

Finance and Audit Committee Composition Matrix

(All competencies in alphabetical order)

Individual Committee Member	Committee	
every committee member will bring, <u>or be willing to learn</u> , the following SKILLS and KNOWLEDGE :	the Committee will reflect the following DIVERSE EXPERIENCE, BACKGROUNDS and PERSPECTIVES :	one or more committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS :
<p>Anti-racism and Allyship Understanding of what it means to be anti-racist and an ally and knowledge of how to actively model this behaviour; ability to speak up and acknowledge instances or systems of oppression; and ability to hold self and others accountable for creating safe and inclusive spaces in which honest conversations about racism and privilege can occur.</p>	<p>First Nations and Indigenous Diverse perspectives from First Nations and Indigenous people embedded within the College’s governance structure to ensure that: deliberations include and are informed by firsthand knowledge and experiences of First Nations and Indigenous communities in BC; decisions include and respect key rights, protocols and perspectives; collective biases are identified, questioned and mitigated; and the College’s cultural safety and humility journey continues to be supported in order to contribute to positive systemic change.</p>	<p>Accounting Credentials Professional accounting designation to ensure knowledge of current practices and trends. Experience involving financial management and/or oversight of large, complex organization and audit processes.</p>
<p>Collaboration and Conflict Management Ability to work with people with different opinions, perspectives and backgrounds in a way that creates an environment of mutual respect and reinforces trust. Ability to work with conflict, support others through conflict, and help to ensure decisions benefit from the diverse perspective within the conflict.</p>	<p>Diverse Perspectives Diverse First Nations and Indigenous perspectives embedded within the College’s governance structure to ensure that: deliberations include and are informed by firsthand knowledge and experiences of BC First Nations and Indigenous communities; decisions include and respect key rights, protocols and perspectives; collective biases are identified, questioned and mitigated; and the College’s cultural safety and humility journey continues to be supported in order to contribute to positive systemic change.</p>	<p>Committee/Panel Leadership Experience in facilitating committee meetings, developing a positive culture, creating safe and inclusive space, leading sensitive conversations, resolving conflicts, and fostering effective decision making.</p>
<p>Confidentiality Understanding of the need for protecting the privacy and confidentiality of all college and registrant data and information, including security of all data and documents.</p>		<p>Compliance Reporting Understanding of the components and requirements of compliance reporting and best practice.</p>
<p>Cultural Safety and Humility Ongoing learning, appreciation and respect for the distinct and important First Nations and Indigenous-specific rights, approaches, protocols and perspectives, in particular those peoples and communities whose traditional territory existed</p>		<p>Finance Committee/Financial Management Experience Direct knowledge of and experience being a member of a Finance and Audit Committee, related education, or other financial management experience in business or non-profit including the ability to calmly weigh evidence, think critically, consider options, and bring sound judgement to financial decision</p>

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<p>in the lands prior to the creation of BC, that inform discussion and decision-making; ability to contribute to and support the College as it works to develop a culturally safe organization and health system (through the continuous practice of cultural humility); and an ability to support and respect those who communicate they are feeling unsafe.</p>		<p>making.</p>
<p>Financial Literacy A strong understanding of financial, auditing and budgeting information, and the confidence to ask questions that safeguard the financial stewardship of the College and enable the College to effectively fulfill its mandate.</p>		<p>Investment Portfolio Oversight Experience overseeing substantial investment portfolios, approving policies to guide management decisions, managing risk associated with the investments, and retaining advisors to implement the investment strategies.</p>
<p>First Nations and Indigenous Context in BC Understanding of the social, legislative, and political histories of First Nations and Indigenous people in BC from a distinctions-based approach; the impact of settler colonialism in Canada and its enduring traumatic legacy; the effects of widespread Indigenous-specific racism within the healthcare system; and knowledge of how Indigenous self-government and self-determination works in this province; and a commitment to Indigenous Specific Anti-Racism practice.</p>		<p>Risk Management / Oversight Expertise Direct experience developing and/or overseeing development of risk management programs.</p>
<p>Health Professions Regulation Understanding of the role and philosophy of health profession regulators, the public protection mandate of the College, the applicable legislation, regulations, bylaws and policies, and the core work of the College and its committees.</p>		
<p>Indigenous Specific Anti-Racism A commitment to proactively eliminate structural and interpersonal Indigenous Specific Racism as an essential priority of the work of the Board, including actively participating in individual and collective learning/unlearning journeys as required.</p>		

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<p>Risk Oversight Understanding of how to oversee the College’s risk management process, ensuring that the College identifies, manages, and leverages its risk in accordance with agreed upon principles.</p>		
<p>Self-Awareness Understanding of personal strengths and privileges, influence of self on other committee members, the consequences of bias and potential conflicts of interest; recognize the value of continuous development and improvement; and be open to reflection, feedback, and opportunities to learn, relearn and unlearn.</p>		
<p>System Thinking Awareness of the complex system in which the College works, including the partners within that system, and the impact that College decisions have on the health care system and the greater community.</p>		
<p>Technological Competence Ability to efficiently navigate and use the College’s computer and conferencing systems, adhering to applicable security and privacy policies.</p>		