



## Proposed Board Election Bylaw FAQ

### **Q 1) Why is the College proposing to make these bylaw changes?**

A 1) As part of the College's continued efforts to meet our mission statement, which is to fulfill the College's mandate of public protection through regulatory excellence, the College Board is proposing bylaws that are designed to foster diversity and bring a variety of backgrounds, knowledge, and expertise to the board. In proposing these changes, the College Board continues to take steps to further enhance good governance of the College as well as the dental hygiene profession in the public interest.

The proposed changes to the bylaws will facilitate changes to the election processes that bring the board's needs in terms of diversity, competencies, knowledge, and skill to the centre of board member selection.

### **Q 2) When will these proposed changes be in place?**

A 2) The proposed changes to the bylaws are posted for a 3-month consultation period as required by the *Health Professions Act (HPA)*. Following the consideration of any feedback received, the College Board is required to pass a motion to file the bylaw changes with the Minister of Health for a 60-day period. Should everything be in order, the changes will be in effect at the end of that period. It is anticipated these changes will be in effect by the end of September 2019.

Once in effect, the changes will happen in two phases. The first phase is related to the eligibility criteria for nominees for election. Those changes will be in place for the 2020 board election.

Changes to the electoral districts and the needs-based nomination process will take place for the first time in the 2021 elections.

### **Q 3) Why is the College making changes to the eligibility criteria?**

A 3) The College hasn't substantially made updates to the eligibility criteria in many years. The new criteria are in line with the criteria for other Colleges and represent best practice. These criteria ensure that only those who possess the character needed and expected of a board member who has the duty to govern the College and thereby the profession in the public interest.

### **Q 4) What is a 'needs-based' election process?**

A 4) In order to achieve good governance, it is essential for the board to have directors with diverse backgrounds and a variety of knowledge, skills, and perspectives that are relevant to the governance of the College.

Each year the board will evaluate its current make up against a set of pre-determined competencies to identify which competencies are not currently being met or need to be further enhanced. These competencies could include financial acumen, areas of dental hygiene practice, governance knowledge and an understanding of professional regulations. Diversity is also a critical need and includes cultural, gender, age and regional.

The Nomination Committee will then publish those needs to all registrants and will also be actively recruiting candidates that may fulfill one or more of the needs.

Then during the election process candidates will demonstrate to registrants how they feel they meet those needs and registrants will be able to vote based on the information provided.

**Q5) What happens if I don't meet any of the determined needs? Can I still be nominated?**

A5) Yes, as long as they meet the eligibility criteria in the bylaws, any registrant can be nominated and run for election to the board even if they may not meet the determined needs. It will be up to registrants to cast a ballot for the candidate they feel is best suited to govern the College and thereby the profession in the public's interest.

**Q6) Will the Nomination Committee publish an 'approved' slate of candidates?**

Q6) At this time the Nomination Committee will publish the list of determined needs and the candidate's responses on how they believe they meet those needs. The Nomination Committee, at this time, will not be endorsing or approving any candidates over others. It will be the responsibility of registrants to consider the determined needs, how the candidates meet those needs and then cast a ballot for the candidates they believe will best govern the College and the profession in the public interest.

**Q7) Why are you removing the regional elections? Won't this lead to a board with all the directors from the lower mainland?**

In the current model of elections, the regions are simply a method of selection. Once elected board members get to the board, they must make decisions in the public interest.

Unfortunately, having regional areas does lead to an expectation of representation – that the board member from the Okanagan represents the registrants from the Okanagan - this is not the case. For example, while the board member from the Okanagan can bring the perspective of practicing in the Okanagan they must not vote in the interest of registrants in the Okanagan. A board member at all times needs to vote in the interest of the public. Therefore, these changes will help mitigate against the expectation of representation.

As stated earlier, under the needs-based process regional diversity will be a required need on the board. Therefore, as registrants consider which candidates to cast their vote for, it is hoped that the registrant will demonstrate professionalism and vote, to ensure that the regional diversity need is met. In addition, it is important to remember that a physical address is only one way to meet the regional diversity need. Candidates may be able to satisfy the need of regional perspectives in other ways.

**Q 8) Will the voting process change?**

A8) Currently, a ballot is electronically delivered by an external firm, to each eligible Registrant. The electronic ballot method ensures that the vote is confidential, and that each Registrant can only vote one time and only within a Regional Electoral District. With the new bylaws, there will still be an electronic ballot, however, there will no longer be Regional Electoral Districts. This means that all Registrants across BC can vote for any candidate they choose up to the number of vacant positions on the Board. The new election process will start in January 2021.