

2023 Board Composition Assessment

As governing body, the Board is responsible for the oversight, leadership, and strategic direction of BCCNM and ensures the college concentrates its efforts on work that has the greatest impact in reducing the risk of harm to the public.

The Board's composition is critical to its effectiveness and success. This is recognized in the BCCNM bylaws, which empower the Governance Committee to recommend competencies expected of individuals who wish to be elected to the Board. Current approved competencies can be found in the [Board Composition Matrix](#).

Every year, the Governance Committee uses this matrix to assess board composition in the context of the skills, experience, and perspectives needed to enable the Board to steer through existing and emerging issues and opportunities, while continuing to fulfil its legislated mandate. The Governance Committee also identifies which skills and attributes might be lost as current board members' terms end.

2024 Priorities

The Governance Committee has identified the following priorities for the 2024 Board:

Regulatory and governance experience

Health profession regulation in B.C. is undergoing significant transformation, not least due to government initiatives to modernize. The Board must have leaders who can support the college through such change. An understanding of the role of health profession regulators within the contexts of local, regional, national, and international systems; the mandate, influence, and fiduciary responsibilities of board members; and the impact of legislation on the core work of the college, will be important for new board members to have.

Internationally educated professionals

There is a health human resource crisis across Canada. One response from the B.C. government has been to launch an initiative to address barriers faced by internationally educated nurses seeking to practice in this province and BCCNM is working hard to develop more expedient processes to support their registration. Lived experience and knowledge of the complexities internationally educated nurse professionals face when arriving in British Columbia will be a beneficial perspective to have on the BCCNM Board.

Expanding cultural representation: gender and sexual orientation

BCCNM is committed to learning how and where hate and discrimination occur in the healthcare system, recognizing that in the absence of knowledge, no credible steps can be taken by the college to effectively lead towards equity. Focus lies particularly with Indigenous, Black, racialized minority, and 2SLGBTQIA+ communities, who routinely experience the most harm when accessing healthcare.

Work to redress Indigenous-specific racism and the harms experienced by Indigenous peoples is ongoing and remains a priority for the Board. The Governance Committee believes the Board will also benefit from having individuals who self-identify as 2SLGBTQIA+, to build knowledge and understanding of the lived experiences of this community beyond the heteronormative rhetoric.

The 2024 priorities will be communicated to registrants in this year's election materials and to the Minister of Health to support public board member appointments.