



BC INSTITUTE OF
AGROLOGISTS
Cultivating Natural Resource Professionals

Strategic Plan

2025–2027:
Defining Our Path



Our Strategic Path Forward

This strategic plan defines our path forward as we continue our journey towards an organization solely focused on upholding the highest standards of professional regulation. It defines our mission, vision, goals, and key initiatives for the next three years, providing a structured approach to achieving our mandate.

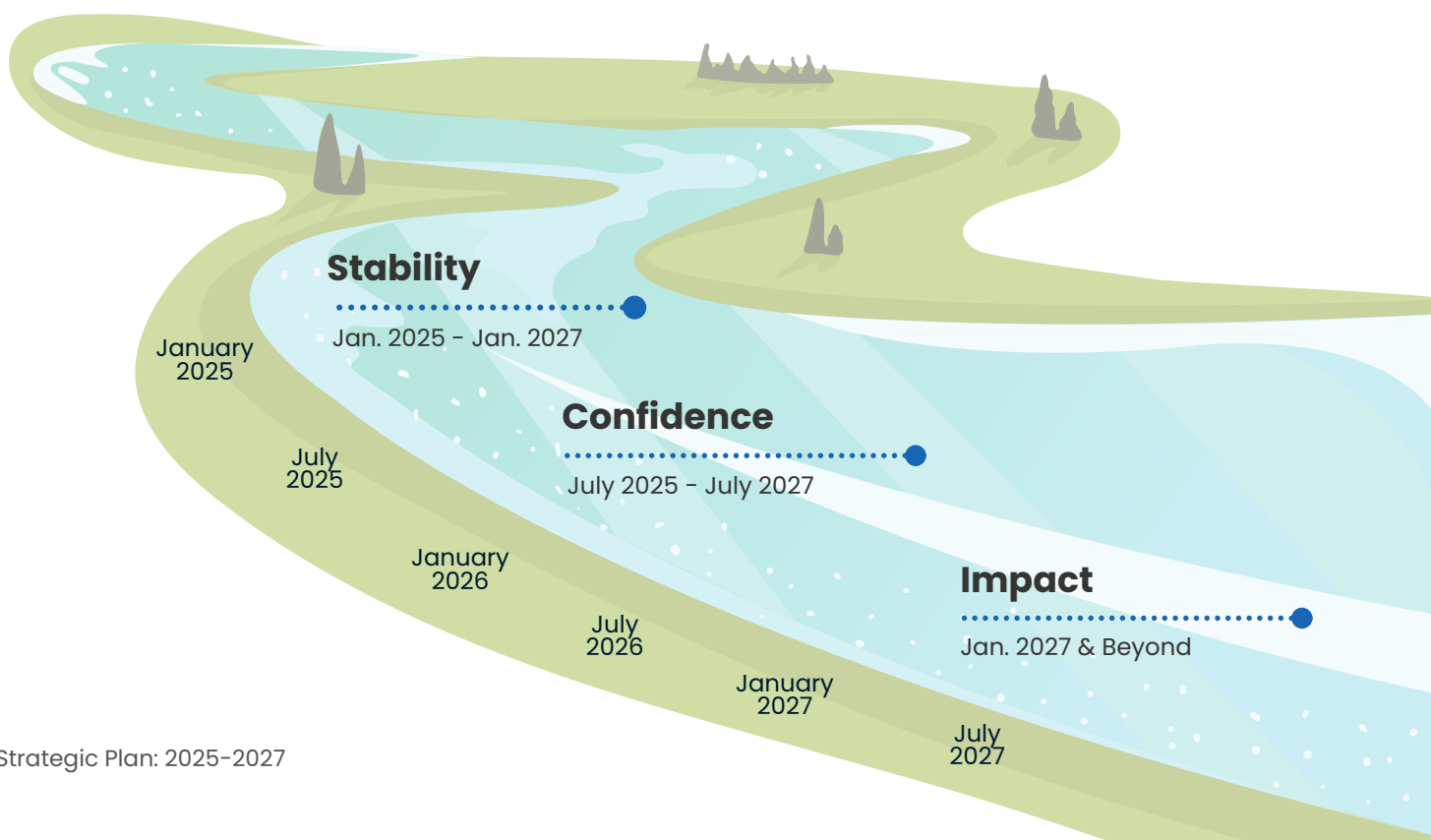
As illustrated by the graphic below, there are three overarching themes that shape our priorities:

Stability – Establishing a strong foundation by reinforcing sound regulatory and operational practices.

Confidence – Building trust and credibility both within the organization and among external groups.

Impact – Deepening our regulatory effectiveness across all areas of our work.

This plan serves as a guiding framework to ensure that we operate effectively, adapt to industry changes, and fulfill our responsibilities in oversight, compliance, and public protection.





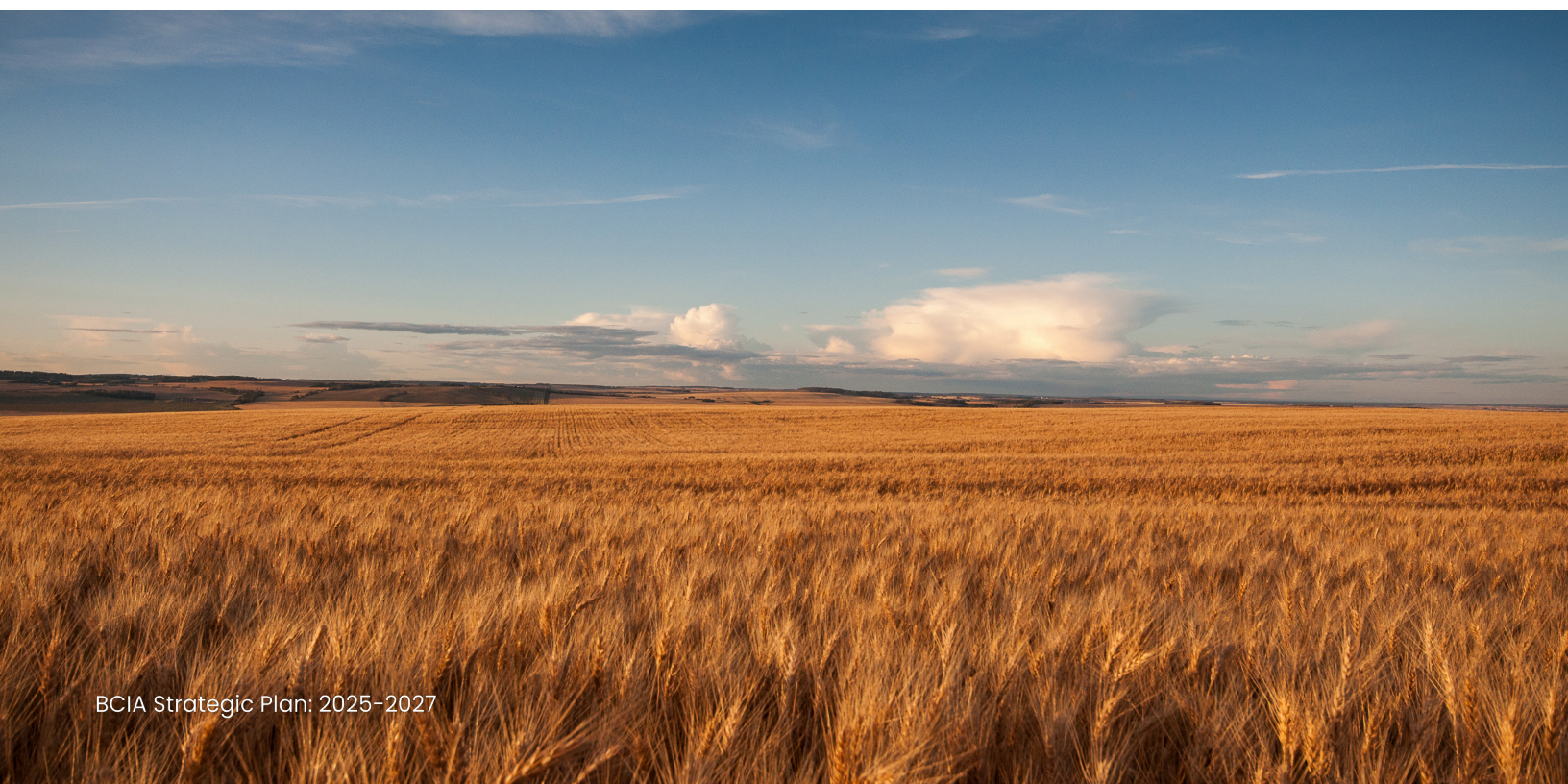
Development of the Strategic Plan

BCIA's transitional phase leading up to this plan required an accelerated development process to provide clear alignment on priorities for both the Board and the new CEO/Registrar. While this expedited timeline limited the depth of engagement typically preferred, the plan was shaped through extensive discussions and workshops with the Board and senior staff. Additionally, input was sought from the Office of the Superintendent of Professional Governance to ensure alignment with broader regulatory expectations. Following thorough deliberation, the Board approved this strategic plan in February 2025.

As we move forward, we remain committed to ongoing collaboration and feedback, recognizing that this plan will evolve alongside the organization.

The Guiding Principles

A key addition to this strategic plan is the introduction of Guiding Principles, which will serve as a foundation for decision-making across all levels of the organization—Board, Committees, Staff, and volunteers. These principles will inform how we will carry out our work, guiding us at every step along on this path.



Our Purpose

Advancing a regulatory structure that fosters competent, ethical, and adaptive agrology practices to support the stewardship, balance and care for all interconnected, natural systems in British Columbia.

Our Vision



Our Guiding Principles



Accessible and Inclusive

We know to effectively protect the public, the public needs to know who we are, what we do and feel comfortable that they can work with us. We seek out diverse perspectives and ensure diverse voices feel invited to contribute and make a meaningful contribution.

Aware and Equitable

We honor the rights and dignity of all communities, recognizing the intergenerational and ongoing impacts of colonial systems. We are committed to fostering restorative practices through equity-driven actions, cultural safety, and reciprocal relationships built on mutual responsibility and respect.

Clear, Transparent and Authentic

We acknowledge that trust begins with transparency. We are clear in all we do – in our policies, processes, roles, decisions and communication. We are open and honest about our decisions, our reasons, our strengths and weakness. We build trust by being trustworthy.

Informed and Proportionate

We ensure decisions are informed by diverse ways of knowing, including Indigenous knowledge systems, research, past decisions and lived experience. We assess interconnected risks with care and nuance, through thoughtful, proportionate responses that respect and uphold the health of all systems.

Relational and Respectful

We recognize that good regulatory decisions and a strong professional culture are built on a foundation of respect. We recognize that to do our work well we need strong, collaborative relationships with registrants and with the profession as a whole. We see the value in clear expectations and standards; supporting people to be successful in achieving these standards; and when required, compassionately and clearly holding people accountable when these standards have been breached.

System-aware and Collaborative

We understand that our work is deeply interconnected with broader systems: environmental, social, and regulatory. Our work, and the work of those we regulate impacts and is impacted by the broader system. To fulfill our mandate, we need to collaborate effectively and robustly with partners.

Goals





Strengthen Cultural Connections

- ☒ Ensure culturally safe & inclusive practices are woven into all areas of our work, not just as an addition but as a foundation.
- ☒ Develop and implement a plan to deepen our connection to our role in advancing Indigenous Truth & Reconciliation calls to action
- ☒ Increase Indigenous voices and perspectives in the work and decisions of the Board, Committees and Operations



Enhance Operational Practices

- ☒ Build a strong, purpose-driven and resilient organizational culture
- ☒ Design and build an organizational structure that supports long-term resilience, adaptability, and shared leadership.
- ☒ Update human resources systems and policies to reflect current practice
- ☒ Review and improve technology framework and manage associated risks
- ☒ Evaluate and redesign financial management systems and ensure appropriate controls are in place
- ☒ Establish an enterprise risk management system
- ☒ Build governance capacity and role clarity for: Board, Committees, Branches, CEO



Reimagine Regulatory Framework to Deepen Impact & Outcomes



- ☒ Develop new standards of practice and the competencies needed to meet them
- ☒ Update the bylaws (in phases)
- ☒ Evolve policies & processes related to registration & professional development requirements
- ☒ Advance compliance with the International Credential Recognition Act
- ☒ Strengthen investigative and disciplinary processes and policies
- ☒ Develop a strategy to broaden the awareness of the profession
- ☒ Work with partners to develop strategies to increase the registrant base
- ☒ Further align our resources with our regulatory obligations & functions





Grow Relationships



- ☒ Build trust with registrants, and ensure understanding of BCIA's role and their role in relation to BCIA
- ☒ Build credibility and strengthen relationship with the Office of the Superintendent of Professional Governance
- ☒ Build credibility and strengthen relationships with other regulators
- ☒ Work with employers, including government ministries, to foster understanding of the practice agrology and the role of registrants
- ☒ Develop partnerships with other organizations, communities, knowledge holders and educational providers

