



Equity Theory of Change

How the
BCPVPA is
learning and
growing,
with a little
help from
our friends

Late in 2020, our BCPVPA President was approached by one of our members, and asked a simple question: *“Is the BCPVPA an anti-racist organization?”*

It’s a question that offers pause. How do we know that? How would we demonstrate that? And alongside anti-racism, how do we model decolonization, reconciliation, equity, and inclusion? What are we doing — or not doing — that would lead a member to pose this question?

As we observed what was happening around the world and in our own country during this period, the question hung in the air. And, quietly at first, but with growing volume, we started to ask that question of ourselves. We can mark that as where this journey began.

We sought the wisdom of an expert to guide the BCPVPA through crafting our own Equity Theory of Change that would help us to establish a roadmap for the work that is ahead.

We approached critical friends, both within our Association and beyond, to help us to examine our practices and our beliefs. To say that we shifted our lens does not capture the depth of the work done by those who joined our committees and those who contributed their ideas and pressure-tested our findings.

The BCPVPA that has emerged from this first part of the journey is a different entity than the BCPVPA that opened that first gate. In the months and years to follow, we will share and demonstrate our discoveries, our intentions, and our learning. To quote one of our valued friends:

“We need to be in the forefront of equitable and meaningful change.”

Developing an Equity Theory of Change requires a deep and honest assessment of how your organization operates, and of the belief systems that have driven the work. It involves a reckoning of whether the structures of reconciliation, equity, diversity, and inclusion are considered in the development and performance of the organization’s work. It draws out the values of the organization, so that those values can be more clearly considered in the actions of the organization. It identifies who we serve, and ensures that the organization refocuses on serving all members and friends in an equitable way. It outlines the approaches and activities that will ensure that the organization will live into its values. And, it defines the expected changes that we expect to see, and for which we are accountable.

Over the next three years, the BCPVPA has an objective to adapt its operations and programs to equip BC Principals and Vice-Principals with the knowledge and resources to recognize, understand, and effectively respond to racism and discrimination in their schools.

The BCPVPA will strive to contribute to cultivating the conditions for BC schools to be vibrant and diverse places that are learning and working environments where everyone can flourish.

We owe a tremendous debt of gratitude to all of the members and friends who have supported this journey so far, and we look forward to sharing our learning and helping to contribute to change for students, educators, and others in BC’s education sector.

