

February 25, 2021

Dear 2020-2021 PEO Council,

RE: Motion to Rescind CPD Referendum is Disgraceful and Dishonourable & By-Law Motion Shows Council No Longer Abides by Knowledge-Based Decision Making

If the motion to rescind the CPD referendum passes tomorrow (Friday, February 26, 2021) it will permanently stain black the legacy of the sitting Council.

Disgraceful - definition - “a source of shame”
Dishonourable - definition - “a state of shame”
Shame - definition - “a loss of respect”

Sources of Loss of Respect should the rescinding CPD referendum motion pass:

- Disrespects a decision of a past Council without extreme or necessary circumstances requiring such.
- Disrespects a promise made to members.
- Disrespects the need for stakeholder peer review [staff review IS NOT peer review!!! The stakeholders in regards to CPD includes members]. This is no small fault in the process of bringing this motion forward. When peer review for briefing notes was established the one and only situation where peer review was deemed “always required” was for any motion related to a need for an Act or Regulation change. This was a decision of Council after much discussion and a workshop - I know, I was there and was the mover of the motion to add peer review to the briefing note.
- Potentially shameful should any elected Councillor who did not make mandatory CPD part of their election platform to now reveal support for it without consulting members. This is directed at those who may think they have a mandate from members to make all decisions for them; you do not on this topic if you did not reveal such a known hot button issue to the members when they elected you. As for acclaimed Councillors you have not received a confidence vote through an election so I would argue you have the highest responsibility to consult members. And I certainly do not want to hear the tired cliché, “I was elected to make the tough decisions.” - on the issue of CPD this is the exact opposite of what is being done here, avoiding member input and keeping the topic at the lowest of profile communication wise does not make the decision tough, it makes it easy. What would be tough is holding the referendum, being unable to convince the majority of members of the value of CPD thereby receiving a rejection from the membership, and then impose mandatory CPD regardless – there is no Act, Regulation, or By-Law that requires Council to abide by a referendum, but one would strongly hope they would.

Recent evidence, chronological order, that reveals Council no longer abides by knowledge-based decision making:

- Term limits made the only real source of corporate memory for Council is that provided by staff.
- Peer review has effectively become only staff review, a look at present and past briefing notes clearly reveals this.. A complete corruption of the intent of peer review! Again, I know. This approach Council now accepts instills a huge filter on information reaching Council.

- Removal of Councillors from non-Council committees clearly decreases the knowledge around Council. And to think, for example, that written or oral reports might be a good substitute is farcical - been tried multiple times, failed multiple times. Again, what can Council learn from unfiltered history?
- Refusal to hold a referendum to see if Council's reasons for mandatory CPD are convincing. A case of self-filtering knowledge in this case. I can tell you that on my many years on Council that the mandatory CPD was discussed every year, yet not one bit of evidence was ever presented that mandatory CPD is effective, that it protects the public. What has been admitted is that it is a public relations exercise, e.g., you know this is the case whenever you hear the argument that the government will impose CPD if PEO does not. It has also been admitted to be a data collection exercise, but in truth this data could be collected by other means, and certainly in a more transparent manner. Furthermore, a review of CPD programs across Canada and the U.S. that was presented to Council some years ago did not support mandatory CPD (did you get a copy? No? Lack of corporate memory or filtering?). Same lack of support from a review of discipline cases. Lastly, as I have noted many times on Council, and as supported by discipline cases, an argument could be made for continual ethics reminders, but ethics is not the focus of PEAK or any mandatory CPD program I know of.
- The Rules-of-Order motion on the same Agenda as the rescinding of the referendum motion is a prime example that Council no longer expects knowledge-based decision making. For example, how can you approve new rules if you do not even have them in hand to review (i.e., I note the motion speaks to purchasing copies of the rules-of-order).
- Lastly, back to the rescinding motion and the complete unknowns in what it would approve. The briefing note does not specify PEAK, but rather says that the Registrar will create a CPD program and educate members on how to comply, according to some principles given in the Appendix. How can Council approve this motion without first seeing what the Registrar proposes? This 'how' is an obvious part of knowledge-based decision making, but alas it is missing. A complete lack of reasonable due diligence on Council's part.

I fully expect some Councillors to become defensive, and likely some will knit-pick points I have made above. Either of these reactions miss my points, but also serve to re-enforce the points of this letter. The first point of this letter is to "listen", in the case of the rescind motion to listen to members - defensive reactions are not listening. The second point is the large scale trend towards ignorance-based decision making - so do not knit-pick, but concentrate on the decrease in knowledge-based decision making trend. Try to look this trend as it would be viewed by an unbiased, not a paid consultant, third party looking in at PEO.

I hope Council will do the right thing tomorrow and not vote in favour of rescinding the referendum for mandatory CPD motion. Try to avoid creating a black mark legacy for you and the current Council.

Thank you

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 Past-Councillor
 Western Region Member