

BOARD COMPETENCY FRAMEWORK

Attributes needed by every Director to support strong decision-making in the public interest:	Experience, knowledge, and skills that every Director will bring, or be willing to learn, to support strong decision-making in the public interest:	Diverse experiences, backgrounds, and perspectives that will support strong decision-making in the public interest:
<p>Public Interest Focus</p> <p>Prioritizes the public’s right to safe, ethical care by fully understanding and committing to the public protection mandate. Balances personal and professional interest to always place the public interest first, with diligence and focus.</p>	<p>Leadership</p> <p>Demonstrates confidence, sound judgment, and the ability to inspire, motivate, and guide others. Skilled in consensus-building, facilitation, and fostering a collaborative leadership approach. Upholds and promotes the values and commitments of COTO.</p>	<p>Professional and Experiential Diversity</p> <p>Recognizes that professional practices and experiences vary across different sectors and contexts (public, private, and non-profit). It is essential for the Board to include perspectives from a range of professional backgrounds and fields, ensuring a broad understanding of different sectors and roles.</p>
<p>Collaborative and Inclusive</p> <p>Actively engages in respectful, diplomatic, and inclusive dialogue, fostering a culture that values diversity and welcomes differing perspectives, experiences and ideas. .</p>	<p>Board and Governance Experience</p> <p>Demonstrates experience or expertise in governance within the private, public, or non-profit sectors, gained through board or committee service. Understands the distinct roles of the Board and management, as well as the difference between regulatory bodies and professional associations.</p>	<p>Regional Diversity</p> <p>Acknowledges that public services and experiences differ across regions, with unique needs and expectations in each area. The Board benefits from having representatives who bring perspectives from various geographic regions, ensuring decisions reflect the diverse needs of different communities.</p>
<p>Accountability and Integrity</p> <p>Demonstrates a commitment to honesty. Be able and willing to take full responsibility for decisions and follow through on commitments.</p>	<p>Knowledge of Professional and Occupational Regulation</p> <p>Good understanding of the role and mandate of health regulatory Colleges in Ontario, with a focus on public protection. Understands the regulatory framework for various professions, including occupational therapy.</p>	<p>Age Diversity</p> <p>Ensures that the Board reflects a range of age groups, incorporating the perspectives and experiences of individuals at different ages. A diverse age representation fosters a more holistic approach to decision-making and enhances relevance across generations.</p>

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<p>Communicator</p> <p>Demonstrates strong communication skills by actively listening and clearly articulating ideas, opinions, and positions while being open to feedback and diverse viewpoints.</p>	<p>Risk Management</p> <p>Knowledge of risk management principles, with experience in identifying, assessing, and mitigating significant risks that could affect the College's objectives and operations.</p>	<p>Cultural Diversity</p> <p>Recognizes that cultural factors influence practices and decision-making across sectors. It is essential to include diverse cultural perspectives, particularly from Indigenous and other historically underrepresented ethnic and racial groups, to ensure inclusive and equitable governance.</p>
<p>Objectivity</p> <p>Demonstrates objectivity by engaging in self-reflection and making decisions based on evidence, reliable data, and sound judgment, always striving to fulfill the public mandate effectively.</p>	<p>Community and Public Relations</p> <p>Recognizes the importance of the public interest in decision-making and is mindful of how decisions are perceived by diverse groups. Fosters inclusive dialogue and engages meaningfully with various communities to ensure decisions reflect diverse perspectives. Recognizes the impact of public perception on decision-making and works to build trust and credibility through open dialogue.</p>	<p>Gender Diversity</p> <p>Promotes gender diversity by ensuring that the Board reflects individuals with diverse gender identities and expressions. This diversity enriches decision-making by incorporating a variety of lived experiences and perspectives related to gender.</p>
<p>Respectful</p> <p>Demonstrates respect by engaging effectively with others, appreciating diverse perspectives, and fostering an environment where open, respectful dialogue is encouraged, even amidst differing views.</p>	<p>Financial Literacy</p> <p>Demonstrates knowledge of financial management, including analyzing financial statements, evaluating budgets, and understanding generally accepted accounting principles. Able to interpret financial data, ask insightful questions, and contribute to ensuring the integrity of financial information provided to the Board.</p>	

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<p>Visionary and Strategic Thinker</p> <p>Considers wider impact of decisions on the College and its ability to meet its strategic directions. Identifies risks and broader trends and considers how decisions align with strategic objectives and long-term priorities.</p>	<p>Technological Competence</p> <p>Demonstrates proficiency with technology to support the College’s operations while upholding standards of security, privacy, and efficiency.</p>	
<p>Committed and Prepared</p> <p>Demonstrates commitment by dedicating the necessary time and effort to prepare for, actively participate in, and contribute to Board meetings and activities, ensuring informed and thoughtful decision-making.</p>		