

British Columbia Association of Professional Archaeologists

(“BCAPA” or the “Association”)

Diversity & Inclusion Policy (the “Policy”)

Introduction

The BCAPA is a non-profit, self-governing professional organization incorporated under the British Columbia Society Act in November of 1995. The BCAPA represents and furthers the professional interests of individuals involved in the discipline of archaeology in British Columbia and has, among its goals, the establishment and maintenance of principles and standards of practice for conducting archaeological work.

The BCAPA membership is made up of individuals engaged in archaeological research and the archaeological resource management process in British Columbia, who reflect the diversity of the communities in which we work and live. We bring together professional archaeologists from all backgrounds to work with all parties with an interest in archaeology, including First Nations, universities and colleges, industry, developers, and government agencies.

The BCAPA’s commitment to diversity and inclusion includes encouraging the admission of members from diverse backgrounds and experiences, creating awareness of diversity issues and benefits, and fostering a supportive environment where inclusivity is expected and prioritized. Our commitment to diversity is recognized by our Board of Directors and extends to each BCAPA member. We collectively strive to promote a culture that empowers our members and fosters values of respect, inclusion, and belonging across the Association. Our Policy is advanced by embedding accountability for supporting diversity and inclusion throughout the Association.

Purpose

Diversity and inclusion are among the BCAPA’s core values. The BCAPA is committed to prioritizing equitable inclusion of people of all gender identities, ages, races, ethnicities, national origins, cultures, religious or political beliefs, languages, education levels, socioeconomic backgrounds, family or relationship statuses, sexual orientations, genetics, and/or abilities. The BCAPA is committed to achieving short-and long-term diversity and inclusion goals that respond to the evolving needs of the Association, and the discipline of archaeology in British Columbia. Our goal is to provide a membership association where all members are included and valued for their contributions, and to reflect the diversity of the communities in which our members work. This document sets out the BCAPA’s policy in relation to diversity and inclusion and guides the Board of Directors and members in developing an inclusive culture.

Commitment

The BCAPA is committed to providing equal opportunity membership; creating, managing, and valuing diversity in our membership, and fostering a culture of belonging where all members are included and treated with dignity and respect, and in positions to contribute to the Association’s

future success. We are guided by the principles of honesty, integrity, trust, and respect as we work together to meet our Association's objectives and to promote diversity within the discipline of archaeology in British Columbia. The BCAPA respects diverse qualities including gender identities, age, race, ethnicity, national origin, culture, religious or political beliefs, language, education, socioeconomic background, family or relationship status, sexual orientation, genetics, and/or disability. We also value diversity of perspective including differences in personality, life and work experience, skills, and ways of thinking and working.

Definitions

Diversity is the collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors. Inclusion is the achievement of an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the Association's success. Without inclusive practices, a diverse environment cannot be achieved. Belonging refers to members' sense that they are welcomed, accepted, valued, and empowered for their diverse backgrounds and experiences.

Scope

This policy provides a framework for new and existing diversity and inclusion related initiatives and policies across the BCAPA. This policy applies to the Board of Directors, members, officers, employees, agents, contractors, subcontractors, and partners of BCAPA.

Approach to Diversity and Inclusion

The BCAPA believes that when our membership reflects the diversity of the communities in which we work, the Association gains a better understanding of the needs of all those involved in the discipline of archaeology in British Columbia. The BCAPA is committed to diversity and inclusion by increasing our focus on recruiting and retaining members from diverse backgrounds, creating additional awareness of diversity issues and benefits, fostering a supportive environment where inclusivity is expected and prioritized, and embedding accountability for diversity throughout the Association.

Responsibilities, Review, and Reporting

The BCAPA's Board of Directors provides oversight and review and approves the diversity and inclusion objectives across the Association. The Board will review progress towards achieving gender and cultural diversity annually.