

# INCLUSIVE COMMUNITY PLAN ACTIONS ROADMAP



## STRATEGIC PILLARS

## 2025–2026

## 2026–2027

### WE GATHER

#### Community and Culture

- Partner with learners and their representatives to pilot initiatives that engage students in defining, shaping, and creating a meaningful culture of inclusion, including StudentWorks and Community Conversations (on & off campus connections)
- Create, resource and implement framework for Employee Resource Groups (ERG) that create employee-led opportunities to gather and generate a culture of participation, connection, and inclusion

- Extend partnerships with learners and their representatives into regular Community Conversations, on campuses and online, to connect academic leadership and diverse student communities.
- Annual review of ERG workplans and alignment to ICP matrix

### WE GROW

#### Learning and Teaching

- Collaborative PD delivery to support inclusive learning and teaching, including inaugural Celebration of Teaching Conference and Community of Practice framework
- Gap/needs analysis and scoping for foundational equity, accessibility, and inclusion learning for all employees (formal and experiential)
- Framework, ToR, and process for Curriculum Resource Table (incl. TLI/ Indigenization/AD, EDI)

- Framework for annual Teaching Excellence program for new and existing educators
- Learning framework for employees: program vision and foundational knowledge
- Pilot Curriculum Resource Table (incl. TLI/ Indigenization/AD, EDI)

### WE SHARE

#### Knowledge in Action

- Evaluation Plan, Phase 1: develop framework for gathering, storing, evaluating, sharing data (DAR and SEM for baselines and metrics); trial and refine
- Co-create pilot leadership resource and support network with community partners
- Scope applied research and knowledge mobilization funding to extend impact and evaluation
- Develop framework and protocol for workshops/ conferences/ symposia, to clarify strategic priorities and strategic partnerships, and roles, responsibilities, and resources, to advance OC as a leader in inclusive community

- Evaluation Plan, Phase 2: systematic application of data gathering processes; partnership development (AR, ABA: CRE; Social Service, etc)
- Scope applied research and knowledge mobilization funding to extend impact and evaluation

### WE HOLD

#### Shared Accountability

- Governance framework; protocols for EDI leadership in planning; and implementation/ change management taskforce
- ERG organizational framework and 'Gather' event framework
- Accessibility Plan 2026-2029
- Trial and evaluate accessible feedback mechanisms for OC
- Support Portfolios/Departments to develop priorities, plans and responsibilities (eg: IDEAL)
- Sign Dimensions Charter; prep for LOI
- Inclusive Integrity Framework

- Defined community and culture gatherings integrated into ERG and departmental workplans
- Pilot structured feedback mechanism for OC community
- Support Portfolios/Departments to implement and manage their Inclusive Community priorities and plans
- LOI for Dimensions program support; prep for application