

BC-ABA Position Statement

Related to the BACB's March 2025 Announcement About Suspension of Continuing Education Requirements for Diversity, Equity, and Inclusion (DEI)

April 3, 2025

On March 24, 2025, the Behavior Analyst Certification Board (BACB) announced that coursework and continuing education requirements related to Diversity, Equity, and Inclusion (DEI) will no longer be required for certificants. As the provincial association representing behavior analysts in British Columbia, the British Columbia Association for Behaviour Analysis (BC-ABA) joins other professional organizations in expressing deep concern and heartfelt disappointment regarding this decision.

At BC-ABA, our vision is to support our members in ways that reflect the diversity of our community. Our mission and values explicitly recognize the importance of removing systemic barriers to behaviour analytic education and practice, and of increasing equitable access to services for all individuals—including those who are racialized, neurodivergent, low-income, LGBTQIA2S+, Indigenous, disabled, and/or linguistically marginalized. Removing DEI training requirements undermines these goals and signals a concerning departure from the values of inclusion and socially responsible practice.

The BACB's rationale was that certificants are "expected to be culturally responsive regardless of CE requirements"; however, this approach fails to recognize the historical and ongoing inequities that exist in both training and service delivery. Cultural responsiveness is not an outcome of intentions - it is an outcome of ongoing training, reflection, and accountability. Mandatory DEI content serves not only as a professional expectation but as a structural lever to ensure that practitioners are equipped to serve the full diversity of our communities. We can sympathize with the political pressures that currently grip the United States and the various professional sectors impacted by the present administration. We can imagine there were many different factors likely at play that put the BACB in the difficult position they were in to make this decision. However, the time for *radical* transparency, resistance, and advocacy is *now*.

We see this decision as further evidence of the need for local regulation of behaviour analysis in British Columbia. As long as our field in British Columbia remains tied to a US-based regulatory body, our standards, priorities, and protections are vulnerable to decisions that do not reflect our provincial context, population, and values. Regulation through a provincial college would enable British Columbians, particularly those from equity-seeking communities, to help shape the standards and values of practice in our province. Our Licensure Working Group is extremely active and continues to commit to prioritizing local regulation of our profession here in British Columbia.

We stand in firm solidarity with our Canadian and U.S. colleagues, organizations, and chapters who have affirmed that diversity, equity, inclusivity are not optional - they are essential to competent, ethical, and compassionate behaviour analytic practice. As an organization, BC-ABA remains unwavering in our commitment to embedding DEI principles across all areas of our work, including our events,

communications, partnerships, and professional development initiatives. We will continue to draw on the leadership and insight of our DEI Members-at-Large and DEI Committee to guide our actions and hold ourselves accountable. Together, we will ensure that behaviour analysis in British Columbia is practiced in ways that honour and uplift all individuals - consumers, families, and professionals alike - equitably, respectfully, and with compassion at its core.

Sincerely,

BC-ABA Board of Directors

British Columbia Association for Behaviour Analysis

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