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	• Weave Indigenous world views into all aspects of college life.	• Increase equitable and inclusive participation of all peoples representing diversity including historically and currently marginalized peoples • Strengthen a culture of inclusion	• Exceed provincial standards for carbon reduction • Be an active Partner in UN Sustainability Goals • Complete our STARS Assessment • Improve our financial health	• Increase employee engagement • Improve leadership actions • Increase accountability of leaders • Achieve BC Top 100 Employers status • Develop and focus talent to support organizational excellence • Increase organizational agility • Strengthen employee resilience and adaptability	• Optimize workflows • Optimize policies and procedures • Optimize online and physical infrastructure • Introduce data and analytics driven decision making • Increase organizational agility • Strengthen a culture of continuous improvement	• Increase participation and success of historically and currently marginalized populations	• Improve student and alumni engagement	• Increase meaningful work and purposeful lives for college graduates and alumni • Improve engagement with community stakeholders • Improve social, economic, and environmental resiliency in the region
2028/29 Achievements						• 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	• Agile and sustainable student services ecosystems	
2027/28 Achievements				• Integrated HR practices focused on strategic HR support	• Comprehensive renewal of College processes	• Agile and sustainable program and credential mix that leads to meaningful employment and resilient lives		2024/25 through 2028/29 Focus Areas to be developed through 2023/24 prioritization work
2026/27 Achievements			• Renewed revenue and expense model for long-term sustainability	• Values-based culture	• Data informed real-time decision-making protocols and systems	• Markedly increased participation of historically and currently underrepresented and marginalized groups across OC programs and credentials	• An active student culture that embraces inclusion, diversity, and equity	

2026/27 - STRATEGIC ROADMAP UPDATE

	Reconciliation	Equity, Diversity, Inclusion & Social Justice	Sustainability	Employee Resilience	Effectiveness and Efficiency	Inclusive and Equitable Access	Individualized Life-long Learning Partnerships	Integration and Focus
2025/26 Achievements			• Carbon neutral plan developed	• Refreshed employee wellness strategy • Employee recognition strategy that includes appreciation tools		• Renewed student affordability model	• Renewed learning assessment framework	• College forecasting capabilities are developed
2024/25 Achievements	2023/24 through 2028/29 Achievements to be developed through 2022/23 Indigenous OC Plan	2023/24 through 2028/29 Achievements to be developed through 2022/23 cultural implementation plan	• Integrated resource planning and accountability system implemented	• Instructional staff development program introduced • HR processes review complete	• Comprehensive renewal of all OC policies • Technology and physical infrastructure optimization plan • Comprehensive digital strategy to support optimized learning and work environments	• Improved regional, national, and international partnerships in support of strategic enrolment goals and program needs • Renewed Internationalization strategy to support enrolment and learning model goals	• Physical and digital student experience environment design that fully integrates with learning environment	• Program and credential framework complete
2023/24 Achievements			• Alternative revenue source viability study • Business continuity plan for OC education, research, operation, and technical environments • College process and procedure continuous improvement framework • STARS level aspiration to be set	• Renewed accountability and decision support framework for employee effectiveness • Integrated HR & Talent Management Strategy • Leadership development and competency framework	• Data and analytics governance framework introduced • Physical and digital working environment to enable effective work environments • Academic decision-making framework renewal • Launch strategic & operational dashboards	• Physical and digital learning environment to support the College's learning ecosystem • Defined sustainable regional, rural, and remote program delivery model	• Learning resource plan (including Open Educational Resources) • Student experience plan • Program maps complete	• Agile course, program and credential identification, creation, renewal, and retirement process • Interdisciplinary priorities set for community validated challenges, opportunities, and collaborations • College 60th Anniversary celebration
2022/23 Achievements	• Confirmation of Indigenous OC Plan with timelines and measures of success • President's Advisory Council created	• EDISJ cultural implementation plan and timelines • Baseline assessment of EDISJ culture among employees	• Physical space utilization study • Renewed Campus Master Plan • Change leadership framework with associated engagement continuum created • STARS Assessment submission	• Baseline biannual employee engagement survey introduced • Holistic employee wellness strategy • Implementation of Flexible Work Policy	• Digital infrastructure decision making framework introduced • Administrative decision-making framework renewal • Development of strategic and operational measures	• Strategic enrolment plan • Baseline assessment of past and current student body demographics	• Learning framework created to achieve learning ecosystem consistent with the College's Aspirations (including Open Education Practices) • EDISJ cultural implementation plan and timelines • Student journey maps complete • Baseline assessment of student services offerings and engagement needs • Student holistic wellness strategy (incl. mental health) • Student housing strategy • Alumni engagement strategy • Baseline assessment of EDISJ culture among students	• Assessment of current program and credential mix and program health assessment • Applied research strategy created • Research data management plan complete
2021/22 Achievements	• Indigenous and Non-Indigenous Ally Assembly launched • Indigenous Community Engagement Team launched		• Accessibility Committee created with action plan	• Flexible Work Arrangement Pilot	• Reimagined policy and procedure framework and policy and procedure renewal plan			• Food and Beverage strategy complete