

## Declaration of Interests

Good governance requires a solid understanding of conflicts of interest (real or perceived). As a regulator, it is important for BCCOHP to identify and manage conflicts.

A decision-maker needs to be in a position to participate objectively.

- An actual conflict can occur when an individual's own personal interest in the outcome of a situation can influence, impair or prevent that person from pursuing an objective, fair and principled approach to decision making.
- A conflict of interest exists when an individual or their friend, family member, business associate, partnership or corporation could benefit from the result or consequences of that person's participation in a decision made on behalf of BCCOHP.
- The possibility that others will perceive that an individual has a conflict in a given situation is also significant. This can arise when others could perceive that the decision-maker would be unable to make an objective decision about an issue, quite apart from whether the decision-maker believes this perception to be true. Perceptions of conflicts are as important to public confidence as actual conflicts.

Lived experience, cultural identity and relationships to one's own community, including Indigenous identity and Indigenous community relationships, are not conflicts of interest. Rather, they are vital sources of knowledge, responsibility, and accountability.

BCCOHP board, committee, advisory working group members and staff can use this Declaration of Interests document to identify and declare their personal interests or connections with others in positions of influence that could result in actual or perceived conflicts.

BCCOHP publishes a compilation of individual declarations as a Register of Interests, publicly available.

This Declaration of Interests document assists with the identification of positions or relationships that could influence a person's attitude resulting in an actual or perceived conflict.

Please use the table on the next page to provide details as they relate to you and to any other connected person. A connected person could be a spouse, partner, family member or anyone

with whom you have a direct financial relationship such as a business partner, employer or employee.

Declaring an interest is only the first step. If you have declared an interest that is determined to be a real or perceived conflict, you must remove yourself from related discussions and decision-making on behalf of BCCOHP.

Name: \_\_Shirley Ross\_\_\_\_\_

Role within BCCOHP: \_\_\_Board member\_\_\_\_\_

Relationship	Details relating to you	Details relating to a connected person
<p><b>1</b></p> <p><b>Paid employment</b> <i>(previous employment if applicable)</i></p> <p><i>Give details of all paid employment including full/part time, consultancies, contract and paid directorships.</i></p>	<p><b>Communications/Campaigns Officer, British Columbia Nurses' Union</b> December 2014 to October 2015</p> <p>Responsible for a broad range of duties in relation to membership campaigns including: media relations; formulation and implementation of communication plans; writing news releases, public statements, briefs and position papers; organizing seminars, conferences, conventions and special events research; production and dissemination of print, radio, TV and audiovisual communications materials as well as monitoring of social media streams.</p> <p><b>Professional Advocacy Officer, British Columbia Nurses' Union</b> December 2009 to December 2014</p> <p>Responsible for education/advocacy for nursing as well as management groups across British Columbia. The advocacy and education focused on using agreed upon processes to ensure safe patient care in the workplace. This involved setting up review</p>	

<i>Relationship</i>	<i>Details relating to you</i>	<i>Details relating to a connected person</i>
	<p>committees to determine mutual resolution of outstanding issues and coaching and mentoring both parties, as well as developing extensive documentation for review.</p> <p><b>Education Officer, British Columbia Nurses' Union</b> January 2008 to December 2009</p> <p>Responsible for the conception, development and implementation of multiple educational programs for delivery to the membership and to all health authorities. All activities required multiple research skills, educational design and advanced facilitation skills.</p> <p><b>Communications/Campaigns Officer, British Columbia Nurses' Union</b> April 1998 to January 2008</p> <p>Responsible for a broad range of duties in relation to membership campaigns including: media relations; formulation and implementation of communication plans; writing news releases, public statements, briefs and position papers; organizing seminars, conferences, conventions and special events research; production and dissemination of</p>	

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	<p>print, radio, TV and audiovisual communications materials.</p> <p><b>Co-principal, “The Facilitator Group” (TFG), Vancouver, BC</b> February 1997 to 2003</p> <p>TFG offered facilitation services based on an empowerment approach for the not-for-profit sector, unions, community organizations and businesses who are committed to and engaged in a process of self-reflection and development. TFG worked with groups throughout BC in project management, public consultation, facilitation, training, visioning, retreats, evaluation and analysis and international projects. Responsibilities included: writing promotional material, workshop and curriculum development and fundraising initiatives.</p> <p><b>Community Developer, Vancouver/Richmond Health Board</b> January 1996 to 1998</p> <p>Staff liaison with the Aboriginal Population Health Advisory Committee of the Vancouver/Richmond Health Board. Responsible for involving the Aboriginal community in health planning and policy development as well as, developing linkages and partnerships between the</p>	

<i>Relationship</i>	<i>Details relating to you</i>	<i>Details relating to a connected person</i>
	<p>committee and the community. A key component involved building the capacity of the committee to effectively carry out its work. Duties included: events coordination and media relations; producing a regular newsletter; liaison with federal and provincial agencies; collecting, compiling and analyzing information related to health status; developing and implementing the committee’s health plan.</p> <p><b>Community Development Worker, Musqueam Indian Band (through the Vancouver/Richmond Health Board, West Main Health Unit)</b> September 1993 to 1998</p> <p>Responsible for the provision of all health promotion and prevention programs for the Musqueam Indian Band. Also responsible for proposal development and implementation of the Healthy Communities Project, health planning initiatives and other policy issues. Supported and actively promote the involvement of all community members in self-determination of culturally appropriate strategies to address their health concerns and needs.</p>	

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	<p><b>Community Health Nurse, Vancouver/Richmond Health Board, West Main Health.</b> November 1992 to August 1995</p> <p>Responsibilities included providing health promotion and prevention services to school-aged children and their families within the elementary school system.</p> <p><b>Researcher, Refugee Immigrant Health Center, Vancouver, BC</b> June 1993 to September 1993</p> <p>Principal researcher in the development of a position paper on the need for integrated refugee/immigrant health services in Vancouver. Coordinated stakeholder meetings throughout the process.</p> <p><b>OXFAM-Canada Global Health Project Coordinator, Vancouver, BC</b> September 1992 to April 1993</p> <p>Responsibilities included: conceptualizing, developing and implementing educational programs; coordinating tours, workshops and conferences; writing, editing and producing a quarterly newsletter on health and development issues, as well as other journal publications; media relations; training volunteers and</p>	

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	<p>animators throughout B.C. using participatory techniques (popular education); coordinating a lending library of health and development materials including books, journals and audiovisuals; proposal writing and annual budget creation and management.</p> <p><b>Community Health Nurse 3, Ministry of Health, Surrey, BC</b> June 1992 to August 1992</p> <p>Responsibilities included; family and child health assessment and intervention, child health clinics, pre and post natal follow-up, communicable disease control and other duties.</p> <p><b>Researcher, Vancouver World AIDS Day Group, Vancouver, BC</b> May 1991 to September 1991</p> <p>Responsibilities included: compiling resources for a lending library on women, AIDS and development; writing funding proposals for World AIDS Day on behalf of the Vancouver World AIDS Day coalition; media relations and advertising around World AIDS Day initiatives.</p> <p><b>Canadian University Service Overseas (CUSO BC) Special Projects Coordinator,</b> April 1991 to September 1991</p>	

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	<p>Responsibilities included planning, organizing and implementing BC wide international workshops on “Environment and Development”. Duties also involved: media relations and communication strategies; workshop development and coordination; conceptualizing and developing funding proposals; coalition building; coordinating all aspects of office and financial management; as well as other administration work.</p> <p><b>OXFAM-Canada Global Health Project Coordinator,</b> Vancouver, BC September 1987 to September 1990</p> <p>See OXFAM-Canada Global Health Project Coordinator 1992-93.</p> <p><b>POPULAR EDUCATION THEORY and METHODOLOGY</b></p> <p><b>Facilitator/Animator in Popular Education</b> On-going. Current – 2005 - abstract submission to IWHM 2005 India – Women and AIDS</p> <p>Extensive experience in the development and implementation of workshops using popular education methodology to increase</p>	

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	<p>understanding of development and health issues and to examine the root causes of poverty.</p> <p><b>Facilitator/Animator, Young Women's Christian Association (YWCA)</b>            Single Mothers Support Network, Vancouver, BC            1984 to 1994</p> <p>The network, through its single parent support groups, provides single mothers a safe environment to explore issues surrounding parenting, relationships, employment, welfare rights, childcare etc. Responsibilities included facilitating and coordinating single parent support groups and educational and community consultation. SMSN key-note speaker 1994, nominated for YWCA "Women of the Year" award 1992.</p> <p><b>Facilitator/ Animator, Burnaby Family Life Institute</b>            September to December, 1989</p> <p>Facilitated Systematic Training for Effective Parenting (STEP) program and integrated community resources into an on-going parenting support group for Spanish speaking immigrants and refugees.</p>	

Relationship	Details relating to you	Details relating to a connected person
	<p><b>CLINICAL NURSING EXPERIENCE</b></p> <p><b>General Duty Nurse and Counsellor, Elizabeth Bagshaw Women's Clinic</b> Vancouver, BC, 1991 Responsibilities included initial policy and procedure development with all staff and volunteers and pre and post abortion counselling, including birth control, assisting with intervention procedures and recovery.</p> <p><b>General Duty Nurse and Counsellor, Everywomen's Health Care Society</b> Vancouver, BC, 1988-90</p> <p><b>General Duty Nurse, Surgical Daycare Center, Vancouver General Hospital</b> Vancouver, BC, 1984-87.</p> <p><b>General Duty Nurse, Post Anaesthetic Recovery Room, Vancouver General Hospital</b> Vancouver, BC, 1981-84.</p> <p><b>General Duty Nurse, Coronary Care Unit, Burnaby General Hospital</b> Burnaby, BC, 1979-80.</p> <p><b>General Duty Nurse, Emergency and Detox Center, Royal Alexandra Hospital</b> Edmonton, Alberta, 1978-79.</p> <p><b>General Duty Nurse, Emergency/Triage, Misericordia General Hospital</b> Winnipeg, Manitoba, 1976-78.</p> <p><b>General Duty Nurse, Rehabilitation, Misericordia</b></p>	

Relationship	Details relating to you	Details relating to a connected person
	<p><b>General Hospital</b> Winnipeg, Manitoba, 1975-76.</p> <p><b>BOARD, PROFESSIONAL, UNION and COMMUNITY EXPERIENCE</b></p> <ul style="list-style-type: none"> <li>• Current Board member BCCOHP and prior Board member CDSBC – 2019 to present</li> <li>• Past Board member CPSBC – 2018 to 2025. Member on Finance, Professional Standards, Panels A and B Complaints and Non-hospital Committees</li> <li>• Elected executive member Point Grey NDP constituency 2002 to present</li> <li>• BCNDP Women and Gender Rights Committee – fundraiser and policy – current</li> <li>• Key fundraiser VPG by-election and three election campaigns 2014, 2017, 2019</li> <li>• EPC co-chair past campaigns VPG</li> </ul>	

Relationship	Details relating to you	Details relating to a connected person
	<ul style="list-style-type: none"> <li>• Volunteer Kits Neighbourhood House – 2021 to present</li> <li>• Committee member - Canada-India Maternal Infant Health Project – current</li> <li>• Women’s Advisory Committee member - City of Vancouver – 2016 to 2019</li> <li>• Volunteer DABC - assisting applicants to apply for disability support – 2016-2021</li> <li>• Board member, Planned Parenthood of BC, 2000 to 2003</li> </ul>	
<p><b>2</b></p> <p><b>Ownership of any business or consultancy</b></p> <p><i>Include any relevant details relating to a connected person.</i></p>	<p>N/A</p>	

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<p><b>3</b></p> <p><b>Appointments, offices and memberships of other bodies, voluntary or otherwise</b></p> <p><i>Individuals are free to engage in political activities or to maintain associations with professional organizations. A declaration of these positions give assurance that there is no conflict with BCCOHP's statutory function.</i></p> <p><i>Specifically include any involvement with oral health associations/groups. But also:</i></p> <ul style="list-style-type: none"> <li><i>directorships</i></li> </ul>	<p><b>Communications/Campaigns Officer, British Columbia Nurses' Union</b> December 2014 to October 2015</p> <p>Responsible for a broad range of duties in relation to membership campaigns including: media relations; formulation and implementation of communication plans; writing news releases, public statements, briefs and position papers; organizing seminars, conferences, conventions and special events research; production and dissemination of print, radio, TV and audiovisual communications materials as well as monitoring of social media streams.</p> <p><b>Professional Advocacy Officer, British Columbia Nurses' Union</b> December 2009 to December 2014</p> <p>Responsible for education/advocacy for nursing as well as management groups across British Columbia. The advocacy and education focused</p>	

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<ul style="list-style-type: none"> <li>• <i>local authority membership</i></li> <li>• <i>tribunals</i></li> <li>• <i>special interest groups</i></li> <li>• <i>political groups, etc.</i></li> </ul>	<p>on using agreed upon processes to ensure safe patient care in the workplace. This involved setting up review committees to determine mutual resolution of outstanding issues and coaching and mentoring both parties, as well as developing extensive documentation for review.</p> <p><b>Education Officer, British Columbia Nurses' Union</b> January 2008 to December 2009</p> <p>Responsible for the conception, development and implementation of multiple educational programs for delivery to the membership and to all health authorities. All activities required multiple research skills, educational design and advanced facilitation skills.</p> <p><b>Communications/Campaigns Officer, British Columbia Nurses' Union</b> April 1998 to January 2008</p> <p>Responsible for a broad range of duties in relation to membership campaigns including: media relations; formulation and implementation of communication plans; writing news releases, public statements, briefs and position papers; organizing seminars, conferences, conventions and special events research; production and dissemination of print, radio, TV</p>	

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	<p>and audiovisual communications materials.</p> <p><b>Co-principal, “The Facilitator Group” (TFG), Vancouver, BC</b> February 1997 to 2003</p> <p>TFG offered facilitation services based on an empowerment approach for the not-for-profit sector, unions, community organizations and businesses who are committed to and engaged in a process of self-reflection and development. TFG worked with groups throughout BC in project management, public consultation, facilitation, training, visioning, retreats, evaluation and analysis and international projects. Responsibilities included: writing promotional material, workshop and curriculum development and fundraising initiatives.</p> <p><b>Community Developer, Vancouver/Richmond Health Board</b> January 1996 to 1998</p> <p>Staff liaison with the Aboriginal Population Health Advisory Committee of the Vancouver/Richmond Health Board. Responsible for involving the Aboriginal community in health planning and policy development as well as, developing linkages and partnerships between the committee and the community. A key component involved building</p>	

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	<p>the capacity of the committee to effectively carry out its work. Duties included: events coordination and media relations; producing a regular newsletter; liaison with federal and provincial agencies; collecting, compiling and analyzing information related to health status; developing and implementing the committee’s health plan.</p> <p><b>Community Development Worker, Musqueam Indian Band (through the Vancouver/Richmond Health Board, West Main Health Unit)</b> September 1993 to 1998</p> <p>Responsible for the provision of all health promotion and prevention programs for the Musqueam Indian Band. Also responsible for proposal development and implementation of the Healthy Communities Project, health planning initiatives and other policy issues. Supported and actively promote the involvement of all community members in self-determination of culturally appropriate strategies to address their health concerns and needs.</p> <p><b>Community Health Nurse, Vancouver/Richmond Health Board, West Main Health.</b> November 1992 to August 1995</p>	

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	<p>budget creation and management.</p> <p><b>Community Health Nurse 3, Ministry of Health, Surrey, BC</b> June 1992 to August 1992</p> <p>Responsibilities included; family and child health assessment and intervention, child health clinics, pre and post natal follow-up, communicable disease control and other duties.</p> <p><b>Researcher, Vancouver World AIDS Day Group, Vancouver, BC</b> May 1991 to September 1991</p> <p>Responsibilities included: compiling resources for a lending library on women, AIDS and development; writing funding proposals for World AIDS Day on behalf of the Vancouver World AIDS Day coalition; media relations and advertising around World AIDS Day initiatives.</p> <p><b>Canadian University Service Overseas (CUSO BC) Special Projects Coordinator,</b> April 1991 to September 1991</p> <p>Responsibilities included planning, organizing and implementing BC wide international workshops on “Environment and Development”. Duties also involved: media relations and communication strategies; workshop development and coordination; conceptualizing and developing funding proposals;</p>	

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	<p>coalition building; coordinating all aspects of office and financial management; as well as other administration work.</p> <p><b>OXFAM-Canada Global Health Project Coordinator,</b> Vancouver, BC September 1987 to September 1990</p> <p>See OXFAM-Canada Global Health Project Coordinator 1992-93.</p> <p><b>POPULAR EDUCATION THEORY and METHODOLOGY</b></p> <p><b>Facilitator/Animator in Popular Education</b> On-going. Current – 2005 - abstract submission to IWHM 2005 India – Women and AIDS</p> <p>Extensive experience in the development and implementation of workshops using popular education methodology to increase understanding of development and health issues and to examine the root causes of poverty.</p> <p><b>Facilitator/Animator, Young Women's Christian Association (YWCA)</b> Single Mothers Support Network, Vancouver, BC 1984 to 1994</p> <p>The network, through its single parent support groups, provides single mothers a safe environment to explore issues</p>	

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	<p>surrounding parenting, relationships, employment, welfare rights, childcare etc. Responsibilities included facilitating and coordinating single parent support groups and educational and community consultation. SMSN key-note speaker 1994, nominated for YWCA "Women of the Year" award 1992.</p> <p><b>Facilitator/ Animator, Burnaby Family Life Institute</b> September to December, 1989</p> <p>Facilitated Systematic Training for Effective Parenting (STEP) program and integrated community resources into an on-going parenting support group for Spanish speaking immigrants and refugees.</p> <p><b>CLINICAL NURSING EXPERIENCE</b></p> <p><b>General Duty Nurse and Counsellor, Elizabeth Bagshaw Women's Clinic</b> Vancouver, BC, 1991 Responsibilities included initial policy and procedure development with all staff and volunteers and pre and post abortion counselling, including birth control, assisting with intervention procedures and recovery.</p>	

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	<p><b>General Duty Nurse and Counsellor, Everywomen's Health Care Society</b> Vancouver, BC, 1988-90</p> <p><b>General Duty Nurse, Surgical Daycare Center, Vancouver General Hospital</b> Vancouver, BC, 1984-87.</p> <p><b>General Duty Nurse, Post Anaesthetic Recovery Room, Vancouver General Hospital</b> Vancouver, BC, 1981-84.</p> <p><b>General Duty Nurse, Coronary Care Unit, Burnaby General Hospital</b> Burnaby, BC, 1979-80.</p> <p><b>General Duty Nurse, Emergency and Detox Center, Royal Alexandra Hospital</b> Edmonton, Alberta, 1978-79.</p> <p><b>General Duty Nurse, Emergency/Triage, Misericordia General Hospital</b> Winnipeg, Manitoba, 1976-78.</p> <p><b>General Duty Nurse, Rehabilitation, Misericordia General Hospital</b> Winnipeg, Manitoba, 1975-76.</p> <p><b>BOARD, PROFESSIONAL, UNION and COMMUNITY EXPERIENCE</b></p> <ul style="list-style-type: none"> <li>• Current Board member BCCOHP and prior Board member CDSBC – 2019 to present</li> <li>• Past Board member CPSBC – 2018 to 2025. Member</li> </ul>	

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	<p>on Finance, Professional Standards, Panels A and B Complaints and Non-hospital Committees</p> <ul style="list-style-type: none"> <li>• Elected executive member Point Grey NDP constituency 2002 to present</li> <li>• BCNDP Women and Gender Rights Committee – fundraiser and policy – current</li> <li>• Key fundraiser VPG by-election and three election campaigns 2014, 2017, 2019</li> <li>• EPC co-chair past campaigns VPG</li> <li>• Volunteer Kits Neighbourhood House – 2021 to present</li> <li>• Committee member - Canada-India Maternal Infant Health Project – current</li> <li>• Women’s Advisory Committee member - City of Vancouver – 2016 to 2019</li> <li>• Volunteer DABC - assisting applicants to apply for disability support – 2016-2021</li> </ul>	

<i>Relationship</i>	<i>Details relating to you</i>	<i>Details relating to a connected person</i>
	<ul style="list-style-type: none"> <li>Board member, Planned Parenthood of BC, 2000 to 2003</li> </ul>	
<p><b>4</b></p> <p><b>Close personal ties with other BCCOHP advisors, board members or employees</b></p> <p><i>Individuals who have close ties with other decision-makers may be</i></p>	<p>N/A</p>	

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<p><i>perceived as having an undue influence on decisions.</i></p>		
<p><b>5</b></p> <p><b>Any other declarations</b></p> <p><i>Include any information that may be relevant such as:</i></p> <ul style="list-style-type: none"> <li><i>• court of legal findings or published opinions</i></li> <li><i>• whether you have been investigated or disciplined by any professional association or body.</i></li> </ul>	<p>N/A</p>	

**Declaration**

*I take responsibility for acting in accordance with BCCOHP's code of conduct. I understand I must not receive any benefit that is not explicitly authorized in my appointment letter and must not exert any influence to acquire any preferential treatment for myself or other connected persons.*

*I agree to:*

- a) act honestly and in good faith with a view to the best interests of the public.*
- b) exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.*
- c) act in the best interests of the public and not in my own self-interest, nor in the interest of a particular group or constituency.*
- d) make full and timely disclosure of any potential, perceived or actual conflicts of interest in order to protect the integrity of BCCOHP.*

***I will update my declaration of interests annually, or more frequently if any significant changes occur.***

Name: \_\_ Shirley Ross \_\_\_\_\_ Date: \_ March 31, 2026 \_\_\_\_\_