

# COMMITTEE PROFILE

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

Behavioural Competencies	Unique Skills & Experience	Diversity Attributes
<p><b>Focus on the Public Interest</b> 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</p>	<p><b>Governance</b> Demonstrated knowledge and understanding of good governance principles and practices, possibly gained through board experience or governance education or certification. Ability to apply CPSO Governance practices and policies to Committee work</p>	<p><b>Patient Population(s) Served</b> 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 <a href="#">Equity, Diversity and Inclusion page</a></p>
<p><b>Commitment &amp; Preparedness</b> Able to meet expectations and commitments required for their committee role. Displays effective use of time management skills. Attends meetings well-prepared to engage in discussion</p>	<p><b>Health System Knowledge</b> Understanding of the health care system in Ontario and Canada and the 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</p>	<p><b>Practice Location</b> Diverse perspectives and experiences will be brought to the board from practitioners who practice across urban, rural, remote and/or underserved areas of Ontario</p>
<p><b>Ethics &amp; Integrity</b> Is honest and has strong moral and ethical principles and values. Complies with all expectations in the Declaration of Adherence and Code of Conduct</p>	<p><b>Risk Oversight</b> General understanding of the concept of risk management. Ability to think critically about operational and governance issues to ensure the effective management of potential opportunities and adverse effects. Ability to apply risk management principles to Committee work</p>	<p><b>Practice Type</b> Diverse perspectives and experiences will be brought to the board from practitioners who practice in different practice settings</p>
<p><b>Communication Skills</b> Listens with intent for most effective engagement with others; communicates and responds in manner that demonstrates sensitivity and acceptance of diverse views</p>	<p><b>Knowledge of Professional and Occupational Regulation</b> 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</p>	<p><b>Education Profile</b> Diversity in when and where one graduated and in what special area(s)</p>
<p><b>Respectful, Self-aware &amp; Courteous</b> 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</p>	<p><b>Leadership</b> Demonstrated experience leading teams and/or organizations; ability to lead, inspire and provide feedback and direction to others</p>	<p><b>French</b> Demonstrated capacity to comprehend and articulate complex materials (such as medical records) in both spoken and written format in French</p>
<p><b>Critical &amp; Strategic Thinker</b> 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</p>	<p><b>Lived Experiences contributing to EDI</b> Demonstrated or lived experience in issues related to equity, diversity, and inclusion, possibly gained through living, serving or working with diverse or marginalized populations</p>	
<p><b>Open-Minded &amp; Flexible</b> Remains open to all ideas and is willing to change a position if presented with new evidence or information that supports a change</p>		