

HR 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 Leadership Experience in facilitating committee meetings, developing a positive culture, conflict resolution, 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>Executive Human Resources and Compensation Experience with and exposure to executive succession planning, performance evaluation and executive compensation review. Understanding Human Resources policy. Experience with development or oversight of professional development.</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>Policy Development and Oversight Experience Experience developing or overseeing the development of policy, including defining policy objectives, developing consultation and communication strategies, complex project planning and oversight, and navigating various levels of decision making.</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 practice of cultural</p>		

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<p>humility); and an ability to support and respect those who communicate they are feeling unsafe.</p>		
<p>College Evaluation and Compensation Processes Understanding of college’s Registrar/CEO evaluation process and compensation philosophy.</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>Heightened Confidentiality Understanding the sensitive nature of executive performance evaluation and compensation, the process information that can be shared, and the information that needs to be held in strict confidence.</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>Human Resources and Leadership Experience Understanding of the development or oversight of human resource policy and practices for professional development, succession planning, performance management and compensation review.</p>		



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<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.</p>		
<p>Political Awareness Understanding how to work within the system, move the evaluation process forward in a sensitive way, and recognize the political interests and sensitivities that might exist.</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 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>		