COLLEGE OF CHIROPRACTORS OF BRITISH COLUMBIA

Governance Committee Composition Matrix
(Approved by the Board on December 3, 2020)

Committee Members

In order to support strong decision making in the public interest,

- every committee member will bring the following **VALUES** and **ATTRIBUTES** to the table:
  - Act with integrity and speak the truth, be able and willing to take full responsibility for decisions, and follow through on commitments. [Accountability, Honesty, and Integrity]
  - Appreciate that, at times, plans will adjust to meet changing circumstances and needs. [Adaptability]
  - Recognize 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. [Collaboration]
  - Be open to new ideas, new perspectives, and new ways of doing things, always bringing a learning mindset to decision making. [Humility]
  - Create an environment and culture that welcomes diverse perspectives, new partners and new ideas. [Inclusivity]
  - Be able to self-reflect and make decisions based on evidence and good information, to best fulfil the public mandate. [Objectivity]
  - Have compassion for the public and their right to safe, ethical care, demonstrated by an understanding and appreciation of, and commitment to, the public protection mandate and the time required to execute the role diligently, recognizing that public interest will always be prioritized over personal or professional interests. [Public Service]
  - Be able to work with others effectively, and appreciate different perspectives and opinions, while fostering and promoting, not impeding or stifling, robust dialogue. [Respect]
  - Have a clear understanding of personal strengths, areas of development and potential biases, remaining open to reflection, feedback, continuous growth and improvement. [Self-Awareness]
- every committee member will bring, or be willing to learn, the following **SKILLS, PRACTICES,** and **KNOWLEDGE:**
  - 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 the College plays in fostering culturally safe, humble, respectful, and quality healthcare, through its cultural safety and humility commitments. [Cultural Safety and Humility]
  - 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 stakeholders, while consistently reinforcing a culture of trust. [Diplomacy]
  - Understand 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. [Health Professions Regulation]
  - Be aware of the complex system in which the College works, including the stakeholders within that system, and the impact that College decisions have on this greater community. [System Thinking]
  - Be able to work electronically in order to uphold security, privacy and efficiency of the College's work. [Technological Competence]

Committee

In order to support strong decision making in the public interest,

- the Committee will bring the following **DIVERSE EXPERIENCE, BACKGROUNDS,** and **PERSPECTIVES:**
  - A variety of cultural and historical backgrounds and experiences, that reflect the community the College serves and the cultural context within healthcare. *[Culture]*

- A variety of educational backgrounds and experiences that reflect the diverse public served by the College. *[Education]*
- First Nations and Indigenous voices, embedded within the College's governance structure, to ensure that deliberations are informed and decisions include and respect 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. *[First Nations]*
- A variety of perspectives to support decisions that are balanced, relevant and reflective of the public. *[Gender Diversity]*
- Regional diversity, to reflect the reality that practice, access to healthcare, and the public's expectations of the health care system varies throughout the province. *[Region]*
- Diverse practice experiences, backgrounds and specialties that inform dialogue and decision making, ensuring decisions meet intended objectives, are practical and, ultimately, protect the public. *[Registrant Practice]*
- Diverse leadership experience in the public, private, healthcare, and not-for-profit sectors to promote knowledge and the sharing of best practices. *[Sector]*

- one or more committee members will have the following **PROFESSIONAL EXPERIENCE, KNOWLEDGE**, and **SKILLS:**

  - Business experience, an understanding of what an organization needs to operate effectively, including the economic forces that need to be incorporated into decisions, and good management principles. *[Business Acumen]*
  - Change management and transformation experience that will support the College's ability to adapt, evolve and lead systemic change. *[Change Leadership]*
  - Experience in facilitating committee meetings, developing a positive culture, conflict resolution, and fostering effective decision making. *[Committee Leadership]*
  - Understand how governance works, how committees should function, and be able to think critically about committee structures and practices. *[Governance Expertise]*
  - Knowledge of how organizations within the healthcare system and beyond are reviewing data, processes and various initiatives to improve and transform their governance practices and structures. *[Innovation and Trends in Governance]*
  - Understand the development of policy and decision making in a large, complex system, ensuring that decisions are based on objective principles, and informed by evidence and best practice. *[Organizational Decision Making]*
  - Understand how to sustain and evolve an effective and meaningful risk management and risk oversight program, and the difference between the two. *[Risk management/oversight]*