

Governance 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>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>Board/Governance Experience Understanding of the board member’s role and fiduciary duties, good governance principles, and the stewardship responsibilities of the board. Knowledge of board’s core mandate and business, the decision-making structure and roles of the board, committees, the registrar, and staff.</p>	<p>Diverse Perspectives In addition to the need for First Nations and Indigenous voices, specific professional knowledge, and skills and notwithstanding that the composition of the committee is small, consideration should be given to ensuring the committee benefits from diverse experiences, backgrounds, and perspectives from committee members and advisors and is aware of the diversity gaps that will exist as a committee.</p>	<p>Change Leadership Change management and transformation experience that will support the College’s ability to adapt, evolve and lead systemic change.</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>Government Processes and Relations Have a deep understanding of how government and the political system works, and experience working with government.</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 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</p>		<p>Human Resources, Recruitment and Nominations Experience evaluating needs, developing role descriptions, and assessing candidates against identified needs. Experience recruiting for specific needs.</p>



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<p>practice of cultural humility); and an ability to support and respect those who communicate they are feeling unsafe.</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>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>		
<p>Information Analysis and Decision-making Ability to carefully review voluminous material within set timelines, assess implications, identify patterns, make connections, and narrow the issues to support good decision-making in the public interest.</p>		
<p>Organizational Decision Making Understanding and appreciation of the development and limitations of policy and decision-making in a large, complex system; and ability to ensure that decisions are based on clear, objective principles, as informed by evidence and data informed practice.</p>		

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<p>Regulatory Governance Experience Understand how regulatory governance works, how it is different than the governance of other organizations and be able to think critically about regulatory governance structures and practices.</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 this 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>		