

BC ASSOCIATION

**of CLINICAL  
COUNSELLORS**



**Environmental, Social & Governance  
Report**

*First Edition*

**FY2025**

## Message from the Chief Executive Officer

BCACC is committed to supporting its members, serving the public interest, and operating responsibly as a professional association. This Environmental, Social and Governance (ESG) Report outlines how BCACC approaches sustainability, ethical conduct, and good governance in a manner that reflects our size, mandate, and role within the clinical counselling/psychotherapy profession.

This report is intended to provide members and stakeholders with a clear and practical overview of our priorities, practices, and future commitments. It establishes a baseline for transparency and continuous improvement.

## What is ESG?

ESG is a practical way of describing how an organization operates responsibly, ethically, and transparently in the public's interest. Rather than focusing only on financial results, ESG looks at how an organization manages its environmental footprint, treats people, and governs itself — including everyday practices such as how events and travel are managed, how staff and volunteers are supported, how decisions are made, and how ethical standards are upheld.

The concept of ESG emerged in Canada and internationally as governments, professional bodies, and community organizations increasingly recognized that public trust depends not only on outcomes, but on how organizations conduct themselves. Today, ESG provides professional associations and not-for-profits with a clear framework for explaining how they manage responsibilities, uphold ethical and regulatory standards, and maintain confidence among members, regulators, and the broader public.

## Why is ESG relevant to BCACC?

ESG is relevant to BCACC because it aligns closely with our role in serving our members and the public interest and maintaining trust in the clinical counselling/psychotherapy profession. Members, regulators, and stakeholders increasingly expect organizations to be transparent about how they operate and make decisions. By reporting on ESG, BCACC demonstrates accountability, reinforces confidence in its governance and regulatory processes, and shows that it is managing its activities responsibly and proportionately. ESG is not about adding new obligations, but about clearly explaining how BCACC already works and where it aims to improve over time.

## About BCACC & Scope of This Report

BCACC supports members of the clinical counselling/psychotherapy profession in British Columbia through education, advocacy, regulation, and professional community building. Our activities include conferences, training programs, member support services, regulatory oversight, and professional publications.

This report covers BCACC's direct operations, including office activities, staff and committee travel, events, publications, and governance. It does not include the environmental or social impacts of member firms or employers, which operate independently of BCACC.

## ESG Approach & Material Topics

BCACC's ESG approach focuses on areas where we have direct influence and responsibility. Our most significant impacts arise from governance quality, professional standards, member engagement, and how we deliver programs and events.

Material topics include ethical governance, accessibility and inclusion, professional regulation, travel and event impacts, and responsible communications.

**Environmental Sustainability**

BCACC’s environmental footprint is modest and primarily associated with travel, events, office energy use, and publications. We support remote and hybrid work arrangements and continue to expand virtual participation options for training and conferences.

Our environmental priorities focus on reducing unnecessary travel, increasing digital delivery, and considering sustainability in event planning.

**Social Responsibility**

BCACC’s social impact is closely linked to its role in supporting professional competence, ethical conduct, and public confidence in the clinical counselling/psychotherapy profession.

We are committed to fair labour practices, professional development, inclusive participation, and transparent regulatory processes that serve members and the public interest.

**Corporate Governance**

BCACC is governed by a Board responsible for strategic oversight, financial stewardship, and regulatory accountability. Ethical conduct, conflict-of-interest management, and risk oversight are central to our governance framework. Sustainability considerations are integrated into broader governance and risk discussions.

**ESG Metrics & Performance**

BCACC is establishing baseline ESG metrics to support consistent reporting and continuous improvement.

<b>ESG Area</b>	<b>Metric</b>	<b>FY2025 Baseline</b>	<b>Notes</b>
Environmental	Office electricity consumption	19,877.75 kWh	Strata-provided data where available
Environmental	Staff & committee flights (number)	37	Business travel only
Environmental	% events with virtual attendance	94%	Conferences and training
Social	% staff working remotely	90%	Hybrid and fully remote
Social	Training hours per employee	40	Professional development
Social	Members trained annually	7,934	CPD and learning events
Governance	Board meetings held	4	Per fiscal year
Governance	Code of conduct in place	Yes	Reviewed periodically
Governance	Conflict of interest declarations	Yes	Annual declarations

**Commitments & Next Steps**

Over the next reporting period, BCACC will revisit the metrics it plans to monitor, and look for ways to improve its environmental and social impact. BCACC will review and update this ESG report annually.