



Composition Matrix

Board

PREAMBLE

It is not the expectation that any one person would bring all of these to the table, but that this would be the ideal composition of the full board or committee.

MATRIX

<p>The attributes that make a strong board member:</p> <p>Ideally every board member would bring the following to the table.</p>		<p>The attributes that make a strong board:</p> <p>Decision-making is stronger when the following are collectively represented around the table.</p>	
<p>Values and attributes that every board member must bring to the table to support strong decision-making in the public interest.</p>	<p>Skills, practices and knowledge that every board member must bring to the table, or be willing to learn, to support strong decision-making in the public interest.</p>	<p>Diverse experience, backgrounds and perspectives that will support strong decision-making in the public interest.</p>	<p>Specific professional experience, knowledge and skills that will support strong decision-making in the public interest.</p>
<p>Accountability, honesty and integrity: Willingness and ability to take full responsibility for decisions and to follow through on commitments. Demonstrated commitment to integrity and truth-telling.</p>	<p>Cultural safety and humility: Ongoing learning, appreciation and respect for unique perspectives, cultural contexts, power imbalances, and biases in deliberation and decision making; recognition of the role the College plays in fostering culturally safe, humble, respectful and quality health care through its cultural safety and humility commitments.</p>	<p>Culture: A variety of cultural and historical backgrounds and experiences to reflect the community that the College serves and the cultural context within health care.</p>	<p>Board leadership: Experience in facilitating board and committee meetings, developing board culture and fostering board effectiveness.</p>

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Adaptability: Recognition that plans occasionally need to change in order to meet evolving needs and circumstances.	Diplomacy: Strong interpersonal communication skills. Ability to clearly articulate a perspective and to engage in respectful, productive and sometimes difficult discussions with the board, staff and stakeholders. A commitment to work within and reinforce a culture of trust.	Education: A variety of educational backgrounds and experiences that reflect the diversity of the public we serve.	Business acumen: Business experience; an understanding of good management principles and what an organization needs to operate effectively, including the economic forces that need to be incorporated into decisions.
Collaboration: Recognition that meaningful engagement and dialogue lead to stronger results than the isolated efforts of individuals working within a complex system.	Financial literacy: Reasonable understanding of financial and budgeting information; the confidence to ask questions to ensure financial stewardship of the college.	Indigenous: Indigenous and First Nations voices embedded within the College’s governance structure to ensure that deliberations are informed, that decisions include and respect Indigenous and First Nations perspectives, that biases are identified and questioned, and that the College’s collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.	Change leadership: Change management and transformation experience that supports the College’s ability to adapt, evolve and lead systemic change.
Compassion: A deeply felt concern for the wellbeing of BC residents and a commitment to safe, ethical care.	Governance: Understanding of the role played by board members, and of good governance principles, fiduciary duties and the stewardship responsibilities of the board.	Lived experience of disability: Participation of people with lived experience of disability to reflect the diverse needs of the community the college serves and to help ensure that the perspectives of people with a range of disabilities inform committee decision-making.	Executive HR: Experience developing and working with a board to oversee executive performance management and succession planning.

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<p>Humility: Openness to new ideas, new perspectives and new ways of doing things; the willingness to bring a learning mindset to decision-making.</p>	<p>Health professions regulation: Understanding of the role of health profession regulators, the public protection mandate of the College, and the core work of the College.</p>	<p>Region: Regional diversity to reflect differing realities in health care practice and public expectation that exist throughout the province; specifically, the Lower Mainland, Island, North, and Interior.</p>	<p>Financial oversight: Accounting or financial management experience and the ability to support non-financial board members in executing their financial oversight responsibilities.</p>
<p>Inclusivity: Ability to create a working culture that is welcoming of diverse perspectives, new partners, and new ideas.</p>	<p>Organizational decision-making: Understanding of and appreciation for the development of policy and decision making in a large, complex system and how to ensure that decisions are based on objective principles and informed by evidence and best practice.</p>	<p>Registrant practice: Diverse practice experiences, backgrounds and specialties to foster dialogue that leads to practical decisions that meet intended objectives and effectively protect the public.</p>	<p>Governance expertise: Deep knowledge and experience as a board member; the ability to calmly weigh evidence, think critically, consider options and bring sound judgment to decision making.</p>
<p>Objectivity: Ability to take a step back and make decisions based on solid evidence and good information, in order to best fulfil the College’s public protection mandate.</p>	<p>Systems awareness: Recognition of the complex system in which the College works, the stakeholders within that system, and the impact of College decisions on this greater community.</p>	<p>Sexual orientation/ gender identity: A variety of perspectives to support decisions that are balanced and relevant.</p>	<p>Government relations: Deep understanding of how government works and how to impact change within all levels of government.</p>
<p>Public service: A clear understanding and appreciation of, and a commitment to, the College’s public protection mandate and the time required to execute the role diligently. Recognition that the public interest always overrides one’s personal or professional interests.</p>	<p>Technological competence: Ability to work electronically in order to uphold the security, privacy and efficiency of the College’s work.</p>		<p>Information technology and information management: Understanding of IT/IM systems, security and sector change.</p>

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Respect: Ability to work with others effectively; to appreciate and foster the robust exchange of differing perspectives and opinions.			Innovation: Experience developing teams and environments that foster new thinking, new products and system disruption.
Self-awareness: Clear understanding of one’s own strengths, areas that would benefit from development, and potential biases. Openness to reflection and feedback and dedication to continuous growth and improvement.			Legal expertise: Understanding of contracts, privacy, employment, labour, litigation management and administrative law.
			Public relations: Extensive experience in strategic communications and stakeholder relations in order that the public understand the College’s mandate and witness its commitment to transparency and accountability.
			Quality improvement: Experience and understanding of both quality assurance and the science of quality improvement in health care.
			Risk management/ oversight: Understanding of how to sustain an effective and meaningful risk management and risk oversight program that adapts to changing circumstances.

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			<p>Strategic planning: Experience leading a team to articulate a vision, identify strategic priorities and appropriately oversee organizational performance.</p>

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