

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"> Weave Indigenous world views into all aspects of college life. 	<ul style="list-style-type: none"> Increase equitable and inclusive participation of all peoples representing diversity including historically and currently marginalized peoples Strengthen a culture of inclusion 	<ul style="list-style-type: none"> Exceed provincial standards for carbon reduction Be an active Partner in UN Sustainability Goals Complete our STARS Assessment Improve our financial health 		<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Increase participation and success of historically and currently marginalized populations 	<ul style="list-style-type: none"> Improve student and alumni engagement 	<ul style="list-style-type: none"> 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						<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Agile and sustainable student services ecosystems 	
2027/28 Achievements					<ul style="list-style-type: none"> Comprehensive renewal of College processes 	<ul style="list-style-type: none"> Agile and sustainable program and credential mix that leads to meaningful employment and resilient lives 		
2026/27 Achievements			<ul style="list-style-type: none"> Renewed revenue and expense model for long-term sustainability 		<ul style="list-style-type: none"> Data informed real-time decision-making protocols and systems 	<ul style="list-style-type: none"> Markedly increased participation of historically and currently underrepresented and marginalized groups across OC programs and credentials 	<ul style="list-style-type: none"> An active student culture that embraces inclusion, diversity, and equity 	
2025/26 Achievements			<ul style="list-style-type: none"> Carbon neutral plan developed 	<ul style="list-style-type: none"> strategy Employee recognition strategy that includes appreciation tools 		<ul style="list-style-type: none"> Renewed student affordability model 	<ul style="list-style-type: none"> Renewed learning assessment framework 	<ul style="list-style-type: none"> College forecasting capabilities are developed
2024/25 Achievements			<ul style="list-style-type: none"> Integrated resource planning and accountability system implemented 	<ul style="list-style-type: none"> Instructional staff development program introduced HR processes review complete 	<ul style="list-style-type: none"> Comprehensive renewal of all OC policies Technology and physical infrastructure optimization plan Comprehensive digital strategy to support optimized learning and work environments 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Physical and digital student experience environment design that fully integrates with learning environment 	<ul style="list-style-type: none"> Program and credential framework complete
2023/24 Achievements			<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Renewed accountability and decision support framework for employee effectiveness Integrated HR & Talent Management Strategy Leadership development and competency framework 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Physical and digital learning environment to support the College's learning ecosystem Defined sustainable regional, rural, and remote program delivery model 	<ul style="list-style-type: none"> Learning resource plan (including Open Educational Resources) Student experience plan Program maps complete 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Confirmation of Indigenous OC Plan with timelines and measures of success President's Advisory Council created 	<ul style="list-style-type: none"> EDISJ cultural implementation plan and timelines Baseline assessment of EDISJ culture among employees 	<ul style="list-style-type: none"> Physical space utilization study Renewed Campus Master Plan Change leadership framework with associated engagement continuum created STARS Assessment submission 	<ul style="list-style-type: none"> Baseline biannual employee engagement survey introduced Holistic employee wellness strategy Implementation of Flexible Work Policy 	<ul style="list-style-type: none"> Digital infrastructure decision making framework introduced Administrative decision-making framework renewal Development of strategic and operational measures 	<ul style="list-style-type: none"> Strategic enrolment plan Baseline assessment of past and current student body demographics 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Assessment of current program and credential mix and program health assessment Applied research strategy created Research data management plan complete
2021/22 Achievements			<ul style="list-style-type: none"> Accessibility Committee created with action plan 	<ul style="list-style-type: none"> Flexible Work Arrangement Pilot 	<ul style="list-style-type: none"> Reimagined policy and procedure framework and policy and procedure renewal plan 			<ul style="list-style-type: none"> Food and Beverage strategy complete