



INSPIRE ROADMAP

Initiatives aligned to Okanagan College's Strategic Plan

OUR RESPONSIBILITIES

ACHIEVED 2022 – 2024

IN-PROGRESS 2024 – 2026

GOING FORWARD 2027+

Reconciliation

- Indigenous Community Engagement team launched
- Indigenous OC plan and timelines

- 2023/24**
- Indigenous and Non-Indigenous Ally Assembly (President)
 - Presidents Indigenous Advisory Council (President)
- 2024/25**
- Regional Indigenous Advisory Council / partnership tables (President)

- Future aspirations**
- Weave Indigenous world views into all aspects of College life

Equity, Diversity, Inclusion and Social Justice (EDISJ)

- Baseline assessment of EDISJ culture (employee survey)
- EDISJ governance structure and EDISJ working groups
- Online EDISJ education for employees

- 2023/24**
- Accessibility Services Review (PVPA)
 - Building Standards and Accessibility Plan complete (VP, CS)
 - Accessibility Audit (AVP, PS)
- 2024/25**
- EDISJ Strategic Plan (AVP, PS)
 - Gender-Based Analysis Framework (AVP, PS)
 - Update administrative policies to reduce barriers (VP, CS)
 - Update educational policies to reduce barriers (PVPA)
 - Complete update of accommodation policies (PVPA)

- Future aspirations**
- Increased equitable and inclusive participation of all peoples
 - Strengthened culture of inclusion

Sustainability

- Accessibility Action Plan and committee
- Change Leadership Framework
- STARS Baseline Assessment
- STARS level Aspiration Plan

- 2023/24**
- 10-Year Financial Sustainability Model (President)
 - Business Continuity Plan (VP, CS)
 - Physical Space Utilization study (VP, CS)
 - Renewed Campus Master Plan (VP, CS)
 - Student Housing Operational Plan (PVPA)
 - College process and procedure continuous improvement framework (President)
- 2024/25**
- Alternative Revenue Source viability study (President)
 - IRP: Process improvements for ongoing and future resource allocations (VP, CS)
- 2025/26**
- Carbon Neutral Plan (VP, CS)
 - Three-year Domestic Recruitment plan and targets (VP, ECR)
 - Three-year International Recruitment plan and targets (VP, ECR)

- 2026/27**
- Renewed revenue and expense model for long-term sustainability (VP, CS)
- Future aspirations**
- Exceed provincial standards for carbon reduction
 - Be an active partner in UN Sustainability Goals
 - Complete STARS Assessment
 - Improved financial health

Employee Resilience

- Flexible work arrangement pilot project
- Baseline biannual employee engagement survey
- Employee Wellness Strategy
- Flexible Work Policy
- Employee Professional Development Framework
- BC Top Employer recognition
- Employee Accountability and Decision Support Framework (President)

- 2023/24**
- Talent Acquisition Strategy (AVP, PS)
 - Employee Recognition and Appreciation Framework (AVP, PS)
- 2024/25**
- OC Engagement Framework for employees (VP, ECR)
 - Instructional staff development program (PVPA)
 - Integrated People Strategy (AVP, PS)
 - Communicate Inspire Plan and updates OC-Wide (President)
- 2025/26**
- Employee Wellness Strategy – refresh (AVP, PS)
 - HR Process review (AVP, PS)

- 2026/27**
- People Services policy and procedure review (AVP, PS)
 - Values-Based Culture Workplace Strategy (AVP, PS)
- Future aspirations**
- Integrated HR practices focused on strategic HR support
 - Increased employee engagement
 - Improved leadership capacity
 - Increased accountability
 - Develop and focus talent to support organizational excellence
 - Strengthened employee resilience and adaptability
 - Integrated HR practices focused on strategic HR support

Effectiveness and Efficiency

- Reimagined policy and procedure framework and renewal plan
- Administrative decision-making framework
- Digital infrastructure decision-making framework
- Educational policies fit/gap analysis and prioritization
- Integrated Resource Plan improvements
- Portfolio realignment

- 2023/24**
- Physical and digital working environment for effective work environments (VP, CS)
 - Data and Analytics Governance Framework (VP, CS)
 - Information Management and Cybersecurity policy review (VP, CS)
 - IRP: Forecasting, variance and accountability process improvements (VP, CS + PVPA)
 - Strategic and operational measures / dashboards (President)
- 2024/25**
- Reimagined course scheduling process (VP, ECR)
 - Academic decision-making framework renewal (PVPA)
 - College Website and Online Strategy (VP, ECR)
 - Comprehensive renewal of OC policies (President)
 - Comprehensive Digital Strategy (VP, CS)
 - Technology and Physical Infrastructure Optimization plan (VP, CS)

- 2026/27**
- Data informed, real-time decision-making protocols and systems (VP, CS)
- 2027/28**
- Comprehensive renewal of College processes (President)
- Future aspirations**
- Optimized workflows
 - Optimized policies and procedures
 - Optimized online and physical infrastructure
 - Data and analytics driven decision-making
 - Organizational agility
 - Culture of continuous improvement

OUR COMMITMENTS

Inclusive and Equitable Access

- Strategic Enrolment Management plan
- Student Demographic Report
- Student Housing – Programs, processes, policies, resources

- 2023/24**
- Sustainable Regional, Rural, Remote Program Delivery model (President + PVPA)
 - Baseline assessment of past / current student body demographics (PVPA + VP, CS)
- 2024/25**
- Housing policy and procedure gap analysis (PVPA + VP, CS)
 - Sustainable Regional, Rural, Remote Program Delivery model (President + PVPA)
 - Domestic and International student capacity study (PVPA + VP, CS)
 - SEM Governance Framework, targets and workplan (VP, ECR)
 - Renewed Internationalization strategy (VP, ECR)
 - SEM Partnership Framework (VP, ECR)
- 2025/26**
- Renewed student affordability model (VP, CS)

- 2026/27**
- Physical and digital learning environment (VP, CS)
 - Barriers to education assessment for marginalized communities (VP, ECR)
- Future aspirations**
- Integrate Inspire commitments to enable inclusive, lifelong student learning through multiple modalities and delivery options
 - Increased participation and success of historically and currently marginalized populations
 - Program and credential mix is sustainable and agile, and leads to meaningful employment

Individualized Lifelong Learning Partnerships

- Alumni Engagement Strategy
- Baseline assessment of EDISJ culture (student survey)
- Baseline assessment of Student Services
- Learning Framework
- Student Wellness Strategy
- Student Housing Strategy
- Student Journey Mapping

- 2023/24**
- Multi-Year Student Experience strategy (VP, ECR)
- 2024/25**
- Program Maps (PVPA)
 - Rolling Three-Year Program plan (PVPA)
 - Learning Resource Plan (PVPA)
 - Physical and digital student experience environment design (PVPA)
- 2025/26**
- Renewed Learning Assessment Framework (PVPA)

- 2026/27**
- Values-Based Culture Learning Environment Strategy (PVPA)
- Future aspirations**
- Agile and sustainable student services
 - Improved student and alumni engagement

Integration and focus

- Food, Beverage, Tourism strategy
- Applied Research strategy
- Credential Mix and Program Health Assessment
- Research Data Management plan
- 60th Anniversary celebrations
- External Engagement Coordination committee

- 2023/24**
- Interdisciplinary priorities strategy and timeline (PVPA)
 - Program Mix Principles (PVPA)
 - Program Revision process improvements (PVPA)
 - Agile course, program and credential identification, creation, renewal and retirement process (PVPA)
- 2024/25**
- Program and Credential Framework (PVPA)
- 2025/26**
- College forecasting capabilities (President)

- Future aspirations**
- Increased meaningful work and purposeful lives for students and alumni
 - Improved engagement with community stakeholders
 - Improved social, economic and environmental resiliency

Legend:
 IRP = Integrated Resource Plan
 In parenthesis: (Executive sponsor of initiative)

- President
- PVPA – Provost, VP Academic
- VP, CS – VP, Corporate Services
- VP, ECR – VP, Enrolment & College Relations
- AVP, PS – Associate VP, People Services
- D, Advancement – Director, Advancement and Executive Director, Okanagan College Foundation

inspire

