



ENGINEERS & GEOSCIENTISTS BC BOARD COMPOSITION MATRIX

APPROACH AND FRAMEWORK

EGBC is committed to leading practices in board composition. We recognize that we serve the interests of many public audiences with a diverse array of goals, beliefs, and experiences. We strive for a Board that is technically and strategically equipped to lead our organization as it fulfills its public protection mandate. EGBC's board recruitment and nominations processes ensure our governance leadership is highly skilled and reflects the diversity of the professions we regulate and the public we serve. These needs are assessed annually to ensure that EGBC has the skills, knowledge and diverse perspectives needed to address the specific strategic issues the organization is facing.

EGBC's Board Composition needs have been divided into four components:

I. VALUES

Foundationally, the Board is expected to share and demonstrate EGBC's Core Values. The Nomination Committee considers how prospective Board candidates' personal and professional experiences align with these values and how candidates would be expected to apply them to their role on the Board.

Collaboration	Excellence	Integrity	Innovation
We approach challenges and opportunities with a mindset of inclusivity and shared success. We listen to understand. We acknowledge differences, are open and transparent when sharing what we know, and seek to build connections and relationships.	We are passionate about what we do because we believe wholeheartedly in our duty to protect the public interest. Our dedication to our work drives a desire to go above and beyond. We apply our diverse knowledge and expertise to build strong, effective solutions.	We are trusted to fulfil our mandate with an unwavering focus on the public interest. We mean and do what we say. In our decisions and our actions, we are transparent, fair, and accountable.	We use creativity to find solutions. We are open to new ideas and approaches as we strive for continuous improvement. In pursuing progress, we are adaptable, brave, and forward thinking.

II. FUNDAMENTAL SKILLS, PRACTICES, AND KNOWLEDGE

We recognize there is a baseline of skills and knowledge required in every Board member to enable EGBC to fulfil its regulatory mandate. We have outlined these fundamental needs into three categories. Each Board member will possess the following skills, practices, and knowledge – or demonstrate a willingness to learn and build on these core abilities:

Regulatory Fundamentals	Governance Fundamentals	Leadership and Collaboration Fundamentals
<p>Understanding the foundations of professional regulation is critical to be an EGBC Board member, specifically it is essential to understand:</p> <ul style="list-style-type: none"> • EGBC’s regulatory role and public protection mandate; • EGBC’s core regulatory programs; • the governance foundations within the <i>Professional Governance Act</i> and applicable Regulations, the <i>Freedom of Information and Protection of Privacy Act</i>, and EGBC bylaws, policies and procedures; and • have awareness of the complex system in which EGBC operates, including the history and evolution of the <i>Professional Governance Act</i>, the partners within that system including government, and the impact EGBC decisions have on the safety and well-being of the greater community. 	<p>Understanding of the Board’s governance role within EGBC’s mandate, the fiduciary duties of Board members, and experience to support the following oversight responsibilities:</p> <ul style="list-style-type: none"> • Financial oversight and financial literacy – Understanding the Board’s role in ensuring the necessary resources are available to achieve the organization’s strategic objectives and its responsibility for ensuring the near- and long-term fiscal health of the organization. Able to read and understand financial and budgeting information, have confidence to ask questions that safeguard the financial stewardship of EGBC. • Risk oversight – Ensuring proper enterprise risk management processes are in place and monitoring strategic risks. Working with risk and understanding risk management and risk oversight processes. • Strategy Oversight – Working with Management to oversee development and implementation of strategy. • Regulatory program oversight – Monitoring organizational performance and effectiveness of regulatory programs. • CEO performance and leadership oversight – Overseeing and managing the chief executive and overseeing strategic human resources at the governance level. 	<p>Every Board member must bring with them skills and practices that enable them to collaborate and engage productively with others, specifically:</p> <ul style="list-style-type: none"> • Allyship – Understanding of what it means to be an ally and knowledge of how to actively model this behaviour. Commitment to speak up and acknowledge instances or systems of oppression. Able to hold self and others accountable for creating safe and inclusive spaces in which honest conversations can occur. • Diplomacy/Conflict Resolution – Strong interpersonal communication skills recognizing the diverse experiences that Board members will bring to the table. Able to clearly articulate a perspective and to engage in respectful, productive, and sometimes difficult discussions. • Self-Awareness – Understanding of personal strengths and privileges, influence of self on other Board members, the consequences of bias and potential conflicts of interest; recognizing the value of continuous development and improvement; and being open to reflection, feedback, and opportunities to learn, relearn, and unlearn. • Information Analysis and Objective Decision-making – Able to carefully review voluminous material within set timelines, assess implications, identify patterns, make connections, and narrow the issues to support sound judgment and good decision-making in the public interest. Apply objective, principles- and evidence-based decision-making and policy development in large, complex organizations.

III. DIVERSE PERSPECTIVES AND BACKGROUNDS

EGBC strongly values the benefits that diversity brings to its Board and is committed to addressing systemic inequities. Recognizing the diversity of our registrants and the public we protect, we strive to create an inclusive environment within the organization and across volunteer groups. In line with EGBC’s commitment to Equity, Diversity and Inclusion, we promote diversity in our board nomination process, believing that diverse boards enhance public interest discourse and foster innovative decision-making. A broad range of backgrounds, perspectives, and lived experiences are represented in the following three areas:

First Nations and Indigenous Voices	Reflecting the Professions we Regulate	Reflecting the Public we Serve
<p>Ensuring EGBC’s deliberations include and are informed by firsthand knowledge and experiences of BC First Nations and Indigenous communities and ensuring that decisions include and respect key rights protocols and perspectives in alignment with EGBC's commitment to advancing reconciliation.</p>	<p>Ensuring EGBC’s decisions are informed by the diversity of engineering and geoscience practice and practice environments, and the diverse lived experiences of the registrant-base to ensure Board decisions are practical, relevant, have the intended impact and reduce the risk of unintended consequences within the regulated practice.</p> <p><i>Examples of such diversity include:</i></p> <ul style="list-style-type: none"> • <i>diverse educational backgrounds including the experience of internationally trained professionals;</i> • <i>experience and understanding of the broad range of professional practices that EGBC regulates;</i> • <i>regional diversity; and</i> • <i>sector diversity (public, private, not- for-profit)</i> 	<p>Ensuring EGBC’s Board includes and is informed by diverse perspectives and lived experiences that reflect the diversity of the public EGBC serves, and actively fostering inclusion with respect to those diverse perspectives and lived experiences, including through the nomination process.</p> <p><i>Examples include:</i></p> <ul style="list-style-type: none"> • <i>a variety of ethnic, racial and cultural backgrounds and experiences;</i> • <i>a range in ages;</i> • <i>a range of gender identities, gender expressions and representation from the 2SLGBTQIA+ communities; and</i> • <i>lived experience with physical and neurodivergent diversity</i>

IV. SPECIALIZED SKILLS AND KNOWLEDGE

To navigate complex challenges, seize emerging opportunities, and address skills gaps on the Board in any given year, we are intentional about balancing its composition with specialized skills and knowledge. Annually, we identify the specialized skills and knowledge needed to complement the current Board in consideration of strategic priorities and initiatives. The areas we consider, listed below in alphabetical order, are:

<p>Board/Committee Leadership - Experience developing agendas, facilitating meetings, developing positive culture and relationships, navigating conflict, and fostering collaborative and effective decision-making.</p>	<p>Business Acumen – Ability to apply knowledge of economic forces and business management principles to decision-making for operational effectiveness.</p>	<p>Change Oversight - Change management and change oversight experience to support EGBC’s ability to adapt, evolve and lead systemic change and continued regulatory modernization.</p>
<p>Climate, Environmental Impact and Sustainability Leadership - Experience assessing environmental impact of operations and assessing environmental risk and the impacts on operations.</p>	<p>Equity, Diversity, and Inclusion Leadership - Experience advancing strategies that promote equitable access and opportunities, developing practices to correct non-inclusive behaviour, and understanding the Board’s role in EDI oversight.</p>	<p>Executive Human Resources - Experience developing and working with a board to oversee executive performance management, executive compensation, and succession planning. As may be required, employment practices and enterprise compensation reviews.</p>
<p>Financial Expertise - Knowledge of and experience on a Finance, Audit and Risk Committee; ability to weigh evidence, think critically, consider options, and bring sound judgement to financial decision-making. Expertise in accounting and audit responsibilities.</p>	<p>Government and Public Relations Understand the public sector and government context in which EGBC operates. Experience in strategic communications, media, and public relations.</p>	<p>Governance Expertise - Understand how governance works, emerging governance practices, and the nuances of regulatory governance. Ability to think critically about governance structures, policies, and processes.</p>
<p>IT and Systems Oversight/Artificial Intelligence - Knowledge and understanding of business systems and information technology needs including information management, security, confidentiality, and privacy requirements. Knowledge and understanding of Artificial Intelligence and ongoing changes in this sector.</p>	<p>Legal Expertise - Understand contracts, privacy, employment, labour, litigation management, and administrative law.</p>	<p>Strategy Development and Oversight - Understand the Board’s role in articulating a future vision for EGBC, setting its long-term strategy, providing strategic oversight; monitoring goal achievement and organizational performance and holding the CEO and management accountable for executing strategy.</p>

REVISION AND APPROVAL LOG

September 20, 2024 – Composition Matrix Approved by the Board