

## COMPOSITION MATRIX

# Licence 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>Diplomacy:</b> 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 key health partners. A commitment to work within and reinforce a culture of trust.</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>

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<p><b>Adaptability:</b> Appreciation that, at times, plans need to change to meet changing circumstances and needs.</p>	<p><b>Health professions regulation:</b> Understanding of the role of health profession regulators, the public protection mandate of CPSBC, and the core work of CPSBC.</p>	<p><b>Education:</b> A variety of educational backgrounds and experiences that reflect the diversity of the public we serve.</p>	<p><b>Canadian postgraduate training:</b> Knowledge of competency-based education.</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>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>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>Committee/panel leadership:</b> Experience in facilitating committee or panel meetings, developing a positive culture, conflict resolution, and fostering effective decision-making.</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>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>	<p><b>Region:</b> 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><b>International health professional/graduate:</b> Understand the process for becoming a physician in Canada with foreign credentials, or, ideally, have experience in navigating that process.</p>

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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>Inclusivity:</b> Creates an environment and culture that is welcoming of diverse perspectives, new partners and new ideas.</p>	<p><b>Strategic thinking:</b> Ability to develop a broad, all-encompassing view of the organization, its legislation and mandated mission. Competitive advantage and threats, industry trends, emerging technology, market opportunities, partner focus—strategic planning to facilitate unified decisions. Strategic thinking keeps individuals and groups focused and helps decide where to invest critical resources. It includes the ability to link long-range visions and concepts to daily work.</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><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>Technological competence:</b> Ability to work electronically in order to uphold the security, privacy and efficiency of CPSBC’s work.</p>	<p><b>Sexual orientation/gender identity:</b> A variety of perspectives to support decisions that are balanced and relevant.</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>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>			

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<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>			