

BOARD PROFILE

Behavioural Competencies, Unique Skills and Experiences, and Diversity Attributes Descriptions

Behavioural Competencies	Unique Skills & Experience	Diversity Attributes
Focus on the Public Interest Understanding of and commitment to CPSO's public interest mandate; ability to put interests of the public ahead of other interests, including one's own	Governance Demonstrated knowledge and understanding of good governance principles and practices, possibly gained through board experience or governance education or certification	Patient Population(s) Served Experience gained through providing direct care to patients from diverse populations and through diverse healthcare settings, which could include but not be limited to serving equity-seeking groups facing discrimination; for further examples, reference our Equity, Diversity and Inclusion page
Commitment & Preparedness Able to meet expectations and commitment required of all board members; comes well prepared to engage in discussion and debate	Health System Knowledge Understanding of the health care system in Ontario and the respective roles and responsibilities of key stakeholders including government and other health organizations. Familiarity with historical and current trends in health services delivery, access to care and health outcomes	Practice Location Diverse perspectives and experiences will be brought to the board from practitioners who practice across urban, rural, remote and/or underserved areas of Ontario
Ethics & Integrity Is honest and has strong moral and ethical principles and values	Risk Oversight Good understanding of the board's role and responsibility for identifying and reviewing risks, and overseeing the management of identified risks	Practice Type Diverse perspectives and experiences will be brought to the board from practitioners who practice in different practice settings
Communication Skills Listens with intent for most effective engagement with others; communicates and responds in manner that demonstrates sensitivity and acceptance of diverse views	Knowledge of Professional and Occupational Regulation Good understanding of the role and purpose of a health regulatory College in Ontario and how professions, and the medical profession in particular, are regulated	Education Profile Diversity in when and where one graduated and in what special area(s)
Respectful, Self-aware & Courteous Is respectful and courteous; demonstrates insight and awareness into one's own capabilities and strengths, and uses an emotional intelligence approach in particularly difficult or challenging matters	Leadership Demonstrated experience leading teams and/or organizations; ability to lead, inspire and provide feedback and direction to others	
Critical & Strategic Thinker Able to identify the primary issue under consideration and evaluate different approaches, solutions and possible consequences before rendering an opinion; can recognize wider issues facing the College and the Board and consider the implications of decisions on the organization's strategic or long-term goals	Financial Literacy & Experience Able to understand conceptually the financial position of CPSO as presented in the financial statements and generally accepted accounting principles; can read, interpret and ask questions about financial statements and reports	
Open-Minded & Flexible Remains open to all ideas and is willing to change a position if presented with new evidence or information that supports a change	Lived Experiences contributing to EDI Demonstrated or lived experience in issues related to equity, diversity, and inclusion, possibly gained through living, serving or working with diverse or marginalized populations	