

INQUIRY COMMITTEE Competency & Experience Matrix

Core VALUES & COMPETENCIES <i>(Required)</i>	PUBLIC SERVICE: A clear understanding and appreciation of the College's public protection mandate, with an unbiased, non-partisan approach.	DIPLOMACY: Including strong COMMUNICATION and INTERPERSONAL SKILLS , enabling respectful, productive, and sometimes difficult discussions and a culture of trust. To promote, and not impede or stifle, robust dialogue.	INTEGRITY & HONESTY: Ensuring that neither self-interest nor professional advocacy interferes with decision-making, and that the Committee has all the information it needs to make good decisions.	OBJECTIVITY: The ability to take a step back and make decisions based on evidence, good information, and what is best to protect the public.	ACCOUNTABILITY: Ensuring that Committee members are able to take responsibility for their actions and execute their statutory duty.	OPENNESS: Embracing new ideas, new perspectives, and new ways of doing things.	SOUND JUDGMENT: Making tough decisions with sometimes significant consequences.	COMMITMENT: Giving the time and energy to properly execute the role and the statutory duty of the College.	ADAPTABILITY: Recognition that plans occasionally need to change in order to meet changing needs and circumstances.
Diverse PERSPECTIVES & BACKGROUNDS <i>(Preferred)</i>	INDIGENOUS VOICES: Indigenous voices need to be embedded within the College's governance structure, to ensure that deliberations are informed by, and decisions include and respect, Indigenous perspectives. Biases are identified and questioned, and the College's collective work continues to grow in its Cultural Safety and Humility Journey, contributing to positive systemic change.	CULTURAL DIVERSITY: Speech and hearing practices are significantly influenced by culture. It is critical to have diverse cultural perspectives represented on the Committee, including the perspective of the First Nations, Metis, and Inuit peoples.	PROFESSIONAL DIVERSITY: Speech and hearing practices are diverse across the three professions (RAUD, RHIP, RSLP) and public- and private-sector contexts. To properly self-govern the College, the perspective of each of the professions and contexts needs to be present on the Committee.	REGIONAL DIVERSITY: Speech and hearing practices vary throughout the province and so does the experience of the public's interaction and expectations of the health care system. The perspectives of the various regions of the province -- Lower Mainland, Island, North, and Interior -- on the Committee is desirable.	AGE DIVERSITY: The Committee needs the perspectives of various age groups.	SEXUAL ORIENTATION & GENDER IDENTITY: A variety of perspectives helps support decisions that are balanced and relevant.	EXPERIENCE DIVERSITY: while all registrant members must have a base level of Canadian experience, the Committee benefits from the experience and perspectives of both newer and older registrant members.		
Diverse EXPERIENCE & SKILL SETS <i>(Preferred)</i>	ADMINISTRATIVE LAW: An understanding of procedural fairness and managing quasi-judicial/statutory decision-making.	PROCEDURAL FAIRNESS: An understanding of procedural fairness and the options in the scope of the College's mandate and power, to bring consistency and sound judgment to decision-making.	AWARENESS OF INHERENT BIAS: Awareness of the biases they bring to decision-making and how to identify these in themselves and others and to eliminate them from decision-making.	INTELLECTUAL CURIOSITY: Looking to explore a variety of different solutions to a problem and weigh up the risks and benefits of various approaches, and to identify where information that may support effective decision making is missing.	INFORMATION ANALYSIS & JUDGMENT: The ability to carefully review voluminous material within set timelines, assess implications, identify patterns, make connections, and narrow the issues to support good-decision making.	COMMITTEE LEADERSHIP: Experience in participating in and chairing committee meetings.	COMMUNICATIONS & PUBLIC RELATIONS: Ensuring the College is sending the right messages to the public on complaints and investigations issues.	RISK MANAGEMENT: Oversight to ensure that an appropriate risk management system in place and that the Committee interacts effectively with this system in an oversight capacity.	HEALTH PROFESSIONS REGULATION: An understanding of the role of health regulators, the College's public protection mandate, the applicable legislation, regulations, bylaws and policies and the changing regulatory climate in which the College operates.