

Introduction

The Competency and Attributes Matrix for Governing Boards can help assess current board strength and illuminate areas where there are opportunities for future development. CABRO encourages organizations to use or modify the form to understand knowledge, skills, abilities, experiences and attributes of board members in order to build strong, diverse boards.

Per *Freedom of Information and Protection of Privacy Act* (FOIPPA) requirements, CABRO may confidentially collect and use this information on an aggregate basis for internal program development purposes.

Part A – General Information

Fill in the name of the board or public sector organization and the date the form is completed.

Part B – Current Board Competencies and Attributes

Complete the matrix by writing or typing in competencies per individual board member and category. Leave fields blank that do not apply.

The following are examples of key competency categories:

Communications - includes the areas of:

- Government Relations
- Public Relations

Financial - includes the areas of:

- Accounting
- Economics
- Investment Management
- Pensions
- Real Estate

Human Resources - includes the areas of:

- Compensation/Benefits
- Labour Relations

Information Management/Information Technology (IM/IT) - includes the areas of:

- Business Analytics
- Cyber Security
- Information Security and Privacy

Legal - Fill in a specific description.

Public Sector - includes all areas of:

- Broader Public Sector Administration
- Government (municipal, provincial, federal or international)

Sector-Specific – Fill in the specific sector expertise recruited for your board (e.g. “Arts and Culture”, “Environment”, “Health”, “Land Use”, “Transportation”, etc.)

Lived Experience – These competencies relate to knowledge, skills, abilities and attributes that may have been acquired through:

- Complex Organization/Organizational Leadership
- One’s own business
- Community service
- Labour/union experience
- Personal experiences in understanding a citizen, client or user perspective

Environmental – As part of the Environmental-Social-Governance (ESG) grouping of organizational values, this category may include the areas of:

- Climate change awareness
- Understanding biodiversity
- Understanding conservation/environmental degradation

Social – As part of the Environmental-Social-Governance (ESG) grouping of organizational values, this category may include:

- Cultural Competency (including interest in learning diverse value systems and cultural protocols)
- Understanding socio-economic diversity
- Valuing reconciliation
- Relevant Leadership Credentials

*Note that the category of Cultural Competency includes the emerging area of Indigenous Relations competencies. For more information, please refer to the [BC Public Sector Indigenous Relations Behavioural Competencies](#).

Governance – As part of the Environmental-Social-Governance (ESG) grouping of organizational values, this category may include the areas of:

- Board of Directors Experience
- Commitment
- Strategic Analysis
- Systems Thinking
- Understanding Societal Trends
- Visionary Thinking



Age – Where feasible, and to understand the age distribution of your board, record age ranges for each member using these categories:

- 18-34 years
- 35-44 years
- 45-54 years
- 55-64 years
- 65 + years
- Unknown

Regional Representation – Fill in the region where each board member currently resides:

- Fraser Valley
- Interior
- Lower Mainland
- North
- Vancouver Island

Diversity - Assess your board’s diversity, where possible. Include observations on diversity of thought and perspective. Diversity may include, but is not limited to, areas recognized by the BC Human Rights Code and other programs and policies throughout Canada.

Categories include:

- Disability/Diverse-ability
- Ethno-cultural background
- Gender expression and/or identity
- Identification as a visible minority
- Indigenous identity
- LGBTQ2S+ identity
- Place of origin/regional background
- Race
- Religion

Record your observations in **PART C – GAP ANALYSIS**.

Part C – Gap Analysis

Use the space here to describe current board strengths and where there may be gaps in competencies, attributes and/or diversity. Feel free to provide insights or recommendations to CABRO for future board member recruitment and program development.

Submit Completed Form to CABRO

Board chairs or senior administrators are asked to email a PDF of the completed form to the Senior Executive Lead at CABRO at ABC@gov.bc.ca. Per FOIPPA requirements, all forms will be confidentially collected and analyzed to conduct aggregate assessments for internal program development purposes.