Board Policy

POLICY CATEGORY:	2.0 Board Governance and Operations
POLICY FOCUS:	2.9 Equity, Diversity, and Inclusion
DATE OF POLICY:	June 2025

Preamble

The AIBC, as a regulatory body, employer, and decision-maker, is committed to pursuing and incorporating equity, diversity and inclusion (EDI) best practices wherever applicable. The AIBC strives to provide and nurture collegial, inclusive, healthy, and safe environments in which all individuals are treated with fairness, respect and dignity. Upholding equity and inclusion remains a continuous priority in both regulatory and employment practices.

This Policy seeks to articulate Board direction related to EDI and is part of an approach that includes:

- an EDI commitment statement and action plan;

- a Board EDI Advisory Group to monitor compliance with this Policy;

- delivery of strategy 2.6 of the 2024-2028 Strategic Plan; and

- compliance with the OSPG's Standard of Good Regulation #3.

The definition of equity, diversity, inclusion, and intersectionality may vary, however the AIBC has adopted the following definitions of these terms:

Equity: a regulatory and working environment that is fair and in which all individuals are treated with respect and dignity. Equity is the absence of unnecessary barriers to access and participation. By supporting equity, individuals are provided the right conditions for realizing their rights and potential, and are equal participants in their home, workplace, and community.

Diversity: a regulatory and working environment that is made up of individuals who have an array of identities, abilities, backgrounds, cultures, skills, perspectives, and experiences that are representative of British Columbia's current and evolving population. AIBC considers genuine and sustainable diversity to be the result of an inclusive environment and believes it to consist of diverse experiences, perspectives, and people.

Inclusion: having a sense of belonging and to be free of programs, procedures and practices that oppress, exclude, limit, or discriminate any individual or group of individuals, and provides equal access to all opportunities and resources. Inclusion means that everyone is welcome and celebrated for their contributions.

Intersectionality: a recognition that multiple, overlapping identity factors (like gender, race, ethnicity, disability, etc.) interact and intersect to create an individual's unique experiences of discrimination and privilege. Individuals are not defined by a single identity but are shaped by the interplay of various social categories.

Collection of Registrant Demographic Information

As a regulatory body the AIBC collects only the Registrant or applicant information required to fulfil our regulatory mandate and provide regulatory services. This includes information required for registration and licensing, professional development and practice, professional conduct, and governance processes. Therefore, the AIBC does not collect information such as country of birth, racial identity, sexual orientation, and physical attributes or limitations.

Although the AIBC is restricted in the demographic data it can collect, other non-regulatory architecture and built environment organizations are able to collect and report on such data that is provided voluntarily, which the AIBC is able to monitor, extrapolate from, and reference for AIBC EDI purposes.

Policy Statement

2.9.1   Policies enable the AIBC community and Registrants to be representative of the diverse public that they serve. The AIBC will have a process for the ongoing evaluation and review of policies and programs for alignment with this EDI Policy.

2.9.2   The AIBC will reflect aspects of equity, diversity and inclusion as an employer and decision maker by incorporating principles of administrative fairness.

2.9.3   Ongoing effort is undertaken to understand and evaluate potential barriers, biases, and limitations for applicants and Registrants to access and comply with AIBC regulatory policies, programs and processes. When applicable, efforts will be made to consider if an intersectional approach may help to address the diverse needs and experiences of different groups.

Accordingly, the Board will ensure that:

2.9.4   The Board is intentional about seeking Board composition that reflects diversity of backgrounds, experience, and opinions by ensuring all recruitment practices consider the definitions of EDI and focus on transparency and accessibility. The Nomination Committee is made aware of the desired board composition during the Board Member nominee selection process. The Board competency matrix will include aspects of EDI.

2.9.5   When appropriate, interested and affected parties may be engaged during the policy-making process. Engagement goals will be clearly articulated and explained.

2.9.6   A recruitment strategy for Board and statutory committee members reflects EDI principles.

2.9.7   Board policy decisions are reviewed for alignment with the EDI Policy, when applicable. Board Policy statements are reviewed for equity, diversity and inclusion efforts, as appropriate, and as part of the policy review schedule.

2.9.8   Operational delivery of strategy 2.6 of the 2024-2028 Strategic Plan dedicated to the topic of EDI is monitored for alignment with this Policy.

2.9.9   Members of the Board EDI Advisory Group are experienced and well-versed in the evolving topic of EDI to effectively deliver on the group's mandate and provide subject matter expertise to both the Board and staff. When required, and only in accordance with policy 3.3, external expertise may be used to assist the Board.

Accordingly, the CEO & Registrar will ensure that:

2.9.10   As an employer, the AIBC offers flexibility and various programs and benefits to maintain a healthy work-life balance, and a safe, respectful, and inclusive workplace. Staff policies and procedures will reflect best practices in relation to discrimination and harassment, and issues related to equity and inclusion, and human rights.

2.9.11   AIBC regulatory programs and services are reviewed for alignment with the EDI Policy and EDI commitment statement, including but not limited to: professional development and continuing education programs; registration and licensing programs including all oral and written examinations; complaint and investigations processes; Registrant communications and interactions; and public outreach initiatives.

2.9.12   A range of equity, diversity and inclusion training and resources are identified and made available through regular AIBC communications vehicles, to support staff, volunteers, and Registrants in integration of EDI principles in all applicable programs.

2.9.13   Staff and volunteer recruitment is based on defined competencies, with consideration of equity, diversity, and inclusion. An analytic tool based on the foundations of intersectionality may be used to advance equitable recruitment, selection and retention practices.

2.9.14   The AIBC will continue to collaborate with relevant organizations to review data, reports, trends, and the impact of equity, diversity, and inclusion programs and actions plan in the built environment. These learnings will be reported to Registrants as indicated in policy 2.9.12.

Revision and Approval Log

June 5, 2025	Approved by AIBC Board