



Committee Competency and Attribute Framework

Competencies: things that you bring

- **Knowledge:** things that you understand (theoretical or practical)
- **Skills:** things that you can do
- **Experience:** things that you have done

Attributes: things that you are

- **Core:** all committee members must have
- **Preferred:** ideally all committees members have, but not a requirement, can be learned
- **Specific and general:** a select number of committee members should have

Core Competencies – All Committees	
Technology	Familiar with and comfortable using technology for CDO work. Able to work effectively in a remote/hybrid environment.
Public Interest/Public Service	Experience protecting and acting in the public interest. Understanding and passion for CDO's mandate.
Evidence-Informed Decision-Making	Able to find, critically assess, interpret, synthesize and evaluate information. Able to practise independent and objective decision-making in a timely manner.
Strategic	Able to think strategically and further the mandate of CDO by adapting to changing situations, responding to issues, planning and evaluating progress. Understands the difference between strategic and operational decisions.
Critical Thinking/Problem Solving	Able to evaluate complex issues to reach solutions and consider whether there is a better or more efficient option.
Equity, Diversity, Inclusion and Belonging	Awareness of structures of power and how they contribute to inequality. Understanding of how implicit, explicit and structural biases influence regulation.



	<p>Able to prioritize creating equitable and inclusive environments and contribute to an atmosphere of belonging.</p> <p>Able to apply EDI-B knowledge to deliberations and decision-making.</p>
Registration Committee	
Preferred Competencies	
Dietetics profession	Familiarity with different practice settings for RDs and entry level dietetic competence.
Registration program	<p>Understand the process, procedures and requirements of the registration program.</p> <p>Able to evaluate applications against registration requirements.</p>
Specific Competencies	
Examination administration	Knowledge of entry to practice exams and prior learning assessments.
Dietetic practice	Experience practising dietetics.
Credentialing for internationally educated graduates	<p>Understand the process for becoming a dietitian or other regulated health professional in Canada with foreign credentials.</p> <p>Experience navigating the process for internationally educated health professionals.</p>
Policy development	Familiar with policy development, approval processes, implementation and evaluation methods.

Quality Assurance Committee	
Preferred Competencies	
Dietetics profession	Familiarity with different practice settings for RDs and competencies for the profession.
Quality assurance program	<p>Understand the process, procedures and requirements of the quality assurance program.</p> <p>Understand principles that promote continuing competence and continuing quality improvement.</p>
Standards and scopes of practice of the dietetics profession	<p>Understand the scope and standards of practice for dietitians in Ontario.</p> <p>Standards of professional practice and ethical frameworks for Registered Dietitians.</p>
Specific Competencies	
Dietetic practice	Experience practising dietetics.
Quality improvement	Experience and understanding of quality assurance, quality improvements and assessments in healthcare.



	Experience developing tools that enable meaningful feedback and continuous improvement.
Policy development	Familiar with policy development, approval processes, implementation and evaluation methods.
Principles of adult education	Knowledge and experience with adult education, learning and assessment concepts and principles.

Inquires, Complains and Reports Committee	
Preferred Competencies	
Dietetics profession	Familiarity with different practice settings for RDs and competencies for the profession.
Standards and scopes of practice of the dietetics profession	Understand the scope and standards of practice for dietitians in Ontario. Standards of professional practice and ethical frameworks for Registered Dietitians.
Objective reasoning	Able to make informed, fair and consistent decisions based on available evidence and regulatory guidelines.
Risk management	Able to identify, assess, evaluate and prioritize risks to minimize the potential negative impact to client safety, the public interest and the reputation of the profession.
Specific Competencies	
Dietetic practice	Experience practising dietetics.
Healthcare settings	Familiarity with care team structures and processes. Experience working as a healthcare professional with a variety of disciplines and environments. Able to think strategically about systemic issues and the role of the organization in the broader regulatory and profession-specific sectors.
Private practice	Experience working in private practice settings, as part of medical or multidisciplinary clinics, private consulting or in business.
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. Experience creating safe spaces and trust-building processes.



Executive and Patient Relations Committees	
Preferred Competencies	
Leadership	The skill and ability to lead others to solve problems, adapt and manage change, innovate, and achieve results. The ability to lead in an inclusive manner that engages and respects diverse stakeholders and partnerships.
Risk Management/Oversight	Able to take a proactive, continuous and systemic approach to identifying, understanding and communicating risks from an integrated oversight perspective.
Board/Governance/Fiduciary	Experience providing stewardship of an organization by ensuring its financial and organizational well-being and that it achieves its mandate and strategic goals. Understanding of the distinction between the role of the board and the role of management/staff. Knowledgeable about the principles of good governance and the roles and responsibilities of board members.
Specific Competencies	
Sexual abuse prevention awareness	Understand the social and cultural context of sexual abuse in order to recommend prevention strategies.
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. Experience creating safe spaces and trust-building processes.

Discipline and Fitness to Practise Committees	
Preferred Competencies	
Dietetics profession	Familiarity with different practice settings for RDs and competencies for the profession.
Standards and scopes of practice of the dietetics profession	Understand the scope and standards of practice for dietitians in Ontario. Standards of professional practice and ethical frameworks for Registered Dietitians.
Objective reasoning	Able to make informed, fair and consistent decisions based on available evidence and regulatory guidelines.



Specific Competencies	
Sexual abuse and professional boundaries awareness	Understand the social and cultural context of sexual abuse and the expectations for dietitians relating to professional boundaries.
Traumatic experience awareness	Experience in, understanding of and sensitivity to the effects of stress or potential stress on individuals involved in a discipline or hearing process. Experience creating safe spaces and trust-building processes.
Legal Expertise	Formal legal training and experience (e.g., paralegal, LLB, LLM)
Adjudication	Knowledge and experience of participating in and/or chairing hearings within a tribunal framework. Understanding of administrative law principles and procedural fairness.

Governance Committee	
Preferred Competencies	
Board/Governance/Fiduciary	Experience providing stewardship of an organization by ensuring its financial and organizational well-being and achieving its mandate and strategic goals. Understanding of the distinction between the role of the Board and the role of management/staff. Knowledgeable about the principles of good governance and the roles and responsibilities of board members.
Specific Competencies	
Human resources	Experience managing the succession planning process for Boards and committees. Knowledgeable of recruitment principles to assess skills and competencies against competency frameworks. Experience identifying areas where competency gaps exist and additional strengths are required.
Policy development	Familiar with policy development, approval processes, implementation and evaluation methods.
Legal Expertise	Formal legal training and experience (e.g., paralegal, LLB, LLM)



Professional Practice Committee	
Preferred Competencies	
Dietetics profession	Familiarity with different practice settings for RDs and competencies for the profession.
Standards and scopes of practice of the dietetics profession	Understand the scope and standards of practice for dietitians in Ontario. Standards of professional practice and ethical frameworks for Registered Dietitians.
Specific Competencies	
Dietetic practice	Experience practising dietetics.
Policy development	Familiar with policy development, approval processes, implementation and evaluation methods.
Healthcare settings	Familiarity with care team structures and processes. Experience working as a healthcare professional with a variety of disciplines and environments. Able to think strategically about systemic issues and the role of the organization in the broader regulatory and profession-specific sectors. Knowledge of Jurisprudence, healthcare policy and/or public health initiatives.

Finance and Audit Committee	
Preferred Competencies	
Budgeting	Understand budget development and monitoring. Ensure that resources are allocated efficiently and aligned with CDO's priorities.
Risk management and oversight	Able to take a proactive, continuous, and systemic approach to identifying, understanding, mitigate financial risks, and communicating risks from an integrated oversight perspective.
Specific Competencies	
Financial/Accounting	Knowledge and experience in auditing, accounting, or financial management. A strong understanding of investments, generally accepted accounting principles (GAAP) and financial statements. Understanding and applying accounting principles and standards to prepare interpret financial statements, ensuring accuracy and transparency.



	May have accounting credentials (e.g., CPA).
Auditing	Experience engaging with auditors and reviewing audit reports ensuring compliance with regulations and providing an independent assessment of financial operations.
Internal controls	Knowledge of internal control systems and practices to safeguard assets and ensure accuracy in reporting.
Investing	Knowledge and experience in managing investment portfolio, providing investment advice. Experience working in finance. May have investment credentials (e.g. CFP, CFA)

Attributes

Core Attributes – All Committees	
Collaborative	Prepared to listen to and work towards consensus in partnership with others. Understanding the importance of building strong working relationships within the Council and staff, members, and systems partners.
Committed	Available to perform the College’s work and play an active role on Council. Includes providing timely responses to CDO communications, and adequately preparing for and attending meetings for Council and committees.
Self-Aware	Able to recognize, understand and manage emotions, especially when faced with conflict and confrontation. Have a clear understanding of personal strengths and areas for growth. Able to recognize biases and potential conflicts of interest and understand the consequences of each. Committed to continuous development and improvement to support governance and regulatory excellence. Open to reflection, feedback, and opportunities to learn, relearn, and unlearn.
Effective communicator	Able to convey information and express opinions clearly and succinctly in a way that is receptive and responsive to the audience.
General – All Committees	



Identifies as Female	
Identifies as Male	
Identifies as Non-Binary	
2SLGBTQ+	For this application, 2SLGBTQ+ includes persons who identify as two-spirit, lesbian, gay, bisexual, transgender, queer or questioning, and additional sexual orientations and gender identities.
Indigenous person	For this application, Indigenous person includes persons who identify as First Nations (Status, non-Status, Treaty), Métis, Inuit, Native or North American Indian.
Racialized person	For this application, racialized persons are people (other than Indigenous persons) who are non-white in colour and/or non-Caucasian in race, regardless of their place of birth or citizenship.
Person with disabilities	For this application, persons with disabilities are people who have a chronic, long-term or recurring physical, sensory, mental, learning or intellectual impairment that, in interaction with a barrier, hinders that person's full and effective participation in society.
Internationally Educated	Completed post-secondary education outside of Canada.