Engineers and Geoscientists BC's
Organizational Climate Change Strategy
Development

External Engagement

WHAT WE HEARD

PUBLISHED JUNE, 2025

ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

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1.0 INTRODUCTION

1.1 BACKGROUND

Engineers and Geoscientists BC is the professional regulatory body mandated to protect the public interest regarding the practice of professional engineering and geoscience in BC, as outlined in the *Professional Governance Act* (the *PGA*). The *PGA* establishes key responsibilities for Engineers and Geoscientists BC, including to:

- Establish, monitor and enforce standards of professional ethics amongst registrants; and
- Promote and enhance the ability of its registrants to respond and adapt to changes in practice environments, advances in technology and other emerging issues.

As the effects of climate change continue to be a growing concern and carry significant risk to public safety and the environment, Engineers and Geoscientists BC has taken a proactive role in establishing, monitoring, and enforcing standards of practice, conduct, and competence pertaining to climate change in order to meet its responsibilities under the *PGA*.

In addition to requirements stemming from the *PGA*, Engineers and Geoscientists BC is also motivated by feedback received from registrants. For example, at its 2024 Annual Conference, when asked what topics Engineers and Geoscientists BC should further engage on, surveyed registrants selected “Climate Change and Sustainability” as the top response.

Engineers and Geoscientists BC presently offers climate change and sustainability-related support to registrants by hosting continuing education sessions, providing dedicated staff support, developing professional practice guidelines that provide guidance for specific areas of practice, and establishing an advisory group focused on climate change and sustainability.

Through its 2022-2027 Strategic Plan, Engineers and Geoscientists BC has also committed to developing a strategy detailing actions the regulatory body can take to address climate change.

To deliver on its preexisting commitments and responsibilities, Engineers and Geoscientists BC is developing an Organizational Climate Change Strategy (the Strategy) that will embed climate action into its operations and regulatory activities. The Strategy will build on previous work undertaken by Engineers and Geoscientists BC, including its Climate Change Action Plan released in 2021, which outlined the foundational steps to integrate climate considerations into professional practice.

Through the Strategy, Engineers and Geoscientists BC intends to further support registrants by developing guidance and resources to enable meaningful consideration of climate change in professional practice. The regulatory body will also lead by example through the adoption of internal actions intended to reduce greenhouse gases (GHG) emissions through its own operations.

1.2 THE ORGANIZATIONAL CLIMATE CHANGE STRATEGY

The Strategy aims to advance Engineers and Geoscientists BC’s strategic goals by establishing new programs and initiatives and building upon existing ones that support registrants in addressing climate change and sustainability. This multi-phase project focuses on identifying and planning meaningful actions for both internal improvements and external engagement with registrants.

The Strategy development process included:

- **Identification of Climate Actions:** A comprehensive review of policies, practices, and operations to determine opportunities for new or improved actions. This included clarifying the regulatory role of Engineers and Geoscientists BC regarding climate change.
- **Climate Change Action Plan Gap Analysis:** A review of gaps and opportunities in relation to Climate Change Action Plan implementation.
- **Assessment of Climate Risk and Resilience:** A Physical Climate Risk Assessment to evaluate potential climate risks to Engineers and Geoscientists BC's office building and recommend measures to enhance its resilience.
- **GHG Management:** A GHG inventory and emission reduction plan, including targets and strategies informed by international best practices.
- **Application of an Equity, Diversity, and Inclusion (EDI) and Reconciliation Lens:** Throughout the process, opportunities to integrate climate action and sustainability with the other Social Responsibility imperatives, including EDI and Reconciliation, were actively investigated and applied.
- **Engagement with Registrants:** From February to April 2025, Engineers and Geoscientists BC conducted external consultations with registrants and key partners to gather insights to shape the final strategy.

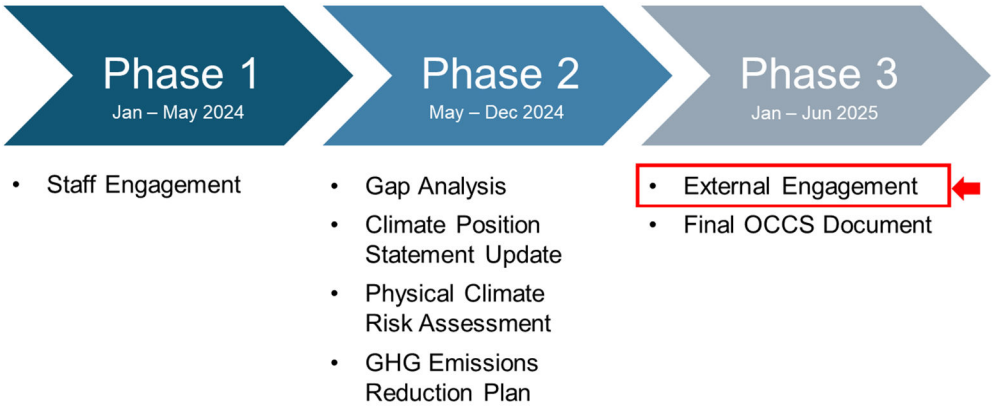

Figure 1: Organizational Climate Change Strategy Development Timeline

1.3 PURPOSE

The purpose of this *What We Heard* report is to summarize the feedback received from registrants and key partners throughout the external engagement process. This input will be used to outline initiatives Engineers and Geoscientists BC could be undertaking to advance climate action through its operations and regulatory role.

2.0 ENGAGEMENT PROCESS

This section details the external engagement process conducted to inform the Strategy.

2.1 ENGAGEMENT SCOPE

Engineers and Geoscientists BC gathered feedback on select initiatives that it will implement through the Strategy. The initiatives included in the engagement process were selected because of the potential to further shaping them through consultation with registrants and key partners.

Four proposed initiatives formed the core topics for engagement:

- **Climate Change Information Portal Redesign:** Redesign and expand the Climate Change Information Portal. This could include a reorganization of the existing portal by industry/sector, and the addition of content on cross-sectoral considerations (e.g., leadership, communication, EDI and Reconciliation). The new design would allow registrants to more easily access relevant information and enable staff to readily add information as it becomes available. It would also be able to host an expanded set of tools, information and resources.
- **Sustainability-Related Continuing Education (CE):** Engineers and Geoscientists BC proposes to respond to demand from registrants (identified through multiple engagement avenues), to expand the climate change and sustainability-related CE sessions for registrants. Both free and paid session offerings may be expanded. The regulatory body also proposes to include climate change and/or sustainability related topics in its Regulatory Learning Modules and aims to develop climate change and sustainability related CE sessions that match the needs of registrants from various sectors and practice areas.
- **New Responsible Practice Program for Registrant Firms:** The purpose of the proposed program is to implement action #10 of Engineers and Geoscientists BC's Climate Change Action Plan (i.e., *provide firm registrants with guidance and/or training on adapting to climate change and/or reducing greenhouse gas emissions)* while advancing the Social Responsibility imperative outlined in its Strategic Plan. The program is aimed at supporting firms that volunteer to work with Engineers and Geoscientists BC rather than imposing additional requirements for all regulated firms. It seeks to positively influence the practice of engineering and geoscience in support of climate action, sustainability, EDI and Truth and Reconciliation—the four components of its Social Responsibility imperative. Registrant firms opting-in to the voluntary program would provide more details about policies and procedures they have in place for these four social responsibility components.
- **Sustainability Email Subscription**: Create a new opt-in email subscription for individual registrants who want to receive content related to new climate change and sustainability events and resources. This supports the sustainability-related CE initiative by notifying registrants of new and relevant content that may be useful in satisfying those requirements.

2.2 ENGAGEMENT ACTIVITIES

Three types of engagement methods were deployed to gather input from registrants and key partners. Engineers and Geoscientists BC worked with a consultant, Pinna Sustainability, to develop and deliver the external engagement detailed below.

2.2.1 PRE-ENGAGEMENT

Three pre-engagement activities took place in late 2024 with internal departments of Engineers and Geoscientists BC and the Climate Change & Sustainability Advisory Group (CCSAG) to gather insights before proceeding with external engagement.

2.2.2 1:1 INTERVIEWS

Between February 11 and 21, 2025, eight virtual one-on-one interviews were conducted with key partners to gather insight on their organization's climate strategies (e.g., process, lessons learned), obtain input to inform the proposed voluntary Responsible Practice Program, and to solicit ideas for how Engineers and Geoscientists BC can support registrants.

The eight participants interviewed had expertise in a range of areas, including:

- Professional regulation
- Climate action
- Disaster preparedness and community readiness
- Climate change adaptation
- Indigenous reconciliation
- Safety regulation
- Community energy transition
- Urban development

Each interview consisted of a 45-minute conversation. A representative sample of the questions discussed in the interviews is included in Appendix A.

2.2.3 FOCUS GROUPS

Five virtual focus groups were held between February 19 and 27, 2025 with 35 registrants, including 14 Responsible Registrants under the Regulation of Firms Program and 21 individual registrants.

Two of the focus groups were specifically conducted with Responsible Registrants to focus on the proposed voluntary Responsible Practice Program. The objective of these two focus groups was to gain a clear understanding of the motivation for firms to participate in the proposed program (i.e., clarify the program's value proposition) and identify ways that Engineers and Geoscientists BC can best support participating firms. The other three focus groups consisted of individual registrants and focused on the other three proposed initiatives.

To ensure the feedback gathered was representative of the engineering and geoscience professions, participants were identified and invited based on their industries and areas of practice. The opportunity to participate in the focus groups was also promoted through various communications channels (e.g., a dedicated climate Strategy webpage, the monthly digital newsletter, and social media) to allow for broader reach.

Each focus group was approximately ninety minutes. Participants in the focus groups were generally assigned based on their organization or industry of practice as follows:

- Responsible Registrants:
    1. From consulting firms and private industry
    2. From local governments and other government organizations
- Individual Registrants:

1. From building and infrastructure sectors
2. From natural resources sectors (e.g., oil & gas, mining, forestry, agriculture)
3. From other relevant industries of practice (e.g., manufacturing, software, biomedical engineering)

The detailed questions asked during the focus groups are provided in Appendix A.

2.2.4 INTENTIONS PAPER & SURVEY

The feedback received during the one-on-one interviews and focus groups helped frame an Intentions Paper which was released on March 17, 2025, on Engineers and Geoscientists BC's website. The paper provided an overview of the four proposed initiatives, context on how they were derived, how they align with other priorities and the feedback received to date.

The paper was intended to inform individual registrants and firms of proposed changes to existing programs as well as new initiatives. Registrants had the option of submitting their written feedback by email to Engineers and Geoscientists BC from March 17 to April 17, 2025. Additionally, a survey was conducted from April 3 to 17, 2025, to collect registrants' feedback on the initiatives proposed in the Intentions Paper. The survey questions are provided in Appendix A. Engineers and Geoscientists BC did not receive any written submissions on the Intentions Paper. A total of 280 registrants, including 84 Responsible Registrants, responded to the survey.

3.0 WHAT WE HEARD

3.1 OVERVIEW

3.1.1 RESPONDENTS

In this report, the term “respondents” includes people who participated in the one-on-one interviews, focus groups or survey.

Focus Groups

In total, 14 Responsible Registrants representing 12 registrant firms were engaged in two focus groups. The topic of these sessions was on the Responsible Practice Program. The representation of these respondents is illustrated in Figure 2 below.

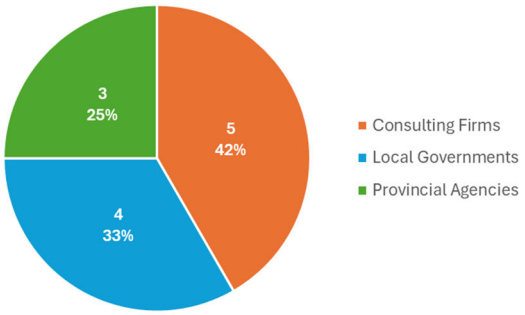

Figure 2: Representation of Registrant Firms Engaged in Focus Groups

A total of 21 individual registrants were engaged in three focus groups on the topics of the climate change information portal, CE program and email subscription. Their industries of practice were diverse, as illustrated in Figure 3. Although the designation of participants in these focus groups varied, it was predominantly represented by Professional Engineers (P.Eng).

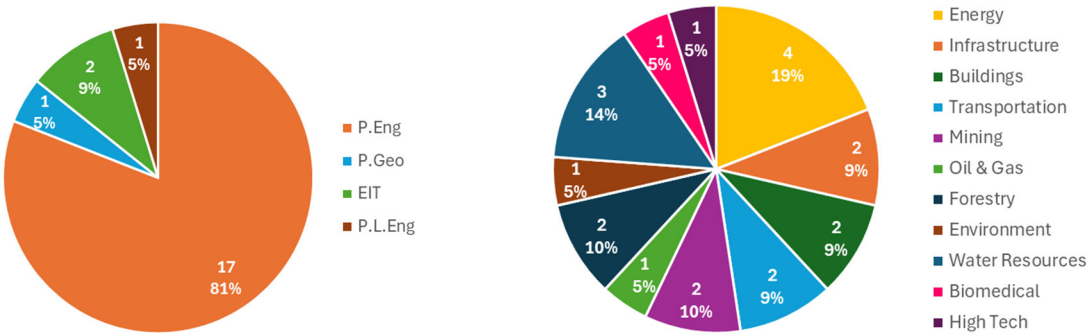

Figure 3: Representation of Individual Registrants Engaged in Focus Groups

Survey

A total of 288 people responded to the survey, including 8 people who are not registrants. The majority of survey respondents (81%) were Professional Engineers and 42% of respondents were

also a Responsible Registrant for their firm, as illustrated on Figure 4. However, the survey response rate was insufficient (<1% of total registrants) for the results to be statistically significant. As such, the results may not be representative of the views of Engineers and Geoscientists BC registrants at large, and likely include bias. For this reason, the survey results were used only for qualitative insights, especially as they supplemented the feedback received during the one-on-one interviews and focus groups.

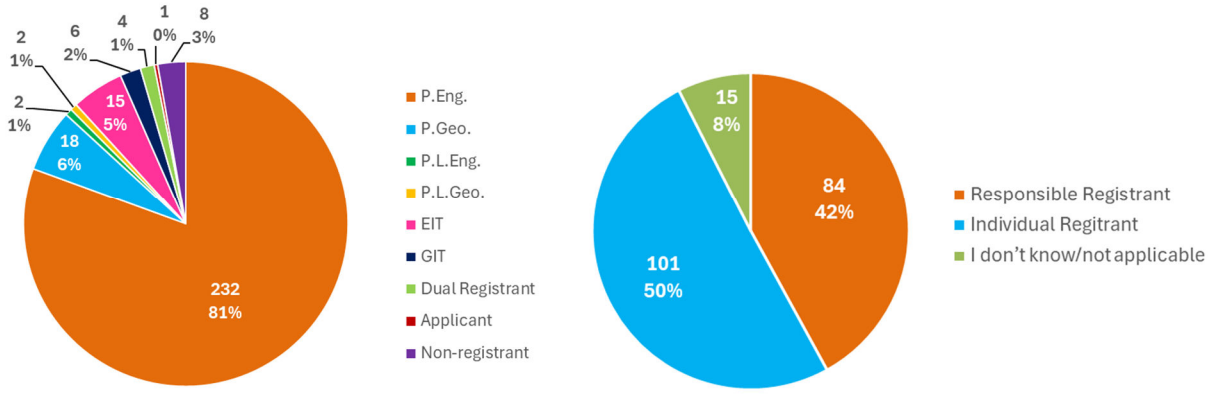

Figure 4: Representation of Registrants Participating in Survey

3.1.2 KEY THEMES

Five overarching themes appeared throughout the engagement process.

Capacity Building and Education

Most respondents highlighted the significant role Engineers and Geoscientists BC has in building capacity and educating registrants on incorporating climate change considerations in their professional practice. Offering continuing education is a key mandate of the regulatory body. It helps registrants stay up to date on the latest advances in their areas of expertise and to maintain the high standards that is expected of them. In addition, a significant number of registrants noted that they understood the urgency of climate action but were unsure about how to address it via professional practice. This was more obvious for certain sectors of practice, for example, in manufacturing or software engineering.

Engagement findings also indicated that while many registrants are familiar with climate change mitigation (i.e., reducing greenhouse gas emissions) there is less clarity on climate adaptation and resilience. Climate adaptation was sometimes perceived as "giving up" on mitigating climate change, rather than as a complementary strategy that enhances overall resilience. Adaptation involves adjusting systems, infrastructure, and practices to withstand current and future climate impacts, while resilience focuses on the ability to anticipate, absorb, and recover from climate-related disruptions. Disaster preparedness and climate risk management resonates a lot more than climate adaptation with professionals working outside of the environmental sector and the public in general. This gap in understanding highlights the need for targeted education and capacity building to ensure registrants are equipped to integrate both mitigation and adaptation into their professional practice. Respondents also showed a gap in understanding the cascading and cumulative effects of climate change, which undermines their overall comprehension and assessment of climate risks.

Competing Priorities

A recurring theme among respondents was the significant challenges of balancing climate considerations within professional practice with other competing priorities. Many expressed the pressure to deliver projects on budget and on time often leaves limited bandwidth for integrating robust climate change solutions. This tension underscores the need for strategic approaches that can harmonize these priorities without compromising on sustainability or social equity goals.

Furthermore, respondents emphasized that meaningful climate action frequently demands substantial engagement (with impacted communities, Indigenous Peoples and other partners), which can be time consuming and challenging to reconcile with the urgency of delivering actionable results.

Importance of Showcasing Case Studies and Best Practices

A key insight from the external engagement was that registrants are seeking more case studies that illustrate how climate resilience and adaptation can be effectively integrated into engineering and geoscience practice. Many registrants rely on well-established methods and long-term historical data, making it challenging to adopt new approaches in the face of climate uncertainties. In addition, there is often resistance to selecting and upscaling innovative solutions with registrants being more comfortable with traditional methods. Seeing real-world examples of successful adaptation measures (i.e., infrastructure design for future climate conditions, nature-based solutions, or innovative risk assessment frameworks) could help bridge this gap and build confidence in applying climate-informed decision-making.

Registrants also emphasized the need to move beyond traditional risk assessments and expand their knowledge in risk reduction and risk treatment strategies. While assessing climate risks is a critical first step, registrants emphasized the need for more education and best practices on how to actively design for resilience, implement adaptive solutions, and integrate uncertainty into decision-making.

Challenges of Nature-Based Solutions

Respondents expressed hesitation toward adopting nature-based solutions due to a perceived lack of accurate and measurable performance data and indicators. They highlighted the difficulty in quantifying the long-term benefits of nature-based solutions and comparing them with those of traditional engineering approaches, particularly when benefits are expressed in monetary terms.

By contrast, traditional engineering approaches typically have more readily quantifiable costs and benefits, which can make them appear more straightforward in decision-making processes, particularly when budgets and timelines are tight. Respondents emphasized that the lack of standardized tools or methodologies for evaluating the benefits of nature-based solutions can hinder their adoption, despite their potential to deliver sustainable and cost-effective outcomes in the long run. This underscores the need for approaches that integrate environmental, social, and economic factors to more accurately capture the holistic value of nature-based solutions.

Concerns About Additional Requirements for Registrants

A prominent concern raised by registrants was the potential for additional regulatory requirements when implementing the Strategy, which they emphasized would be challenging to manage given their already substantial obligations. They also highlighted the significant voluntary efforts many registrant firms are already undertaking in areas such as climate change, sustainability, EDI, and Truth and Reconciliation. These efforts, while impactful, vary widely across firms, reflecting each firm’s unique priorities, context, and capabilities. Registrants expressed the importance of maintaining flexibility and autonomy to determine the approaches that work best for their circumstances and to enable greater

participation. They underlined the importance of education and training around why and how to be climate resilient rather than being overly prescriptive.

3.2 PROPOSED INITIATIVES FOR ENGAGEMENT

This section details the feedback received on the initiatives selected for engagement, as well as any other feedback related to the Organizational Climate Change Strategy.

3.2.1 NEW RESPONSIBLE PRACTICE PROGRAM FOR REGISTRANT FIRMS

Current Registrant Firms Practices

Many firms have developed some type of social responsibility programs or initiatives which greatly vary based on their industry/sector, size, priorities, etc. They usually cover EDI and climate change components, and Truth and Reconciliation to a lesser extent. Examples of climate action and sustainability practices being implemented by registrant firms included:

- Hosting working groups, knowledge centres, or committees focusing on climate change and/or sustainability with the purpose of sharing information and resources across the organization, establishment of policies on climate risk management and development of information on how to incorporate climate considerations into specific projects.
- Conducting GHG emissions reporting and setting emissions targets, including net-zero goals.
- Developing climate change strategies or action plans (particularly local governments).
- Voluntarily preparing annual sustainability reports summarizing their initiatives on environmental and social governance.
- Working towards sustainability related standards, ISO 50001 being the most popular.
- Purchasing carbon offsets.
- Switching to corporate electric vehicles or locating offices in green buildings (e.g., LEED).

Most engaged firms have established workplace policies or programs regarding hiring practices and engagement with Indigenous Peoples. Certain engaged firms also offer training for staff on topics such as cultural safety, EDI, and Truth and Reconciliation. Some firms have in-house archeologists or EDI specialists.

Barriers and Challenges

The external engagement identified several barriers and challenges that registrant firms face when building their social responsibility journey. These included:

- **Education**: More education of staff, executives, clients and communities is needed to enhance their understanding of climate change risks, the benefits of sustainability and social responsibility initiatives. Education is also needed for registrants who are required to stay up to date with relevant but always evolving information. Highlighting real life examples was mentioned as a great way to educate people.
- **Cost**: Cost was the most common barrier to implementing social responsibility initiatives. Budgets are limited and sustainability initiatives are typically the first ones to get cut to meet budget requirements. In addition, return on resilience investment is not always seen as beneficial in the near-term, impeding the implementation of adaptation strategies.

- **Limited resources**: Many firms do not have dedicated staff for developing and implementing social responsibility initiatives. Staff interested in those initiatives often do so with limited resources and support.
- **Competing priorities**: It is difficult to integrate all aspects of climate change, sustainability, EDI and Truth and Reconciliation considerations in projects as there are "constant trade-offs". It is often seen as "getting in the way" of other priorities and detracting from the main purpose of a project or causing delays.
- **Siloing**: The processes that need to be implemented to advance social responsibility imperatives require collaboration internally within the different departments of registrant firms, and externally with interested parties. However, they usually work in silos with limited to no communication. More change management education is needed to develop social responsibility initiatives.
- **Meaningfulness**: Social responsibility considerations are often treated as a formality and are not implemented in a meaningful way.

Value Proposition

A majority of engaged Responsible Registrants welcomed efforts by Engineers and Geoscientists BC to support registrant firms, but they expressed concerns about Engineers and Geoscientists BC administrating a certification on the topic of social responsibility. A certification would not provide sufficient motivation or value proposition for most firms to participate in the program. If a certification was to be administered, a certification system with climate action, EDI and Truth and Reconciliation treated separately was the preferred approach as it allows more flexibility. Firms with lower capacity or resources, especially sole practitioners, could only focus on one component, if at all.

Local governments and provincial agencies did not see much value in participating themselves in the proposed program if a certification was administered. However, they showed interest in looking for such certification from contractors (such as consulting firms) during the procurement process. It would provide them with more clarity and reduced guesswork for attributing points to sustainability requirements during the procurement process and make it easier to compare proponents. This is based on the assumption that the certification would be administrated in a meaningful way by Engineers and Geoscientists BC.

Options that would provide the greatest value proposition and motivation for registrant firms to participate in the proposed program included opportunities for networking and knowledge sharing, and learning best practices to advance sustainability. Other propositions included an award, reduced registration fees, recognition through external communication channels (e.g., social media or *Innovation* magazine) and more free webinars or training programs.

Concerns

Engaged Responsible Registrants expressed a few concerns about the establishment of the proposed program. These included:

- The possibility of the voluntary program to become mandatory in the future was the greatest concern. Responsible Registrants do not want to see additional requirements they would need to meet to maintain their permit to practice.

- The delivery of a certification on the topic of sustainability could be perceived as greenwashing. Some Responsible Registrants expressed caution that firms may use the certification as a marketing strategy and participate just to advance their business interests.
- Responsible Registrants highlighted that it could be difficult to establish a consistent evaluation process (e.g., scoring or measuring performance) for such a program, given the variety of initiatives already implemented by the firms.
- There were concerns about the amount of additional work required by Responsible Registrants to meet the objective of the proposed program.
- There were several comments on the necessity for Engineers and Geoscientists BC to clearly identify who will be responsible within the registrant firm (e.g., Responsible Registrants or sustainability lead) for submitting the information and documentation to participate in the proposed program.
- Respondents emphasized the need for the proposed program to be flexible and account for existing initiatives so that firms that already have sustainable strategies, initiatives or policies in place can participate in the program.

Support and Resources Needed

Respondents provided some examples of support and resources that Engineers and Geoscientists BC could provide to registrant firms under a voluntary program to help them advance their social responsibility initiatives. These included:

- Examples of organizational climate change strategies and action plans.
- Examples of initiatives, programs and policies put in place by various types of organizations (with different resources and mandates) to advance climate action, sustainability, EDI and Truth and Reconciliation. Guidance on best approaches based on firm's size and areas of practice, and their benefits.
- Guideline documents similar to the Quality Management Guides but on social responsibility, without being too prescriptive.
- More training opportunities and educational resources to help registrant firms stay up to date with best practices in sustainability.
- Best practices to recognize the role of colonisation in climate change, how it disproportionately impacts Indigenous Peoples and how registrant firms can uphold the principles of United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and *Declaration on the Rights of Indigenous Peoples Act* (DRIPA).
- Best practices to engage Indigenous Peoples on climate change issues.

3.2.2 CLIMATE CHANGE INFORMATION PORTAL REDESIGN

Many respondents were unaware of the fact that Engineers and Geoscientists BC provides information, tools and resources via the Climate Change Information Portal (CCIP). Beyond the feedback received on the functionality and content of the CCIP detailed below, registrants indicated the need for Engineers and Geoscientists BC to better promote the portal and provide training on how to use it.

Overall, those who were aware of it appreciated the resources currently available on the CCIP which contains free and trusted references that can be used in engineering or geoscience work, projected climate data compendium, policy information, etc. Respondents emphasized the utility of having a centralized hub for climate change information that are relevant to registrants.

Climate Change Information Portal Functionality

Respondents indicated some issues with the current version of the CCIP. These included:

- Too text heavy.
- It does not readily and easily convey the purpose of the CCIP.
- There is a lack of hierarchy (especially on the first page) which makes it hard to find what registrants are looking for. Access to information should be better streamlined and simplified so it is easier to find the information registrants are looking for.
- Some resources are outdated.
- Some sectors or industries where registrants practice are not represented in the CCIP.

Most respondents emphasized the need to easily find and access resources from the CCIP that are directly applicable to them, independent of the sector or industry they work in. To improve the usability and functionality of the CCIP, registrants offered several suggestions, including:

- Filtering resources by industry, sector, topic, areas or practice or audience. Other filtering options to consider include dates of publication, type of resources and tags.
- Adding a search function.
- Considering tabbed widget to avoid having to read through different pages.
- A more intuitive placement of the CCIP within the Engineers and Geoscientists BC's website to make it more visible to registrants.
- Having a section where registrants can submit relevant resources to be added to the CCIP.
- A more interactive page instead of a list of resources, including key messaging to spur registrants to action.
- Including mixed formats for resources (e.g., documents, videos, podcasts, infographics, etc.).

Resources Requested or Used by Registrants

Registrants provided a long list of climate change and sustainability resources they are regularly using or would like to access from the CCIP:

- Industry specific guidance and best practices to better understand how to consider climate change in professional practice.
- Links to climate modelling tools and energy modelling tools. Guidance on selecting which one to use for specific situations.
- Case studies to illustrate how to incorporate climate change consideration in practice.
- Jurisdictional scans, regulatory requirements and changes to these requirements.
- Federal and provincial mandates for sustainable practices.

- Fundamentals about climate change, greenhouse gases, etc.
- Climate normal, historical weather data and real-time weather data.
- Links to climate change data portals and tools such as Climatebc.ca, Climatedata.ca, Climate Atlas of Canada or PCIC climate data explorer. Guidance on how and when to use those tools.
- Best available technologies to reduce emissions from various sources.
- Guidelines for developing emissions inventories.
- Resources related to adapting design life of products and systems.

3.2.3 CLIMATE AND SUSTAINABILITY RELATED CONTINUING EDUCATION

Respondents emphasized the importance for Engineers and Geoscientists BC to develop and offer more climate change and sustainability related CE sessions. The most requested type of CE sessions is project examples and case studies highlighting how climate change considerations were integrated in engineering and geoscience projects, for different sectors. They also expressed the need for CE sessions on regulatory updates as they relate to climate change and more guidance on how to incorporate climate change considerations in risk assessments. We also heard that registrants are more hesitant to opt for nature-based solutions because of their perceived uncertainty and the difficulty to evaluate their performance. Registrants' preference for CE topics have been ranked in Figure 4 below.

Registrants provided their go-to channels, websites and platforms (other than Engineers and Geoscientists BC's programs) used to incorporate sustainability and climate change considerations in their professional practice. These included research publication literature reviews, industry-specific platforms, governments websites and non-for-profit organizations' resources and tools.

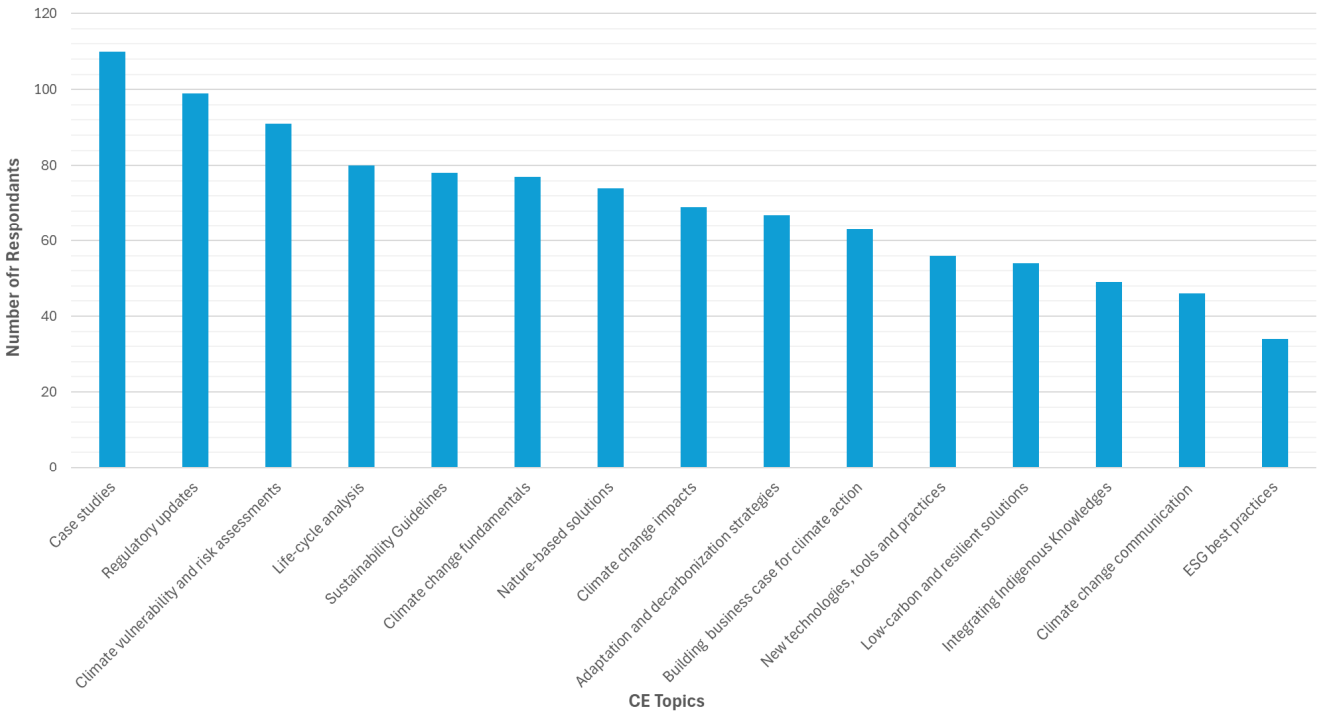

Figure 5: CE Topics Ranked by Preference

Other CE topics suggested by registrants included:

- Business of climate change: risk and opportunities, cost of doing nothing versus cost of climate solutions and value of future proofing (i.e., value in preparing for future climate scenarios), and cost-benefit analysis.
- How to effectively communicate the importance of integrating climate considerations in engineering and geoscience projects, as well as associated uncertainties, to clients, the public and other decision-makers.
- How to use and downscale large climate projections datasets, and how to utilize artificial intelligence tools to manage large climate datasets.
- Change management to mainstream sustainable practices.
- Modelling techniques used to measure climate change impacts.
- Emissions reporting guidelines for different sectors, in alignment with federal and provincial requirements.

3.2.4 SUSTAINABILITY EMAIL SUBSCRIPTION

Respondents were interested in opting in an email subscription to receive a newsletter detailing new resources and climate change related events. Respondents saw this initiative as a way to stay up to date with latest regulation, best practices, innovation and training on the topic of climate change and sustainability, as well as seeing how they are put into practice through case studies. A monthly newsletter was the preferred frequency. However, registrants indicated that the newsletter should include news relevant to their industry of practice, whatever it may be, or they may opt out eventually.

Some registrants noted that sustainability should be considered in every aspect of professional practice and having a specific newsletter on this topic may detract from that. Other comments suggested that industry-specific organizations already have sustainability newsletters and there may not be a need for Engineers and Geoscientists BC to do it as well.

Social media or the existing Engineers and Geoscientists BC's newsletter were suggested as alternative ways to notify new resources to registrants, but mostly for important content only. A separate newsletter remained the preferred option.

3.3 ADDITIONAL COMMENTS

During external engagement, respondents had the opportunity to provide additional feedback relating to Engineers and Geoscientists BC's climate action. General feedback received included:

- Recognition of the significant amount of work done to date by Engineers and Geoscientists BC on climate change.
- Registrants do not want to see overly prescriptive regulation around how climate change should be considered in professional practice. However, they want to see more guidance, resources and tools for assessing climate change risks and vulnerability, guidance on how to design for future scenarios and how it will provide long-term savings and benefits.

- Engineers and Geoscientists BC could reduce its own GHG emissions and share what strategies were used in reducing its corporate emissions.
- Engineers and Geoscientists BC could emphasize that engineering or geoscience projects involving First Nations should contribute to building capacity in the Indigenous communities.
- Importance of integrating climate change considerations (while also advancing EDI and Truth and Reconciliation) into Professional Practice Guidelines when developing new guidelines or revising existing ones.
- Thorough engagement and education should be combined, when possible, to build capacity, raise awareness and understand the different challenges registrants are facing. This will increase the chances of success for the proposed strategy and initiatives.
- Engineers and Geoscientists BC could use its role as a regulator to contribute to greater standardization of methodologies to address climate risk in a manner that protects the public interest.
- The initiatives proposed through the Strategy, and especially the Responsible Practice Program, may have too broad a scope. Several respondents indicated that the proposed initiatives and programs should focus on climate change initially (and there could be flexibility to add EDI or Truth and Reconciliation components later on).
- Set up regular meetings with inter-disciplinary organizations such as engineers, geoscientists, planners, architects, biologists, foresters, etc. to enable knowledge sharing.
- Many messages heard about how individuals relate to climate change often revolves around “this is not my job/role” or “someone else is responsible for it”. Ongoing engagement and education can raise awareness on how climate change impacts professional practice and how professional practice may influence climate change, in all sectors of practice.
- Offering a Regulatory Learning Module about climate change and sustainability on a frequent basis given the pace at which climate change is occurring and impacting professional practice.
- The *Professional Practice Guidelines – Sustainability* needs to be promoted more by Engineers and Geoscientists BC.
- Some respondents highlighted that Engineers and Geoscientists BC is in a unique position to educate registrants about Indigenous rights, values, worldviews, ways of life and relationship with nature. When engaging with First Nations, registrants need to do so in a way that respects Indigenous rights and incorporate their perspective into climate strategies. Climate strategies should be developed in collaboration with Indigenous communities, ensuring that their knowledge and practices are integrated into climate adaptation and resilience efforts.

4.0 NEXT STEPS

The feedback gathered from individual and firm registrants as well as key partners, provided valuable insights that will help refine and inform the Organization Climate Change Strategy.

The feedback highlighted several key themes, including the importance of capacity building and education, the need for showcasing case studies and best practices, and the challenges of balancing climate considerations with competing priorities. These insights will be instrumental in shaping Engineers and Geoscientists BC's approach to addressing climate change and ensuring that the strategy is both effective and practical. However, it is important to note that not all feedback will be incorporated into the final strategy document. Engineers and Geoscientists BC will take into account other considerations such as the boundary of its regulatory mandate, the direction of its strategic plan, and other organizational priorities.

Engineers and Geoscientists BC will carefully review all feedback and determine how it can be integrated into the Strategy. This process will involve balancing external input with internal requirements and priorities to ensure that the strategy is both responsive to registrants' needs and aligned with the organization's mandate. By doing so, Engineers and Geoscientists BC aims to develop an ambitious and actionable strategy that supports registrants in addressing climate change and advancing sustainability in their professional practice and position the regulatory body to lead by example.

APPENDIX A

Sample Questions During External Engagement

One-on-One INTERVIEWS

A representative sample of the type of questions discussed in the one-on-one interviews included:

- Does your organization currently have any sustainability / social responsibility strategies in place?
    - What was the general process in developing your strategy(ies)?
    - Who did you engage with?
    - What barriers did you face when building your strategy(ies)?
    - Would you consider your strategy to be effective? If so, what do you attribute to its effectiveness?
    - Are there any lessons learned you could share? (what worked well/not so well)?
- What types of documents does your organization have that demonstrate its alignments to key sustainability issues like climate change, Truth and Reconciliation, and equity, diversity, and inclusion (EDI)
- Are there any standards your firm is working towards (e.g., ISSB, IIRC, GRI, SBTi, ISO, TCFD, B Corp, SASB, etc.)?
- Do you find recognition/certification motivating to undertake sustainability initiatives? What else motivates you?

FOCUS GROUPS

RESPONSIBLE REGISTRANTS

Participants of the Responsible Registrant focus groups were asked the following questions:

- What types of strategies or documents does your organization have that demonstrate its alignments to key sustainability issues like climate change, Truth and Reconciliation, and equity, diversity, and inclusion (EDI)?
- Are there any standards your firm is working towards (e.g., ISSB, IIRC, GRI, SBTi, ISO, TCFD, B Corp, SASB, etc.)?
- What do you need to start or improve your sustainability / social responsibility journey?
- What barriers is your firm facing when building its sustainability journey?
- Engineers and Geoscientists BC is considering administering a certification system for this program. Which of the following systems is most appropriate, in your opinion?
    - Certification for EDI, Truth and Reconciliation, and Climate separately
    - Certification for EDI, Truth and Reconciliation, and Climate as a package
- What rewards would most effectively encourage your firm to participate in this program?
- How helpful would example policies and procedures be in creating your own?
- Are there other resources the regulatory body should provide to ensure successful implementation of this program?
- What barriers do you foresee to implementing this program? How might those be addressed?

INDIVIDUAL REGISTRANTS

Participants in the individual registrants focus groups were asked the following questions:

Climate Change Information Portal Redesign

- What do you like and what don't you like about the current version of the Climate Change information Portal?
- What climate change related information would you like to see in the portal?
- What resources do you rely on to incorporate climate change considerations into professional practice?
- Are there examples of easy-to-use portals (climate related or otherwise) that you would identify as a good model? What features of these most draw you to use them?

Sustainability-related CE

- What content on sustainability and climate change would you like to see offered as part of the CE Program?
- Is there content you have found through channels other than the CE program that has been particularly useful in incorporating sustainability principles into your professional practice?

Sustainability Email Subscription

- If this was an option, would you like to opt into a program like this? Why or why not?
- If yes, how frequently would you like to receive updates on sustainability events and resources?
- Is there another way you would prefer to access this type of information (e.g., through LinkedIn, other social media platforms, etc.)?

Broad Question

- What should Engineers and Geoscientists BC do and not do in relation to climate action and social responsibility?

SURVEY QUESTIONS

Part 0: Opening Questions

1. What is your category of registration:
    - P.Eng.
    - P.Geo.
    - P.L.Eng.
    - P.L.Geo.
    - EIT/GIT
    - Dual registrant
    - Applicant
    - Non-registrant

2. Are you currenting practising?
    - Yes
    - No

3. Is your employer a registrant firm with Engineers and Geoscientists BC?
    - Yes
    - No
    - I don't know

3.1 If yes: Are you a responsible registrant for your firm (as defined in our Firm Practice Program)?

- Yes
- No
- I don't know

Part 1: Climate Change Information Portal Redesign

4. Do you have experience using the current Climate Change Information Portal?
   - No, I was not aware there was a Climate Change Information Portal
   - No, I have never used it - but I was aware that it existed
   - Yes, but I rarely use it
   - Yes, I use it sometimes
   - Yes, I use it a lot

5. What do you like about the current version of the Climate Change information Portal?
   [Open Answer]

6. What improvements to the Climate Change information Portal would you find most valuable?
   Please rate how valuable you would find each option.

	Not at all Valuable	**Slightly Valuable**	**Valuable**	**Very Valuable**
Tagged content (e.g., sector, resource type, topic area) and ability to filter content by those tags	○	○	○	○
Include Continuing Education (CE) sessions within the portal	○	○	○	○
Make guidelines and regulatory requirements more front and centre	○	○	○	○
Reduce the amount of text	○	○	○	○

7. Please suggest any other ideas you have on how to improve the current Climate Change information Portal.
   [Open Answer]

8. What climate change related information would you like to see in the redesigned portal?
   Please rate how valuable each option would be for you.

	Not at all Valuable	**Slightly Valuable**	**Valuable**	**Very Valuable**
Up-to-date climate change data/projections - how to select and use them	○	○	○	○
Best practices	○	○	○	○
Case studies	○	○	○	○

Latest innovations (technologies, tools, practices)	○	○	○	○
Technical resources for specific sectors (e.g., guidance documents, toolkits, frameworks, protocols, etc.)	○	○	○	○
Regulatory resources by sectors	○	○	○	○
Trans-sectorial resources (e.g., on leadership, governance, communication, linkages with EDI, Truth and Reconciliation, etc.)	○	○	○	○

9. Please share any other ideas on types of climate change related information you would like to see in the redesigned portal.
   [Open Answer]

10. What specific resources do you rely on to incorporate climate change considerations into professional practice? (e.g., certain guidelines, data sites, mapping tools, websites, etc.)
    [Open Answer]

Part 2: Sustainability-Related Continuing Education (CE)

11. What content on sustainability and climate change would you like to see offered as part of the CE Program? *Please select your top five and rank in order of preference, with #1 (at top) being the topic you're most interested in and #5 (at bottom) being the least.*
    - Climate change basics 101 (e.g., emissions, models, scenarios, downscaling, impacts)
    - Case studies and lessons learned from various sectors/areas of practice
    - Climate vulnerability and risk assessments
    - How to apply Engineers and Geoscientists BC's Professional Practice Guidelines – Sustainability
    - How to integrate Indigenous Knowledges and perspectives into climate considerations
    - How to design and implement low-carbon and climate-resilient solutions that are equitable and inclusive
    - Climate change adaptation and decarbonization strategies relevant to different sectors/areas of practice
    - Nature-based solutions
    - Life-cycle analysis
    - Building the business case for low-carbon, climate-resilient solutions
    - New low-carbon and adaptive technologies, tools and practices
    - How to effectively communicate the importance of climate action with public and/or clients/interest holders
    - Environmental, social and corporate governance (ESG) best practices
    - Regulatory updates (including codes and standards)
    - Climate change impacts on various sectors
    - Other (please specify): _____

Part 3: Sustainability Email Subscription

12. Would you be interested in opting into a sustainability email subscription that provides updates on sustainability events and resources?
    - Yes
    - No
    - I don't know

    12.1 *If Yes:* How frequently would you like to receive these emails?
    - Weekly
    - Monthly
    - Quarterly
    - Periodically (no set schedule) (i.e. it will be sent out when there is enough relevant content to share)
    - Other (please specify):_____

13. Is there another way you would prefer to access this type of information? *Please select all that apply.*
    - LinkedIn
    - Facebook
    - Innovation Magazine
    - Within the Engineers and Geoscientists BC e-newsletter
    - Other (please specify):_____

Part 4: Responsible Practice Program for Registrant Firms

14. What types of policies and/or strategies does your registered firm have that demonstrate its alignments to key sustainability issues like climate change, sustainability, Truth and Reconciliation, and equity, diversity, and inclusion (EDI)? *If your firm does not have any, please state "none" below.*
    [Open Answer]

15. Is your registered firm working towards any sustainability-related standards from the following organizations? *Please select all that apply.*
    - International Sustainability Standards Board (ISSB)
    - International Integrated Reporting Council (IIRC)
    - Global Reporting Initative (GRI)
    - Science-Based Target Initiative (SBTi)
    - International Standards Organization (ISO)
    - Task Force on Climate-related Financial Disclosures (TCFD)
    - B Lab (B Corp)
    - Sustainability Accounting Standards Board (SASB)
    - Other (please specify):_____
    - None

16. What would motivate your registered firm to participate in this voluntary program? *Please rate each option.*

	Not at all Motivating	Slightly Motivating	Motivating	Very Motivating
Obtaining a certification from Engineers and Geoscientists BC	○	○	○	○
Being profiled in Engineers and Geoscientists BC's external communications (e.g., LinkedIn, Innovation Magazine)	○	○	○	○
Opportunities for networking and knowledge sharing	○	○	○	○
Opportunities to advance your sustainability journey	○	○	○	○
Opportunities to learn ESG best practices	○	○	○	○

17. Please share any other ideas on what would motivate your firm to participate in this program. *[Open Answer]*

18. If Engineers and Geoscientists BC were to consider administering certification for this program, which of the following systems do you find most appropriate?
    - Certification for sustainability, EDI, Truth and Reconciliation, and Climate as a package
    - Certification for sustainability, EDI, Truth and Reconciliation, and Climate as separate streams
    - EGBC should not administer certification for this program

    18.1 *IF "EGBC should not administer certification.." is selected*: Please elaborate on why you feel EGBC should not administer certification for this program.
    [Open Answer]

19. If certification was administered as separate streams for each sustainability area, which area(s) would your registered firm pursue certification in? *Please select all that apply and rank those selections in order of preference (if applicable).*
    - Climate change
    - Sustainability
    - Equity, Diversity and Inclusion (EDI)
    - Truth and Reconciliation

20. What barriers to participating in this voluntary program do you foresee for your registered firm? *Please select all that apply.*
    - Lack of capacity (financial/workforce) to pursue social responsibility initiatives
    - Lack of business case for sustainability/social responsibility initiatives
    - Lack of internal support for sustainability/social responsibility initiatives
    - Lack of guidance or understanding of best approach

- Lack of metrics for proper evaluation of progress
- Other (please specify): _____

21. What supports and/or resources does your firm need to advance its sustainability/social responsibility journey?
    [Open Answer]

Part 5: Final Thoughts

22. Please use this space for any other comments you would like to share about these OCCS initiatives or in general around EGBC's role in sustainability, climate action, Equity, Diversity and Inclusion (EDI) and Truth and Reconciliation.
    [Open Answer]