

Joint Statement from Canadian ABA Chapters on the Removal of DEI Requirements by the BACB

April 17, 2025

On March 24, 2025, the Behavior Analyst Certification Board (BACB) announced its decision to remove Diversity, Equity, and Inclusion (DEI) from its coursework and continuing education requirements. As Canadian chapters of professional behaviour analytic organizations, we express our deep disappointment and unified concern regarding this decision.

DEI is not optional. It is a foundational component of ethical, effective, and compassionate behaviour analytic practice. Removing DEI requirements—while simultaneously expecting certificants to remain “DEI-minded at all times”—fails to ensure accountability and consistency in training, supervision, and service delivery. Cultural responsiveness does not emerge from good intentions alone, but is cultivated through ongoing education, structured reflection, and institutional support. Even the most well-meaning behaviour analyst can cause harm if not well informed about a client’s culture, needs, or socioeconomic status.

Given that behaviour analysts aim to remove barriers to the lives of their clients, DEI is at the heart of the work we do. The populations we serve are disproportionately composed of individuals from historically marginalized and equity-seeking communities, including women, BIPOC, disabled, neurodivergent, linguistically diverse, LGBTQIA2S+, and low-income individuals. On the contrary, the behaviour analysts in higher leadership roles, are rarely composed of members of these marginalized groups. To serve these communities with integrity, practitioners must not only understand and be knowledgeable of these systems of oppression but must actively resist these same systems of oppression and marginalization. DEI education helps behaviour analysts identify and mitigate their own implicit biases and better uphold the values of compassion, dignity, and justice.

We acknowledge the political and systemic challenges currently affecting the United States and other sectors globally, and how this influenced the decision made on behalf of the Behavior Analyst Certification Board (BACB). Their recent podcast released on April 8, 2025 provided more context and depth to the nuances of what prompted this decision. However, as difficult as this decision was to make, it marks a concerning shift away from socially responsible practice and weakens the field’s ability to respond meaningfully to inequity. In this moment, we must respond with radical transparency, advocacy, and resistance.

This decision also reinforces the urgent need for Canadian-focused regulation of our profession. As long as behaviour analysis in Canada remains tied to a US-based regulatory body, our standards and priorities remain vulnerable to decisions that do not reflect our local values and that are out of our control. We therefore call for the development and strengthening of local regulatory frameworks that center the voices of the communities we serve and prioritize culturally safe, anti-oppressive practice. We encourage behaviour analysts across Canada to continue to integrate DEI-informed practices into their clinical and professional development, seek education opportunities that enhance cultural responsiveness, and align their actions with the ethical principles that call for equitable and inclusive service delivery. Upholding these standards is not only a professional responsibility but a moral imperative in building a more just and compassionate field.

To our members, colleagues, students, and allies: we see you, we hear you, and we are with you. The signatories, and the respective provincial association that they represent, remain committed, now as always, to standing up for what is right and just. As a collective, we will continue to build a future for behaviour analysis that is equitable, inclusive, and grounded in justice.

On behalf of,



Laura Joyce
President
Atlantic Provinces Association for Behaviour Analysis



Victoria Bernard
President Elect
Atlantic Provinces Association for Behaviour Analysis



Hayley Neimy
President
British Columbia Association for Behaviour Analysis



A handwritten signature in black ink, appearing to read "Jaime Santana".

Jaime Santana
President
Ontario Association for Behaviour Analysis

A handwritten signature in black ink, appearing to read "Jessica Cauchi".

Jessica Cauchi
President-Elect
Ontario Association for Behaviour Analysis



A handwritten signature in purple ink, appearing to read "Kirsty Robertson".

Kirsty Robertson
President
Québec Association for Behavior Analysis



A handwritten signature in black ink, appearing to read "Brianna Dellezay".

Brianna Dellezay
President
Saskatchewan Association for Behaviour Analysis