

# College of Pharmacists of British Columbia



## Board Composition Matrix

April 2026

## **THE BOARD COMPOSITION MATRIX**

The Board Composition Matrix, in alignment with the College’s Values of Accountability, Integrity, Indigenous Cultural Safety and Humility, and Respect, defines the areas of competency, including the Values, Skills, Experience and Knowledge, required for the ideal composition of a high functioning Board.

The Board does not expect members to possess every skill or item listed in the Matrix. The Matrix is intended to be used as a tool to help identify and address gaps in Board competencies. We expect all members to uphold the values and attributes contained within the Matrix.

Collaboration, mentorship and training is available to Board members to ensure they continue to operate effectively as stewards of public health and safety.

## **ROLE OF THE BOARD**

The College of Pharmacists of British Columbia (CPBC) Board is the appointed oversight body that governs, controls and administers the affairs of the College in accordance with the *Health Professions and Occupations Act (HPOA)*.

Board members are key to supporting the CPBC Board’s ability to [protect the public through the regulation of licensees](#). CPBC Board members bring diverse backgrounds and unique perspectives in order to ensure a well-informed, comprehensive decision-making process.

## **COMMITMENT STATEMENT**

*The College of Pharmacists of British Columbia (CPBC) is committed to being an inclusive and collaborative regulator, dedicated to regulating pharmacies and pharmacy professionals in support of public safety, optimal health, and culturally-safe, equitable care – free from Indigenous-specific and other forms of racism.*

## OUR VALUES



### **Our Journey Toward Reconciliation, Indigenization and Decolonization**

The CPBC Board recognizes that systemic racism and intolerance toward traditional Indigenous perspectives and approaches to health and medicine, as well as the enduring legacy of colonialism, results in persistent barriers and greater health disparities for Indigenous People in British Columbia and Canada.

In 2017 the College committed to upholding Indigenous rights, building trust-based relationships with BC's Indigenous Communities, and working to dismantle the racism built into our colonial healthcare system. We recognize our journey toward reconciliation, Indigenization and decolonization has a long road ahead and we remain committed to advancing cultural safety and humility for Indigenous People.

[Learn more about our journey toward Cultural Safety & Humility](#)

## The Board Composition Matrix reflects two key areas of focus:

### 1. COMMITMENT TO ADDRESSING INDIGENOUS-SPECIFIC RACISM

[In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care](#) is one of the most recent reports to provide overwhelming evidence of widespread fear and mistrust of the BC healthcare system and ongoing prevalence of stereotypes, discrimination, racism and abuse experienced by Indigenous Peoples when accessing BC's healthcare system.

The Board is committed to taking active steps to identify, address, prevent, and eliminate Indigenous-specific racism, and will work to ensure that all of its decisions uphold the standards, objectives and recommendations laid out in the In Plain Sight Report, the [United Nations Declaration on the Rights of Indigenous Peoples](#) (UNDRIP) and the [Declaration on the Rights of Indigenous Peoples Act](#) (DRIPA).

The CPBC Board will support these efforts by:

- Broadening Indigenous participation on the Board by striving to include no less than two (2) Indigenous members on the Board, to ensure adequate Indigenous involvement and representation in Board decisions,
- Ensuring regular consultation and collaboration with Indigenous Elders, Knowledge-Keepers and advisors,
- Privileging lived experience of Indigenous medicines, ceremonies, customs and traditions in order to incorporate traditional Indigenous perspectives into the decision-making process,
- Using a distinctions-based approach, acknowledging the specific rights, interests, priorities and concerns of First Nations, Inuit and Metis. Respecting and acknowledging each group as distinct Peoples with unique cultures, histories, rights, laws, and governments.
- Promoting Cultural Safety and Humility and Anti-Racism as core values for current and future Board Members.

*The enduring legacy of colonialism experienced by Indigenous Peoples in Canada requires focused and specific strategies and the Board considers these issues as separate from more general issues of Diversity, Equity and Inclusion.*

### 2. DIVERSITY, EQUITY AND INCLUSION

The Board believes that incorporating a diverse set of experiences, backgrounds and perspectives will promote rich and informed discussions that will better reflect the demographic make-up of British Columbia.

## Board Composition Matrix

### ATTRIBUTES AND VALUES

*Attributes are defined as qualities or features regarded as characteristics or inherent parts of someone or something, while Values are defined as a person’s principles or standards of behavior.*

Every Board member must bring the following Attributes and Values to the table to support strong decision-making in the public interest:

<p><b>Accountability and Integrity</b> Demonstrates a commitment to honesty; takes responsibility for decisions; and follows through on commitments.</p>	<p><b>Objective, Agile and Self-Aware</b> Ability to make decisions based on the evidence available, while adjusting to changing circumstances. Ability to self-reflect while being open to feedback and dedicated to continuous growth, development, and learning.</p>	<p><b>Collaborative and Inclusive</b> Ability to engage respectfully and diplomatically in meaningful group dialogue while supporting an environment and culture that welcomes diverse people, perspectives, and ideas.</p>	<p><b>Cultural Safety and Humility</b> An appreciation and respect for Indigenous culture and perspectives, including openness to learn about the traumatic legacy of colonialism and the impact that Indigenous-specific and other forms of discrimination have on health and healthcare in British Columbia.</p>	<p><b>Public Service</b> Commitment to ensuring British Columbians’ right to safe and ethical pharmacy care is at the centre of the decision-making process.</p>
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### SKILLS, PRACTICES and KNOWLEDGE

*Having the right mix of skills, practices and knowledge provides the foundation for robust dialogue, informed advice, and valuable input.*

Every Board member must bring, or be open to learn, the following Skills, Practices and Knowledge to support strong decision-making in the public interest:

<p><b>Governance</b> Understands the principles of governing boards and the role of Board members, including fiduciary duties and stewardship responsibilities.</p>	<p><b>Health Professional Regulation</b> Understands the role, philosophy and mandate of health profession regulators, as well as applicable legislation, regulations, bylaws, policies, and the core work of the CPBC.</p>	<p><b>Organizational Decision Making</b> Understands the decision-making processes within a large and complex organizational system, including the <i>partners and allies</i> within that system, and the impact of CPBC decisions on this community.</p>	<p><b>Technological Competence</b> Ability to work electronically in order to uphold the security, privacy and efficiency of the College’s work.</p>	<p><b>Financial Literacy</b> Has a reasonable understanding of financial and budgeting principles to be able to evaluate and safeguard the College’s financial position and performance.</p>
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## DIVERSE BACKGROUNDS and PERSPECTIVES

Having a culturally and experientially diverse Board benefits the public interest by ensuring varied viewpoints are present at the decision-making table to keep the public safe.

The CPBC Board as a whole will bring the following Diverse Experience, Backgrounds and Perspectives:

### First Nations, Inuit and Métis Perspectives

Voices embedded within the College's governance structure to ensure that decisions include, respect and uphold Indigenous sovereignty, rights and perspectives; that biases are identified and questioned; and that the College's collective work continues to grow in its journey toward reconciliation, Indigenization and decolonization.

### Culture

A variety of cultural and ethnic backgrounds and experiences that reflect the communities the College serves.

### Gender Diversity and Sexual Orientation

A range of gender identities and 2SLGBTQ+ individuals to support decisions that are balanced and relevant.

### Education

A variety of educational backgrounds to provide diversity of thought and expertise. All levels of education are valued.

### Regional Diversity

Including urban, rural, remote and BC First Nations communities (which also encompass on-reserve and treaty settlement lands), to reflect the reality that practice, access to healthcare, and the public's expectations of the health care system varies throughout the province.

## EXPERIENCE

Exposure to a range of volunteer, work and other lived experience can strengthen the Board's ability to make sound decisions.

Where possible, the CPBC Board as a whole will bring some or all of the following experience:

### Health

Experience practicing in a wide range of professional healthcare settings.

### Cultural Competence

Experience utilizing and/or developing systems to work effectively across cultures in ways that acknowledge and respect the unique culture of the people, communities or organizations being served.

### Legal

Experience working with contract, privacy, employment, labour, and administrative law, as well as litigation management, relating to public safety, non-profit organizations, public service, and/or government relations.

### Government Relations

Demonstrated experience affecting change with or within government, the broader public sector, and/or on governance boards.

### Leadership

Diverse leadership experience overseeing strategic performance in both the public and private sectors.