



INCLUSIVE COMMUNITY PLAN

2025-2030 – Executive Summary

We all belong here, together.

This vision is the compass for our Inclusive Community Plan, which commits us to building a culture of belonging where learners, employees, leaders and community partners thrive. Grounded in the principles of equity, diversity, inclusion and social justice, this plan reflects our responsibility to remove barriers, honour diverse experiences and strengthen community connections.

The Inclusive Community Plan is a strategic roadmap to embed inclusion into every aspect of life at Okanagan College, from systems and structures to everyday interactions.

How we got here

This plan has been developed through consistent collaboration and targeted engagement with employees, students and their representatives, and community members. The focus on voice, participation, co-creation, and continual validation sets the foundation for the work to come, particularly the work to engage more broadly as we move through our development phase and prepare to go forward into the future.

Four Strategic Pillars

Our vision of a culture of inclusion recognizes how important it is to **gather** as a community, **grow** through learning and teaching, **share** knowledge that we gain through our actions, and **hold** personal and institutional responsibility for making these commitments a reality. These four areas of activity are the strategic pillars of our work.

WE GATHER

Community and Culture

We build belonging through careful, collaborative approaches to workshops, events and gatherings. These gatherings foster dialogue, cultural learning, knowledge sharing, active listening and mutual respect, enriching OC's inclusive culture.

WE GROW

Learning and Teaching

We foster inclusive learning environments through curriculum and universal design for learning, professional development, targeted supports, and community-engaged learning.

WE SHARE

Knowledge in Action

We trial innovations, build networks and mobilize knowledge through strategic partnerships and applied research. Inclusive practices are informed by evidence, lived experience and community collaboration, guiding OC and its partners toward equity-based solutions.

WE HOLD

Shared Accountability

We embed equity and accessibility into systems, processes and practices. Inclusion-focused leadership and transparent mechanisms ensure accountability and continuous improvement across all departments and roles.



Our commitments guide what we do

The vision and actions outlined in the Inclusive Community Plan are guided by five key commitments.

Inclusion is woven into everything we do. Our Inclusive Community Plan is anchored in our planning, our practice and our institutional ethos. By focusing on collective belonging, learning and growth, knowledge sharing, and shared accountability, we are shaping a culture of togetherness.

Equity, diversity, inclusion and social justice guide our efforts to remove barriers. We examine how access is shaped by cost, transportation, technology, social dynamics, systemic patterns, and available supports. These principles help us recognize where, why and how exclusion occurs, to create community where everyone has a real opportunity to succeed.

This is a living strategy, grounded in learning and open to change. We will reflect, evaluate and adapt. What we learn – through feedback loops, new practices, and emerging knowledge – will shape how we teach, learn, work and relate to one another.

Lasting culture change requires both systems and people. We're committed to institutional protocols that center equity and accessibility, and we also recognize that belonging is relational: it grows through shared action.

We act with creativity, care and a long view. Our work is rooted in relationships, evolving knowledge, and enduring responsibility to our communities.

Our values guide how we do it

The six core values at Okanagan College are essential to a culture of inclusion. They guide how we act and how we evaluate our efforts.

Learner first. We welcome all learners and support their success.

Community. Inclusion is a shared responsibility built through collaboration.

Respect. We respect and affirm everyone's dignity and celebrate efforts toward inclusion.

Courage. We reflect, learn and address challenges with kindness, empathy and respect.

Relationships. We place relationships at the center of our inclusive community and prioritize trust, curiosity and connection.

Distinction. We embrace diverse perspectives to drive innovation and growth.

Measuring progress

We will track our progress through structured and flexible approaches, using both data and feedback. Partnering with Data Analytics & Reporting and Strategic Enrollment Management, we'll gather metrics and insights before, during and after key actions. In Year 3, we'll assess impact and adjust future plans based on what we've learned, recognizing that real change needs to be reflected in both measurable outcomes and lived experiences.

Let's begin, together.

This plan is a living strategy. Its strength depends on collective action. We invite every member of the OC community, regardless of role, identity, or perspective, to join us in shaping and sustaining the culture we want to belong to. Inclusion is how we show up every day, with care and respect. Success depends on all of us. Together, we will build an inclusive future at Okanagan College.

“Where can we open space for inclusion today?”

To read the full plan and learn more, visit the Inclusive Community webpage at okanagan.bc.ca/inclusive-community.

