

## COMPOSITION MATRIX

# Investigation Committee

## 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 <b>committee member</b>:</p> <p>Ideally every committee member would bring the following to the table.</p>		<p>The attributes that make a strong <b>committee</b>:</p> <p>Decision-making is stronger if one or more committee members bring the following to the table.</p>	
<p><b>Values and attributes</b> that every committee member must bring to the table to support strong decision-making in the public interest.</p>	<p><b>Skills, practices and knowledge</b> that every committee member must bring to the table, <b>or be willing to learn</b>, to support strong decision-making in the public interest.</p>	<p><b>Diverse experience, backgrounds and perspectives</b> that will support strong decision-making in the public interest.</p>	<p><b>Specific professional experience, knowledge and skills</b> that will support strong decision-making in the public interest.</p>
<p><b>Accountability, honesty and integrity:</b> Willingness and ability to take full responsibility for decisions and to follow through on commitments. Demonstrated commitment to integrity and truth-telling.</p>	<p><b>Administrative law:</b> Knowledge of the necessity of administrative fairness and natural justice in the investigative and decision-making stages.</p>	<p><b>Culture:</b> A variety of cultural and historical backgrounds and experiences to reflect the community that CPSBC serves and the cultural context within health care.</p>	<p><b>Adjudication and hearing:</b> Knowledge and experience of participating in and/or chairing hearings within a legislative framework, and an understanding of administrative law principles and procedural fairness.</p>
<p><b>Adaptability:</b> Appreciation that, at times, plans need to change to meet changing circumstances and needs.</p>	<p><b>Awareness of inherent bias:</b> Aware of the biases they bring to decision-making and how to identify these in themselves and others, and to eliminate them from decision-making.</p>	<p><b>Education:</b> A variety of educational backgrounds and experiences that reflect the diversity of the public we serve.</p>	<p><b>Committee/panel leadership:</b> Experience in facilitating committee or panel meetings, developing a positive culture, conflict resolution, and fostering effective decision-making.</p>

<p>The attributes that make a strong <b>committee member</b>:</p> <p>Ideally every committee member would bring the following to the table.</p>		<p>The attributes that make a strong <b>committee</b>:</p> <p>Decision-making is stronger if one or more committee members bring the following to the table.</p>	
<p><b>Collaboration:</b> Recognition that, in a complex system, what can emerge as a result of meaningful engagement and dialogue will be stronger than what is created in isolation.</p>	<p><b>Cultural safety and humility:</b> Have an ongoing learning, appreciation and respect for unique perspectives, cultural contexts, power imbalances, and biases in deliberation and decision-making, and recognition of the role CPSBC plays in fostering culturally safe, humble, respectful, and quality health care, through its cultural safety and humility commitments.</p>	<p><b>Indigenous:</b> Indigenous and First Nations voices embedded within the CPSBC 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 CPSBC’s collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.</p>	<p><b>Governance expertise:</b> Understand how governance works, how committees should function, and be able to think critically about committee structures and practices.</p>
<p><b>Humility:</b> Open to new ideas, new perspectives and new ways of doing things. Always bringing a learning mindset to decision-making.</p>	<p><b>Diplomacy:</b> Have strong interpersonal communication skills that include the ability to clearly articulate a perspective, engage in respectful, productive, and sometimes courageous or difficult, discussions with the committee, staff and key health partners, while consistently reinforcing a culture of trust.</p>	<p><b>Lived experience of disability:</b> Participation of people with lived experience of disability to reflect the diverse needs of the community CPSBC serves and to help ensure that the perspectives of people with a range of disabilities inform committee decision-making.</p>	<p>Knowledge of how <b>health-care system issues</b> may impact performance.</p>
<p><b>Inclusivity:</b> Creates an environment and culture that is welcoming of diverse perspectives, new partners and new ideas.</p>	<p><b>Health professions regulation:</b> Understand the role and philosophy of health profession regulators, the public protection mandate of CPSBC, the applicable legislation, regulations, bylaws and policies, and the core work of CPSBC.</p>	<p><b>Region:</b> Regional diversity to reflect the reality that practice, and public expectations of the health-care system varies throughout the province. Specifically - Lower Mainland, Island, North, and Interior.</p>	<p>Knowledge of the <b>role of personal and professional distractors and stressors</b> on performance.</p>

The attributes that make a strong <b>committee member:</b>		The attributes that make a strong <b>committee:</b>	
Ideally every committee member would bring the following to the table.		Decision-making is stronger if one or more committee members bring the following to the table.	
<p><b>Objectivity:</b> Ability to take a step back and make decisions based on evidence, good information and what ultimately best fulfills the public mandate.</p>	<p><b>Information analysis and judgement:</b> Be able 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><b>Licensee practice:</b> Diverse practice experiences, backgrounds and specialties to inform dialogue and decision-making ensuring decisions meet intended objectives, are practical and ultimately protect the public.</p>	<p>The perspective of someone with experience with managing disruptive physician behaviour.</p>
<p><b>Respect:</b> Ability to work with others effectively, appreciate differing perspectives and opinions, foster and promote, not impede and stifle, robust dialogue.</p>	<p><b>Intellectual curiosity:</b> Looking for the story behind the story, the piece that is missing, and the inconsistent statement.</p>	<p><b>Sexual orientation/gender identity:</b> A variety of perspectives to support decisions that are balanced and relevant.</p>	
<p><b>Self-awareness:</b> Clear understanding of one's strengths, areas of development and potential biases. Open to reflection and feedback and dedicated to continuous growth and improvement.</p>	<p><b>Procedural fairness:</b> Understand administrative law and quasi-judicial processes, commit to the unbiased balancing of issues, meticulously weigh evidence, think critically about issues at hand, consider options within the scope of the CPSBC mandate and power, and bring consistency and sound judgment to decision-making in accordance with procedural fairness principles set out in common law.</p>		

The attributes that make a strong <b>committee member</b> :		The attributes that make a strong <b>committee</b> :	
Ideally every committee member would bring the following to the table.		Decision-making is stronger if one or more committee members bring the following to the table.	
<p><b>Service:</b> A clear understanding and appreciation of and commitment to the CPSBC public protection mandate and the time required execute the role diligently. Recognition that the public interest always trumps one’s personal or professional interests. Compassion for the public deserving of safe, ethical care.</p>	<p><b>Technological competence:</b> Be able to work electronically in order to uphold security, privacy and efficiency of CPSBC’s work, and have effective conference call etiquette.</p>		
	<p><b>Trauma-informed approach:</b> Awareness of principles of trauma-informed care such as shock, learned helplessness, avoidance, dissociation and other responses to traumatic events/intellectual curiosity/prior inquiry committee experience.</p>		