunteers at the Manitoba Museum Planetarium, for our Annual Volunteer Appreciation Night.

Attendees gathered for refreshments and networking before watching the Manitoba Skies Planetarium show which highlighted the constellations, planets, and celestial events that can be seen on clear evenings throughout the province.

The Association has over 300 volunteers who dedicate their time and expertise to committees, task groups, and special events. The activities of EngGeoMB would not be able to take place without the work of these dedicated practitioners.

Once again, on behalf of Engineers Geoscientists Manitoba, thank you to our volunteers - know that your work and dedication is recognized and appreciated!



OUR FUTURE CAMPAIGN WINE AND CHEESE WRAP-UP

The Indigenous Chapter of the Association hosted a wine and cheese event on the evening of June 12, 2024, to thank and honour the Indigenous engineering students, interns, and professionals featured in the Our Future campaign.

Trevor Oullette, Erin Oullette, Mihsakwan James Harper, and Jarell Crampton from the Campaign were presented with framed campaign prints. The gathering was a lovely opportunity for networking over appetizers and beverages.

This event also marked an early celebration for National Indigenous Peoples Day, which is celebrated annually on June 21, 2024. Thank you to all who attended, especially family members.

More information about the Our Future campaign, please visit www.EngGeoMB.ca/OurFuture

INCREASED VOLUME OF ASSOCIATION APPLICATIONS

Over the first half of 2024, the Admissions Department experienced a steady volume of applications and interest in professional registration.

From January to July 2024, 404 professional member registrations were processed and 522 applicants were successful in enrolling as interns. Compared to the same period in 2023, this represents a 15% increase in professional member registrations, and a 21% increase in new interns.

ENGGEOMB WELCOMES MICHAEL GREGOIRE, P.ENG., FEC, AS CEO/REGISTRAR/ SECRETARY

Engineers Geoscientists Manitoba was pleased to announce the appointment of Michael Gregoire, P.Eng., FEC, as the CEO/Registrar/Secretary, May 10, 2024. The selection came after a thorough and transparent search process, facilitated by the diligent efforts of the Recruitment Committee and Lively Consulting.

Mr. Gregoire brings a wealth of experience and expertise to the role, having served in various capacities within the organization for the past 16 years. His tenure as interim CEO/Registrar/Secretary since January 2023 has been marked by dedication, collaboration, and a steadfast commitment to the advancement of the engineering and geoscience professions in Manitoba.

President Kathryn Atamanchuk, P.Eng., FEC, remarked, "We are thrilled to welcome Michael Gregoire as our permanent CEO/Registrar/Secretary. His track record of success and dedication to our professions make him the ideal leader to guide Engineers Geoscientists Manitoba forward".



INTERNATIONAL WOMEN IN ENGINEERING DAY PANEL

To commemorate the numerous successes of women in the engineering field, June 23 is recognized as International Women in Engineering Day (INWED). Engineers Geoscientists Manitoba held a discussion panel in honor of INWED at the Price Faculty of Engineering on June 26, 2024, featuring four professional engineers who are women, Sarah Soprovich, P.Eng., Aimee Intac-Leung P.Eng., Erin Cooke P.Eng., and Jennifer St. Laurent P.Eng., and was moderated by Courney Mandock, P.Eng.

Sarah Soprovich, P.Eng., is a Senior Associate and Bridge Team Lead for Stantec's Winnipeg office.

Aimee Intac-Leung P.Eng., is the Chair and Canadian Representative for Women in Energy for CIGRE Canada and works at Manitoba Hydro with HVDC Engineering.

Erin Cooke P.Eng., currently leads Winnipeg Transit's Transition to Zero Emission Bus program and is the Chair of the Canadian Urban Transit Research & Innovation Consortium (CUTRIC) Zero Emission bus committee.

Jennifer St. Laurent P.Eng., is a technology executive and Servant Leader with an Industrial Engineering undergraduate degree, an MBA, and certifications in Project Management and Change Management.

Courney Mandock, P.Eng., is a Manufacturing Engineer currently working at Boeing Canada Winnipeg in Process Engineering.

Nearly 100 guests were in attendance, and this event was open to students, interns, and professionals of all genders.

The panelists were asked questions surrounding their early career experiences and offered many valuable insights to the audience. Themes surrounding the future of engineering were discussed as well over light appetizers and beverages. Post-panel discussion was highly encouraged, and guests were invited to stay and organically network.

This was the second annual INWED panel hosted by the Association, and more opportunities to highlight women in the professions can be found through the Women in Engineering and Geoscience Mentorship Program, with applications closing in late September. If you are interested in participating in this year's program, please check your eligibility here: www.EngGeoMB.ca/WomensMentorshipProgram.html

MANUAL OF ADMISSIONS TASK GROUP

The Manual of Admissions Task Group continued its work and completed focus groups to seek feedback on academic assessment, competency-based assessment (CBA), and specified scope of practice licenses. The Task Group is currently reviewing feedback, which will inform any potential future recommended changes and improvements to admissions policies.

ENGINEERS CANADA'S NAMES PHILIP RIZCALLAH AS CHIEF EXECUTIVE OFFICER

President Nancy Hill, B.A.Sc., LL.B., FCAE, FEC, P.Eng., and the Board of Engineers Canada are pleased to announce the appointment of Philip Rizcallah, P.Eng., as the organization's next Chief Executive Officer, effective August 6, 2024. Rizcallah succeeds Gerard McDonald, MBA, P.Eng., ICD.D, who has retired after six years of service to the association.

"I'm very excited to join the Engineers Canada team," says Rizcallah.

"The organization is a leading voice for the profession in Canada, and they're an example for how collaboration is central to ensuring engineering continues to tackle the most challenging problems facing Canada and the world."

THE SEVENTH ANNUAL MLA RECEPTION

The annual MLA Reception is a cornerstone event for the members of the Association, including the Council, past presidents, and committee members. It offers a platform to foster and sustain robust relationships with government representatives from both provincial and municipal levels.

On Thursday, May 16, 2024, Engineers Geoscientists Manitoba hosted its seventh annual MLA Reception in Winnipeg. This event provided an excellent opportunity for numerous insightful dialogues about the engineering and geoscientific professions.

The Government of Manitoba officials in attendance were:

Honourable Jamie Moses (Minister of Economic Development, Investment, Trade and Natural Resources), Honourable Adrien Sala (Minister of Finance), Honourable Renée Cable (Minister of Advanced Education and Training, and the Honourable Tracy Schmidt (Minister of Environment and Climate Change). In addition, 10 MLAs attended the event and several government staff.



2024 CHAPTER PICNIC

EngGeoMB Chapters joined together for a fun-filled day at Assiniboine Park on August 24, 2024, for their annual Summer Picnic: the perfect opportunity to unwind, connect with fellow engineers, and enjoy the great outdoors. Thank you to the over 300 individuals who attended this event - we can't wait until next year!

MARLENE POLSON RETIREMENT

In May 2024, EngGeoMB wished farewell and a happy retirement to Marlene Polson, Registration Coordinator, for her 18 years of service.

2024 HABITAT FOR HUMANITY ENGGEO MB BUILD

On August 22, 2024, EngGeoMB joined Habitat for Humanity Manitoba for their largest development in the history of the organization's 35 years, located on Pandora Ave. West in Transcona.

Situated on three acres of land, Habitat Manitoba is building 11 blocks of five townhouses each, for a total of 55 homes. The project will house approximately 275 people, including 175 children. These homes will be exceptionally energy efficient, and when completed, will have a carbon-free zero footprint.

EngGeoMB was honoured to take part in this historic build and work alongside so many dedicated and hardworking #HabitatforHumanity volunteers.



PAUL HUBLEY, P.GEO., FGC: NEW CEO OF GEOSCIENTISTS CANADA

Geoscientists Canada is pleased to announce that Paul Hubley, P.Geo., FGC, took the helm of Geoscientists Canada as Chief Executive Officer upon the retirement of the current CEO, Andrea Waldie, P.Geo., FGC, on May 31, 2024.

"I am honoured to be given the opportunity to lead Geoscientists Canada into the next phases of our development, to apply my skills to the profession that has given so much to me, and to support our geoscience regulators, geoscience professionals and the Canadian public." said Mr. Hubley.

"I look forward to creating new connections with our national and international partners as we all strive to achieve excellence in geoscience professionalism."

2024 CBA ASSESSOR GROUP SESSIONS

EngGeoMB continues to offer How To Apply and Competency-Based Assessment virtual and in-person overviews to prospective applicants, validators, and employers.

Future dates are available in the Events Calendar.

In addition, two CBA assessor group sessions were offered in 2024 to educate and share best practices among the 60 plus volunteer professional member assessors. If interested in becoming a CBA assessor, or for any questions or feedback contact Admissions at Apply@EngGeoMB.ca

NOTICE

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

ORDER OF THE DISCIPLINE COMMITTEE

This is Notice that on February 16, 2024, Peter Grieger, P.Eng., consented to the registration of a conviction and issuance on a charge of professional misconduct or unskilled practice, in accordance with Section 46(1)(d) and (e) of *The Engineering and Geoscientific Professions Act* and Canon 5 of the *Code of Ethics*.

The conviction arises from Mr. Grieger's involvement in providing engineering services for the design of a water reservoir for a Colony in rural Manitoba.

Specifically, in the course of providing engineering services respecting the Reservoir, Mr. Grieger demonstrated a lack of knowledge, skill and/or judgment in the practice of professional engineering, by:

- a) Failing to adequately understand the scope and/or communicate effectively with the client the scope of the design through notes and annotation on the drawings;
- b) Failing to demonstrate that the Reservoir structure will be watertight and sealed to prevent potential contamination of the water system; and
- c) Failing to include sufficient detail and convey the purported limitations of design scope in the engineered drawings.

Additionally, Mr. Grieger violated Canon 5 of the *Code of Ethics* by:

- a) Failing to engage with the Office of Drinking Water.

Having received Mr. Grieger's consent, Engineers Geoscientists Manitoba's Investigation Committee has registered a conviction and imposed the following penalties:

- Mr. Grieger be issued a Reprimand;
- Mr. Grieger must return all fees paid to him by the client in connection with this project; and
- Mr. Grieger's name and the circumstances relevant to the finding of professional misconduct or unskilled practice of professional engineering shall be published in accordance with Engineers Geoscientists Manitoba's policy on publication.

Michael Gregoire, P.Eng., FEC
CEO & Registrar

NOTICE

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

This is notice that on July 31, 2024 Mr. Stephen M. Petrovich, P.Eng., consented to the registration of a conviction and issuance on a charge of professional misconduct or unskilled practice in accordance with section 35(1)(f) of *The Engineering and Geoscientific Professions Act*.

Mr. Petrovich was the subject of an Order, dated November 14, 2023, by The Association of Professional Engineers and Geoscientists of Alberta (APEGA), regarding his involvement in providing an authenticated foundation plan drawing for the construction of a Structural Insulated Panel (SIP) residential home. The full text of the Order can be found on the APEGA website: www.APEGA.ca

Having received Mr. Petrovich's consent, Engineers Geoscientists Manitoba's Investigation Committee has registered a conviction and imposed the following penalty:

1. He is permanently restricted from engaging in the practice of geotechnical engineering in Manitoba, and
2. The matter will be published by the Association in print and electronic publications including on the Association's website.

Michael Gregoire, P.Eng., FEC
CEO & Registrar

CLOSING NOTES

WHEN INTERESTS CONFLICT

BY D. UNETT



When faced with the decision between ‘right and wrong’, we’d all like to believe that we would make the right choice.

However, when it comes to facing conflicts of interest in our professional lives, the choice is rarely so binary. We may not even be aware of a conflict until we look back at it in retrospect.

There are numerous interests that may come into play during one’s engineering and geoscience practice, but today we will focus on the personal interests of the individual practitioner.

For professional engineers and geoscientists, their primary interest should always be to protect the public interest and to serve their clients with due diligence. Conflicts arise when a secondary interest, such as the desire for personal financial gain, seeking professional advancement, and assisting family and friends, competes with the primary interest.

Having secondary interests is inevitable and is not a bad thing, but the concern is that the secondary interests will sway or effect an individual’s actions in a way that conflicts with the primary interest.

Conflicts of interest can be real, potential, or perceived, and managing these conflicts can go a long way in maintain client and public trust in both the individual and the profession as a whole.

For example, imagine a practitioner is tasked with finding a contractor for an upcoming project. They gather Requests for Proposals (RFP) and one of the companies who applies is run by an old school friend of the practitioner.

In this situation, there may not be an actual conflict of interest, the practitioner could be judging the RFPs based on the content alone, but the potential for conflict is present.

If the practitioner chooses their friend’s RFP without disclosing their prior relationship, it may not matter if that RFP was objectively the best choice. The other companies applying, and even the practitioner’s employer, may see it as a perceived conflict if they found out about the friendship between the two individuals.

The best way to avoid conflicts of interest, whether real or perceived, is to be open and upfront. In this situation, the practitioner should disclose their relationship to ensure the fairest process can occur, which may even involve the practitioner excusing themselves from certain parts of the project.

Managing conflicts of interest goes a long way in maintaining client and public trust and having processes in place before a situation occurs will help individual navigate tricky situations.

For more information on how to spot, manage, and disclose conflicts of interest, practitioners are encouraged to read the Conflict of Interest Guideline, and take the Conflict of Interest E-Learning Module. [+](#)

THE CODE OF ETHICS STATES THAT PRACTITIONERS MUST “ACT AS FAITHFUL AGENTS OF THEIR CLIENTS OR EMPLOYERS, MAINTAIN CONFIDENTIALITY AND AVOID CONFLICTS OF INTEREST, BUT, WHERE SUCH CONFLICT ARISES, FULLY DISCLOSE THE CIRCUMSTANCES WITHOUT DELAY TO THE EMPLOYER OR CLIENT”



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