

Report of the CEO

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

Over the past year, Engineers Geoscientists Manitoba has continued to navigate through a period of purposeful transition. With the strategic plan now charted and the course set, we've been focused on ensuring that the ship remains steady while making meaningful progress toward our long-term goals.

One of the most significant undertakings this year was the completion and implementation of the revised **Manual of Admissions**, which came into effect on July 1, 2025. This work represents more than just a policy update—it's a reflection of our commitment to fairness, transparency, and alignment with national standards. The process was informed by extensive engagement with

- members,
- regulators across Canada, and,
- Manitoba's Fair Registration Practices Office.

The result is a more robust and inclusive admissions framework, including the introduction of competency-based academic assessment—an approach that recognizes the value of professional experience alongside formal education.

Our work on **equity, diversity, and inclusion** also continued to gain momentum. The Equity in Professional Regulation Action Plan remained a central focus, with the development of a public EDI Commitment Statement serving as a key milestone.

"Engineers Geoscientists Manitoba is committed to leading and supporting inclusive and equitable practices throughout the professions of engineering and geoscience. We recognize the need to address systemic issues of inequity and inequality in alignment with our mandate."

Our practitioners are striving to continually advance a profession that reflects and embraces the diversity of our communities and encourages the competencies of open mindedness, respect, and empathy."

Together, we share responsibility for protecting the public and ensuring that equity, diversity, and inclusion are treated as essential to our work."

This statement, shaped through engagement with members and stakeholders, reinforces our shared responsibility to build a profession that reflects the communities we serve and protects.

Over the past year, we also celebrated the strength of our volunteer community. From the Spaghetti Bridge Competition to the Engineer-in-Residence program, our volunteers

have once again demonstrated their dedication to inspiring the next generation. National Volunteer Week gave us the opportunity to formally recognize the many members who contribute their time and expertise to our outreach, governance, and regulatory initiatives.

Other annual events continued to serve as important touchpoints for connection and collaboration. The **2025 Making Links Engineering Classic** brought members together in a spirit of camaraderie and raised money for education, while the eighth **Annual MLA Reception** provided a valuable platform to engage with provincial leaders and highlight the essential role of engineers and geoscientists in Manitoba's development.

The **Act Change Project** reached a critical milestone this year with Council's approval of 53 proposed objectives. These recommendations, shaped through legal analysis and member engagement, set the stage for a full legislative rewrite. The government has confirmed its intent to introduce new legislation in 2027, and a senior policy advisor has been assigned to support the process. With drafting preparations underway and Indigenous consultations ongoing, the Association is well-positioned to modernize its regulatory framework with clarity, inclusivity, and purpose.

We also took time to honour excellence within our professions. The **Association Awards**, which were announced just a few hours ago, celebrated individuals and organizations whose contributions exemplify innovation, leadership, and service. These recognitions are more than ceremonial; they are reminders of the values we uphold and the impact our members have on the world around them.

As we look back on the year, I am reminded that progress is not always about acceleration. Sometimes, it's about maintaining a steady hand on the wheel, ensuring that each decision is grounded in principle, and that every step forward is taken with purpose. I remain grateful to our Council, volunteers, staff, and members for their continued trust and collaboration.