

Committee Composition Matrix

Each committee must be comprised to provide the needed mix of experience and skills to fulfill its mandate. The following are specific attributes required of members appointed to statutory and non-statutory standing committees.

all committees will bring the following DIVERSE EXPERIENCE, BACKGROUNDS and PERSPECTIVES:	one or more committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS
<p>Culture A variety of cultural and historical backgrounds and experiences, that reflect the community the College serves and the cultural context within health care.</p>	<p>Ability Lived experience accommodating or navigating a spectrum of physical, mental health, or cognitive abilities, the knowledge of which can enhance relevant, thoughtful decisions that protect the public.</p>
<p>Education A variety of educational backgrounds and experiences that reflect the diverse public served by the College.</p>	<p>Adjudication and Hearing Knowledge and experience of participating in and/or chairing hearings within a legislative framework, and an understanding of administrative law principles and procedural fairness.</p>
<p>Gender Diversity A variety of perspectives to support decisions that are balanced, relevant and reflective of the public.</p>	<p>Committee/Panel Leadership Experience in facilitating committee or panel meetings, developing a positive culture, conflict resolution, and fostering effective decision making.</p>
<p>Region Regional diversity, to reflect the reality that practice, access to healthcare, and the public's expectations of the health care system varies throughout the province.</p>	<p>Governance Expertise Understand how governance works, how committees should function, and be able to think critically about committee structures and practices.</p>
<p>Registrant Practice Diverse practice experiences, backgrounds and specialties that inform dialogue and decision-making, ensuring decisions meet intended objectives, are practical and, ultimately, protect the public.</p>	<p>Standards/Scopes of Practice Understand the standards and scopes of practice that guide psychotherapy practice in Ontario.</p>
<p>Sector Diverse leadership experience in the public, private, healthcare, and not-</p>	<p>Practice Modalities Experience with at least one modality of psychotherapy practice, to ensure that deliberations are informed by a variety of practice perspectives,</p>

for-profit sectors to promote knowledge and the sharing of best practices.	
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Registration Committee Member Attributes

One or more Registration Committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS
Psychotherapy Practice Familiarity with at least one modality, entry level psychotherapy competence, and domains of practice (clinical, education, research, and administration).
Education Curriculum Experience with program/advanced education changes, trends and innovation, developing, implementing and evaluating curriculum, including representation from diverse post-secondary institutions offering psychotherapy education.
International Health Professional/Graduate Understand the process for becoming a health professional in Canada with foreign credentials, or, ideally, have experience in navigating that process.
Indigenous Practice Indigenous voices, to ensure that deliberations are informed, and decisions include and respect First Nations perspectives, that biases are identified and questioned, and that the College's collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.

Quality Assurance Committee Member Attributes

One or more Quality Assurance Committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS
Quality Improvement Experience and understanding of the quality assurance and quality improvement programs and assessments in health care, and experience in developing tools that enable meaningful feedback and continuous improvement.
Quality Assurance Program Know how to use methods that align with the developmental intention of the College's quality assurance program and philosophy
Standards/Scopes of Practice Understand the standards and scopes of practice that guide psychotherapy practice in Ontario and be able to determine where a breach or potential breach might occur.
Indigenous Practice

Indigenous voices, to ensure that deliberations are informed, and decisions include and respect First Nations perspectives, that biases are identified and questioned, and that the College's collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.

Inquiries Complaints Reports Committee Member Attributes

One or more Inquiries Complaints Reports Committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS

Traumatic Experience Awareness

Experience in, understanding of, and sensitivity to the effects of stress or potential stress on individuals involved in a complaint/report process, and experience in creating safe spaces and trust-building processes.

Lived health care experience

Significant personal experience or experience caring for someone with health challenges or maneuvering through the health care system.

Professional Standards and Professional Ethics

Knowledge and experience of the standards of practice and standards of professional ethics at regional, provincial, national and international levels.

Indigenous Practice

Indigenous voices, to ensure that deliberations are informed, and decisions include and respect First Nations perspectives, that biases are identified and questioned, and that the College's collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.

Discipline Committee Member Attributes

One or more Discipline Committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS

Procedural Fairness

Understand administrative law and quasi-judicial processes, commit to the unbiased balancing of issues, meticulously weigh evidence, think critically about issues at hand, consider options within the scope of the College's mandate and power, and bring consistency and sound judgment to decision-making in accordance with procedural fairness principles set out in common law.

Traumatic Experience Awareness

Experience in, understanding of, and sensitivity to the effects of stress or potential stress on individuals involved in a complaint process, and experience in creating safe spaces and trust-building processes.

Indigenous Practice

Indigenous voices, to ensure that deliberations are informed, and decisions include and respect First Nations perspectives, that biases are identified and questioned, and that the College's collective work continues to grow in its cultural safety and humility journey, contributing to positive systemic change.

Nominations and Elections Committee Member Attributes

One or more Nominations and Committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS
Networking/Social Influence Be able and willing, and have the credibility, to tap into personal or professional networks to both communicate college needs and speak to the importance of roles on various committees.
Marketing and communications Appreciate the needs to tailor advertising given the nature of the committee positions and the skills and experience sought, and the need to encourage participation by members of under-represented groups.
Candidate screening Understands that main task is to assess candidates against the published criteria, in accordance with the published process, and decide who to recommend for appointment
Recruitment/Succession Planning Understand recruitment and succession planning processes, how to foster sustainable leadership and teams, and be able to translate and apply those principles to the nominations and election process.
Election Administration and Oversight Experience administering elections and understanding the potential complications

Examination Committee Member Attributes

One or more Examination Committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS
Standards/Scopes of Practice Understand the application of the standards and scopes of practice that guide psychotherapy practice in Ontario
International Health Professional/Graduate Understand the process for becoming a health professional in Canada with foreign credentials, or, ideally, have experience in navigating that process.
Education Curriculum Experience with program/advanced education changes, trends and innovation, developing, implementing and evaluating curriculum, including representation from diverse post-secondary institutions offering psychotherapy education.
Education/Examination Knowledge and experience with the development and administration of education programs and examinations.

Client Relations Committee Member Attributes

One or more Client Relations Committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS

Traumatic Experience Awareness

Experience in, understanding of, and sensitivity to the effects of stress or potential stress on individuals involved in a complaint process, and experience in creating safe spaces and trust-building processes.

Sexual Violence Awareness

Understand the social and cultural context of violence and abuse, including factors such as gender, sexual orientation, social class, ethnicity, religion, developmental stage, immigrant or refugee history.

Executive Committee Member Attributes

One or more Executive Committee members will have the following specific PROFESSIONAL EXPERIENCE, KNOWLEDGE and SKILLS

Innovation and Trends in Governance

Knowledge of how organizations within the healthcare system and beyond are reviewing data, processes and various initiatives to improve and transform their governance practices and structures.

Finance and Audit Experience

Have a reasonable understanding of financial and budgeting information, and the confidence to ask questions that safeguard the financial stewardship of the College and enable the College to effectively fulfill its mandate by weighing evidence, thinking critically, considering options and bringing sound judgement to financial decision making.

Regulation and System Context

Understand psychotherapy practice, the regulatory system, and how the College's work affects, or might affect the system.

Political Awareness

Understand how to work within the system, move the evaluation process forward in a sensitive way, and recognize the political interests and sensitivities that might exist.

Heightened Confidentiality

Understand the sensitive nature of executive performance evaluation and compensation, the process information that can be shared, and the information that needs to be held in strict confidence.

Psychotherapy Practice

Familiarity with at least one modality, entry level psychotherapy competence, and domains of practice (clinical, education, research, and administration).

Risk management/oversight

Understand how to sustain and evolve an effective and meaningful risk management and risk oversight program, and the difference between the two allowing them to oversee the College's risk management process, ensuring that the College understands, manages and leverages its risk.

Business Acumen

Business experience, an understanding of what an organization needs to operate effectively, including the economic forces that need to be incorporated into decisions, good management principles, and strategic planning.

Organizational Decision-Making

Understand the development of policy and decision-making in a large, complex system, ensuring that decisions are based on objective principles, and informed by evidence and best practice.

Executive HR

Experience with and exposure to executive performance evaluation and compensation review, allowing them to oversee the Registrar evaluation process and compensation philosophy.

Recruitment/Succession Planning

Understand recruitment and succession planning processes, how to foster sustainable leadership and teams, and be able to translate and apply those principles to the nominations and election process.