

Professional Practice and Standards Advisory 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 or panel meetings, developing a positive culture, creating safe and inclusive space, conflict resolution, and fostering effective decision making.</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>Ableness/Lived Experience Varied perspectives arising from participation of people with lived experience advocating for, accommodating, or navigating a spectrum of physical, mental health, or cognitive abilities, to help ensure that the perspectives of people with a range of disabilities inform decision-making.</p>	<p>Innovation Experience in or exposure to developing environments that foster new thinking</p>
<p>Confidentiality Understanding of the need for protecting the confidentiality of college information and draft policy and standards, including the security of all data and documents.</p>	<p>Age Representation across a variety of adult age groups to reflect the diverse experiences and perspectives of registrants and the public served by the College.</p>	<p>Lived Health Care Experience Understanding of health care delivery and how professional expectations are important to ensure support for care. Experience in advocating for individuals with significant health challenges, or those maneuvering through the health care system.</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>	<p>Culture A variety of cultural and historical backgrounds and experiences that reflect the communities the College serves and the cultural context within BC’s health care system.</p>	<p>Lived health care experience in BC First Nations and Indigenous Communities Experience in sharing stories of and advocating for the specific challenges faced by BC First Nations and Indigenous peoples when accessing health care services across provincial communities.</p>



<h2 style="text-align: center;">Individual Committee Member</h2>	<h2 style="text-align: center;">Committee</h2>	
<p style="text-align: center;">every committee member will bring, <u>or be willing to learn</u>, the following SKILLS and KNOWLEDGE:</p>	<p style="text-align: center;">the Committee will reflect the following DIVERSE EXPERIENCE, BACKGROUNDS and PERSPECTIVES:</p>	<p style="text-align: center;">one or more committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS:</p>
<p>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>Education Local, national, and international academic backgrounds and experiences that reflect the diverse education and knowledge of registrants and the public served by the College.</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>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>Gender and Sexual Orientation A range of gender identities and gender expressions, and individuals who self-identify as LGBTQIA2S+, to promote knowledge and understanding of societal attitudes around gender and sexual orientation and the impact this has on access to and experiences within the health care system.</p>	<p>Professional Standards and Professional Ethics Knowledge and experience of the standards of practice and standards of professional ethics at regional, provincial, national, and international levels.</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>Region Regional diversity, including rural, remote, and First Nations communities in BC (which also encompass on-reserve and treaty settlement lands), to reflect the reality that practice, access to healthcare, and the public’s expectations of the health care system varies throughout the province.</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>Registrant Professions Diverse experience from all the professions regulated by the college to inform dialogue and decision-making, ensuring decisions meet intended objectives and are practical. Consideration should also be given to diversity within the professions, including areas of practice, clinical experience, and management/leadership experience.</p>	



Individual Committee Member	Committee	
<p>every committee member will bring, <u>or be willing to learn</u>, the following SKILLS and KNOWLEDGE:</p>	<p>the Committee will reflect the following DIVERSE EXPERIENCE, BACKGROUNDS and PERSPECTIVES:</p>	<p>one or more committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS:</p>
<p>Professional Standards/Scopes of Practice and Policy Understanding of the standards and scopes of practice in British Columbia, including the legislative and regulatory requirements and policy instruments; ability to understand and provide input on new policy and professional practice instruments.</p>	<p>Sector Diverse leadership experience in the public, private, healthcare, and not-for-profit sectors, to understand health care delivery systems.</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>Socio-Economic Background Varied perspectives arising from the complex, multifaceted, and intersectional measures of social and economic standing, the lived experience of which will promote recognition of inequities and privilege and ensure that solutions can be universally applied without causing unintended barriers or consequences.</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>		