

## Our Responsibilities

## Our Commitments

	Reconciliation	Equity, Diversity, Inclusion & Social Justice	Sustainability	Employee Resilience	Effectiveness and Efficiency	Inclusive and Equitable Access	Individualized Life-long Learning Partnerships	Integration and Focus
Our Results	<ul style="list-style-type: none"> <li>Weave Indigenous world views into all aspects of college life.</li> </ul>	<ul style="list-style-type: none"> <li>Increase equitable and inclusive participation of all peoples representing diversity including historically and currently marginalized peoples</li> <li>Strengthen a culture of inclusion</li> </ul>	<ul style="list-style-type: none"> <li>Exceed provincial standards for carbon reduction</li> <li>Be an active Partner in UN Sustainability Goals</li> <li>Complete our STARS Assessment</li> <li>Improve our financial health</li> </ul>		<ul style="list-style-type: none"> <li>Optimize workflows</li> <li>Optimize policies and procedures</li> <li>Optimize online and physical infrastructure</li> <li>Introduce data and analytics driven decision making</li> <li>Increase organizational agility</li> <li>Strengthen a culture of continuous improvement</li> </ul>	<ul style="list-style-type: none"> <li>Increase participation and success of historically and currently marginalized populations</li> </ul>	<ul style="list-style-type: none"> <li>Improve student and alumni engagement</li> </ul>	<ul style="list-style-type: none"> <li>Increase meaningful work and purposeful lives for college graduates and alumni</li> <li>Improve engagement with community stakeholders</li> <li>Improve social, economic, and environmental resiliency in the region</li> </ul>
2028/29 Achievements						<ul style="list-style-type: none"> <li>An individualized learning ecosystem that uses multiple modalities and delivery options to enable learning for individuals throughout the region and at all stages of their lives</li> </ul>	<ul style="list-style-type: none"> <li>Agile and sustainable student services ecosystems</li> </ul>	
2027/28 Achievements					<ul style="list-style-type: none"> <li>Comprehensive renewal of College processes</li> </ul>	<ul style="list-style-type: none"> <li>Agile and sustainable program and credential mix that leads to meaningful employment and resilient lives</li> </ul>		
2026/27 Achievements			<ul style="list-style-type: none"> <li>Renewed revenue and expense model for long-term sustainability</li> </ul>		<ul style="list-style-type: none"> <li>Data informed real-time decision-making protocols and systems</li> </ul>	<ul style="list-style-type: none"> <li>Markedly increased participation of historically and currently underrepresented and marginalized groups across OC programs and credentials</li> </ul>	<ul style="list-style-type: none"> <li>An active student culture that embraces inclusion, diversity, and equity</li> </ul>	
2025/26 Achievements			<ul style="list-style-type: none"> <li>Carbon neutral plan developed</li> </ul>	<ul style="list-style-type: none"> <li>strategy</li> <li>Employee recognition strategy that includes appreciation tools</li> </ul>		<ul style="list-style-type: none"> <li>Renewed student affordability model</li> </ul>	<ul style="list-style-type: none"> <li>Renewed learning assessment framework</li> </ul>	<ul style="list-style-type: none"> <li>College forecasting capabilities are developed</li> </ul>
2024/25 Achievements			<ul style="list-style-type: none"> <li>Integrated resource planning and accountability system implemented</li> </ul>	<ul style="list-style-type: none"> <li>Instructional staff development program introduced</li> <li>HR processes review complete</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive renewal of all OC policies</li> <li>Technology and physical infrastructure optimization plan</li> <li>Comprehensive digital strategy to support optimized learning and work environments</li> </ul>	<ul style="list-style-type: none"> <li>Improved regional, national, and international partnerships in support of strategic enrolment goals and program needs</li> <li>Renewed Internationalization strategy to support enrolment and learning model goals</li> </ul>	<ul style="list-style-type: none"> <li>Physical and digital student experience environment design that fully integrates with learning environment</li> </ul>	<ul style="list-style-type: none"> <li>Program and credential framework complete</li> </ul>
2023/24 Achievements			<ul style="list-style-type: none"> <li>Alternative revenue source viability study</li> <li>Business continuity plan for OC education, research, operation, and technical environments</li> <li>College process and procedure continuous improvement framework</li> <li>STARS level aspiration to be set</li> </ul>	<ul style="list-style-type: none"> <li>Renewed accountability and decision support framework for employee effectiveness</li> <li>Integrated HR &amp; Talent Management Strategy</li> <li>Leadership development and competency framework</li> </ul>	<ul style="list-style-type: none"> <li>Data and analytics governance framework introduced</li> <li>Physical and digital working environment to enable effective work environments</li> <li>Academic decision-making framework renewal</li> <li>Launch strategic &amp; operational dashboards</li> </ul>	<ul style="list-style-type: none"> <li>Physical and digital learning environment to support the College's learning ecosystem</li> <li>Defined sustainable regional, rural, and remote program delivery model</li> </ul>	<ul style="list-style-type: none"> <li>Learning resource plan (including Open Educational Resources)</li> <li>Student experience plan</li> <li>Program maps complete</li> </ul>	<ul style="list-style-type: none"> <li>Agile course, program and credential identification, creation, renewal, and retirement process</li> <li>Interdisciplinary priorities set for community validated challenges, opportunities, and collaborations</li> <li>College 60th Anniversary celebration</li> </ul>
2022/23 Achievements	<ul style="list-style-type: none"> <li>Confirmation of Indigenous OC Plan with timelines and measures of success</li> <li>President's Advisory Council created</li> </ul>	<ul style="list-style-type: none"> <li>EDISJ cultural implementation plan and timelines</li> <li>Baseline assessment of EDISJ culture among employees</li> </ul>	<ul style="list-style-type: none"> <li>Physical space utilization study</li> <li>Renewed Campus Master Plan</li> <li>Change leadership framework with associated engagement continuum created</li> <li>STARS Assessment submission</li> </ul>	<ul style="list-style-type: none"> <li>Baseline biannual employee engagement survey introduced</li> <li>Holistic employee wellness strategy</li> <li>Implementation of Flexible Work Policy</li> </ul>	<ul style="list-style-type: none"> <li>Digital infrastructure decision making framework introduced</li> <li>Administrative decision-making framework renewal</li> <li>Development of strategic and operational measures</li> </ul>	<ul style="list-style-type: none"> <li>Strategic enrolment plan</li> <li>Baseline assessment of past and current student body demographics</li> </ul>	<ul style="list-style-type: none"> <li>Learning framework created to achieve learning ecosystem consistent with the College's Aspirations (including Open Education Practices)</li> <li>EDISJ cultural implementation plan and timelines</li> <li>Student journey maps complete</li> <li>Baseline assessment of student services offerings and engagement needs</li> <li>Student holistic wellness strategy (incl. mental health)</li> <li>Student housing strategy</li> <li>Alumni engagement strategy</li> <li>Baseline assessment of EDISJ culture among students</li> </ul>	<ul style="list-style-type: none"> <li>Assessment of current program and credential mix and program health assessment</li> <li>Applied research strategy created</li> <li>Research data management plan complete</li> </ul>
2021/22 Achievements			<ul style="list-style-type: none"> <li>Accessibility Committee created with action plan</li> </ul>	<ul style="list-style-type: none"> <li>Flexible Work Arrangement Pilot</li> </ul>	<ul style="list-style-type: none"> <li>Reimagined policy and procedure framework and policy and procedure renewal plan</li> </ul>			<ul style="list-style-type: none"> <li>Food and Beverage strategy complete</li> </ul>