



WE BELONG. TOGETHER.

The Inclusive Community Plan commitments to equity, inclusivity, and accessibility are guided by the OC Vision and Mission. Our strategic pillars intersect with the four quadrants of the Inspire plan to shape our long-term vision for sustained and meaningful impact.

Inspire Plan Commitments

	ACADEMIC MISSION	RESPONSIBILITIES	COMMITMENTS	RELATIONSHIPS
	<p>"Learners and educators have a shared responsibility in the creation of a learning environment that values respect, equity, diversity, inclusion, and social justice."</p>	<p>"We will strengthen our culture of inclusion by increasing the equitable and inclusive participation of all diversity groups including historically and currently marginalized peoples in every aspect of College life."</p>	<p>"Inclusive and equitable access: We will increase the participation and success rates of historically and currently marginalized learner populations by removing artificial, system-barriers to post-secondary education."</p>	<p>"We will strengthen our role as a leader in equity, diversity, inclusion, and social justice (EDISJ). ...We will weave EDISJ principles throughout policy, practice, and action in all aspects of College life and throughout the communities we serve."</p>
<p>WE GATHER: Community and Culture</p> <p>Careful, collaborative approaches to conferences, events, workshops, and other modes of gathering establish engagement, dialogue, cultural learning, active listening, and mutual respect as our community norm, so that everyone's experiences and capacities add richness and value to belonging at OC.</p>	<p>Partner with students and representatives to gather and connect, so that students across all campuses and digital learning environments feel like they co-create OC's culture of inclusion.</p>	<p>All employees are empowered and supported to collaborate to build a culture of inclusion, and efforts that advance belonging are recognized and celebrated, so that everyone belongs and thrives here.</p>	<p>Inclusion initiatives are guided by principles of accessibility, equity, and transparency, so that barriers to participation in shared experiences are identified, openly acknowledged, and removed or mitigated wherever possible.</p>	<p>Collaborative, public-facing gatherings strengthen reciprocal relationships and affirm equitable access, so that OC's commitment to inclusion is clear to current and future learners, employees, and partners.</p>
<p>WE GROW: Learning and Teaching</p> <p>Intentional focus on what and how we teach and learn, so that everyone in the community can grow and contribute to our culture of inclusion, through curriculum and universal design, professional development, targeted supports, and community-engaged learning.</p>	<p>Educators incorporate diverse perspectives into curriculum, and universal design for learning into instruction, so that learners in all programs experience our culture of inclusion.</p>	<p>All employees are supported to learn about the commitments and performance expectations of inclusive community, so that everyone contributes to and benefits from our culture.</p>	<p>Everyone has equitable access to learning and support services, and barriers to inclusion and growth are addressed when flagged, so that learners, employees, alumni, and partners all experience pride and success in belonging at OC.</p>	<p>We show up with consistency and care for the ongoing work of finding new ways to learn, teach, and work together in community, so that we are recognized as leaders in cultivating a commitment to learn and unlearn together.</p>
<p>WE SHARE: Knowledge in Action</p> <p>Strategic initiatives and partnerships within OC and in Community trial innovations, build networks, and mobilize knowledge to advance evidence-based, relational, participatory approaches to inclusion, so that our strengths as a post-secondary applied research institution guide us and our partners.</p>	<p>Redevelopment of curricula and programs incorporates knowledge and evidence-based practices on inclusion, so that students benefit from our circular knowledge economy in inclusive learning.</p>	<p>Robust systems oversee uptake of learning opportunities and track impact on our culture of inclusion, so that experience guides the evaluation, growth and refinement of our activities over time.</p>	<p>Insights into inclusive community are created, circulated, celebrated and incorporated, so that we integrate evidence- and practice-based applied knowledge back into our work in meaningful ways.</p>	<p>Strategic initiatives with partners, both public-facing and targeted, integrate and share collective knowledge of inclusion, so that OC has a key role in building vibrant, strong, and diverse communities.</p>
<p>WE HOLD: Shared Accountability</p> <p>We embed our commitments to inclusive community, rooted in equity and accessibility, into our systems, processes, and practices; we have protocols for ensuring inclusion-focused leadership; and we have mechanisms to remove barriers and address concerns, so that we hold ourselves accountable for our actions.</p>	<p>Structures and processes enable learners, educators and academic leadership to partner in shaping what, where, and how we teach, so that OC is responsive, relevant, attractive, and truly inclusive.</p>	<p>Commitments to accessibility, equity and respect are embedded in every unit, team, and role, so that we both empower and hold each other accountable for advancing our culture of inclusion.</p>	<p>Mechanisms to gather feedback and register concerns are widely available, understood, and used, with demonstrable outcomes, so that over time we build trust to address discrimination and bias.</p>	<p>Systems embed accessibility and equity into all facets of our relationships and partnerships, so that inclusive community becomes a community-wide responsibility and experience.</p>