

## VALUE STATEMENTS

### INCLUSIVITY

The success of BCIA and its Members rely upon responsible consideration of the opinions, concepts, beliefs and principles of all people of British Columbia.

### SCIENTIFIC RIGOUR

The application of exacting scientific standards is the metric against which the work of BCIA Members should be measured.

### INTEGRITY

BCIA and its Members shall steadfastly adhere to the highest professional standards of honesty, reliability and honour.

### COLLABORATION

All activities of BCIA shall encourage cooperation between its Members, the public, and other organizations engaged in the responsible use of BC's natural resources.

### UNIVERSAL CONSIDERATION

Decisions and activities of BCIA shall encompass a multiple lines of evidence approach and while emphasizing the body of science will consider social, economic and environmental frameworks.

## VISION

Through effective professional self-regulation, BCIA and its Members shall be consistently regarded by the people of British Columbia as upholding and protecting the public interest.

## AUTHORITY

BCIA is authorized under the Act to govern the professional conduct of its members. Persons who hold themselves out to be professional Agrologists must be duly registered with BCIA under the Act.

## MISSION

The mission of BCIA is to ensure the professional integrity and competency of its members to protect the public interest in the sustainable use of resources.

## STRATEGIC DIRECTIONS

### NOURISH public trust through outreach and continuous improvement

- Ensure credibility of agrology
- Increase awareness and visibility

### STRENGTHEN competency

- Increase clarity in competency
- Increase collaboration with academic institutions and other professional organizations
- Strengthen the BCIA Mentorship program

### ENSURE professional integrity

- Uphold the principles of stewardship

### UPHOLD responsible resource management

- Facilitate access for Members
- Consider the opinions, values and beliefs of all stakeholders and disciplines
- Work in partnership with other organizations

### PURSUE organizational excellence through adaptive, progressive and inclusive governance

- Develop and utilize proactive governance
- Maintain a progressive BCIA organization

Council exists to implement the mission of BCIA in accordance with the vision, goals and purposes of the organization. The Strategic Plan guides the actions of Council to meet its role and shall be realised through the implementation of annual work plans proposed by the staff of BCIA. As work plans will vary on an annual basis only general activities rather than specific actions should be listed in the Strategic Plan. The strategic directions will be reviewed on an annual basis to ensure contemporary relevance with a compliance report being provided to every Annual General Meeting. BCIA will promote the following five Strategic Directions to meet its mission and ensure integrity, objectivity and expertise of members over the next 5 years:

## NOURISH public trust through outreach and continuous improvement

### Ensure the credibility of agrology through:

- ◇ Enforcement of a rigorous structure to ensure member competency with a transparent audit process;
- ◇ In collaboration with government, industry, other professional organizations, and academia develop and maintain a relevant framework to update professional practice standards including but not limited to the investigation of obtaining right to practice provisions for BCIA Members.

### Increase awareness and visibility of BCIA:

- ◇ Implement innovative community engagement activities and promotions;
- ◇ Increase provincial and national visibility of agrology in conjunction with organizations such as Agrologists/Agronomes of Canada.

## STRENGTHEN competency

**Increase clarity in competency** required for the current areas of practice including the development of practice standards, and the enforcement of audits and examinations;

**Increase collaboration** with academic institutions and other professional organizations to:

- ◇ Ensure the offering of appropriate courses in alignment with the definition of agrology and contemporary qualification requirements;
- ◇ Provide relevant targeted professional development activities;

### Strengthen the BCIA Mentorship program by:

- ◇ Increased training for and of mentors;
- ◇ Developing quality evaluation / reviews of the program;
- ◇ Streamline the Mentor assignment and selection process;
- ◇ Use of innovative tools such as webinars, and virtual branches.

## ENSURE Professional integrity

### Uphold the principles of stewardship by:

- ◇ Developing relevant, contemporary professional development events and activities;
- ◇ Increasing Branch collaboration and exchange of knowledge;
- ◇ Embracing the use of innovative educational technologies such as webinars and distant learning;
- ◇ Collaborating with other professional organizations to clarify professional overlap between areas of practice;
- ◇ Developing guidance documents specific to areas of practice, application of the Code of Ethics and the exchange of technical opinions.

## UPHOLD responsible resource management

**Facilitate access for Members** to contemporary and developing advances in the scientific principles that are the foundation of agrology including but not limited to, the precautionary principle, shared responsible stewardship and climate change strategies;

**Consider the opinions, values and beliefs of all stakeholders and disciplines** involved in the use of British Columbia's natural resources;

**Work in partnership with other organizations** including but not limited to natural resource professionals on matters of common interest.

## PURSUE organizational excellence through adaptive, progressive and inclusive governance

**Develop and utilize proactive governance** that can adapt to the changing legal, social and environmental climates including:

- ◇ Improved Members and public understanding of BCIA structures and policies;
- ◇ Regular reassessment of roles, relevance and professional requirements;
- ◇ Engagement of volunteers to build organizational capacity through effective membership engagement;
- ◇ Increased Branch engagement through increased clarity of roles and responsibilities relative to the organization;
- ◇ Active communication and collaboration with other professions;
- ◇ Governance training for elected Council and Branch executives.
- ◇ Maintenance of contemporary bylaws;
- ◇ Enhance the use and effectiveness of the policy governance model to guide the development of the organization;
- ◇ Regular review of Committee structures and Terms of Reference to ensure compliance with the ever changing needs of the institute.

### Maintain a progressive BCIA organization including:

- ◇ Membership and relationships reflective and inclusive of British Columbia's diversity;
- ◇ Intellectual integrity with reliance on facts, data and reviewable evidence;
- ◇ Understand and strengthen performance of the Professional Reliance Model;
- ◇ Inclusive nominations to pursue leadership reflective of the diversity of BCIA members;
- ◇ Recognition of diverse forms of educational, experiential and traditional knowledge;
- ◇ Celebration of achievement, knowledge, professional and community contributions.