

# Board Gap Assessment

## Background

As governing body, the Board is responsible for the direction, leadership, and strategy of BCCNM and for overseeing the college's core regulatory functions, its financial sustainability and accountability, and the performance of its registrar. The Board's primary focus is to ensure that BCCNM always concentrates its efforts on work that has the greatest impact in reducing 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 persons who wish to be elected to the Board. Current approved competencies can be found in the *Board Composition Matrix*.

Each year, the Governance Committee uses the matrix to assess the gaps in current board composition and reflect upon where additional experience, skills, and perspectives might be needed to support board discussions and decision-making. The Governance Committee also identifies which gaps might be created by the expiring terms of current registrant and public board members.

## 2023 Board Needs

The Governance Committee has deemed the following as a critical need for the 2023 Board:

- BC First Nations and Indigenous voices and perspectives, preferably from firsthand knowledge and lived experience.

BCCNM believes in upholding the rights of Indigenous Peoples (as set out in the *United Nations Declaration on the Rights of Indigenous Peoples*) by understanding and maintaining these rights, recognizing the impacts of settler colonialism, practising cultural safety and humility, addressing Indigenous-specific racism, and creating regulatory pathways for Indigenous ways of knowing and being.

In identifying this as a critical need, the Governance Committee acknowledges the Board requires more BC First Nations and Indigenous representation if it is to understand the experiences of Indigenous peoples currently navigating the healthcare system and ensure their perspectives inform the Board's work and result in just and equitable outcomes.

This gap assessment will be communicated to registrants as part of the 2022 election process and to the Minister of Health to support public board member appointments.