

# STRATEGIC PLAN



## OUR MISSION

# TOGETHER, WE'RE LEADING THE WAY.

## OUR VISION

Inspiring learners to **create success** for themselves and their communities through the best in **innovative** and **transformative** education.

## OUR VALUES

- » Collaboration
- » Diversity and inclusion
- » Excellence
- » Innovation
- » Integrity
- » Respect
- » Social responsibility

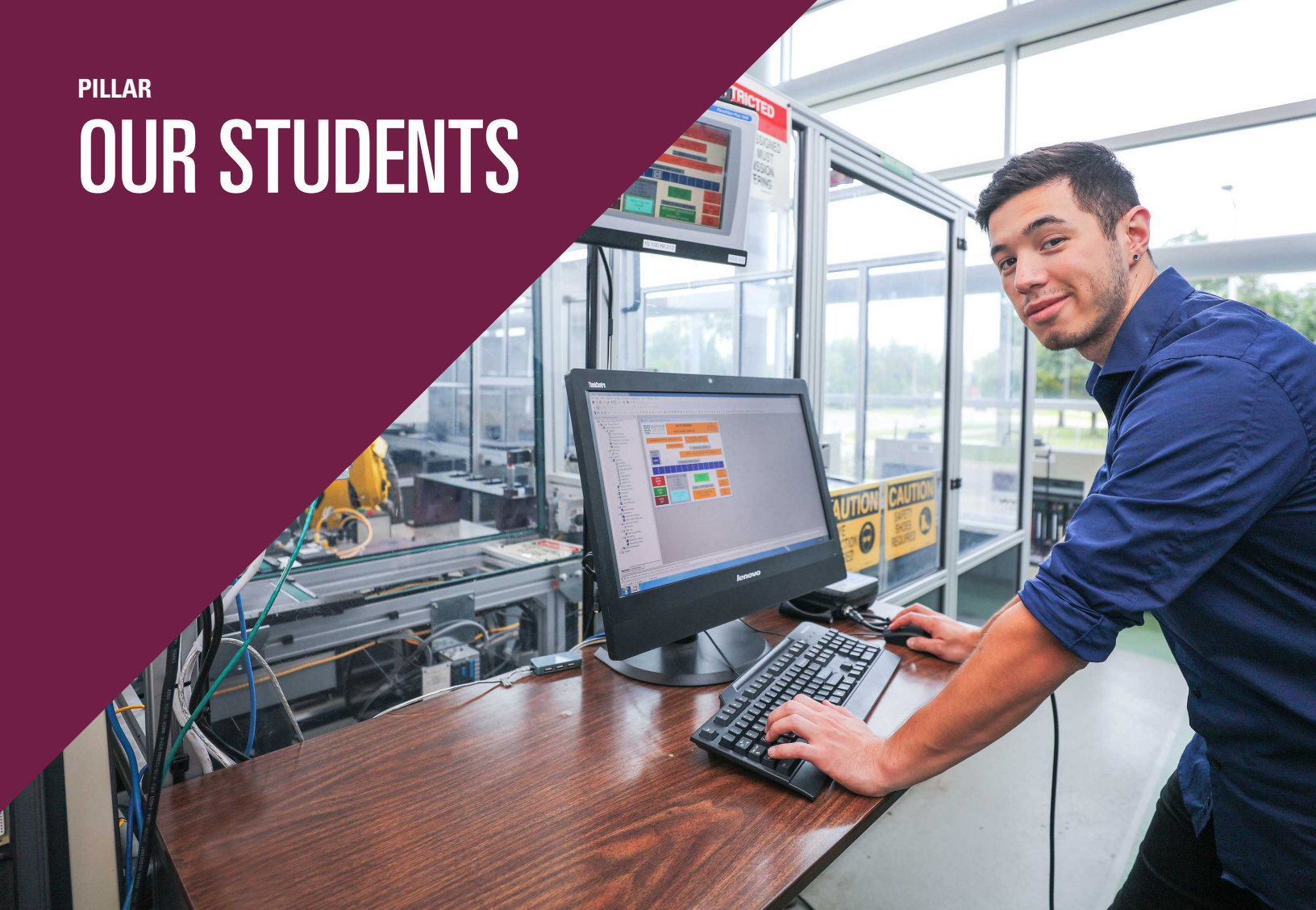


Many of the photos in this publication were taken prior to the COVID-19 pandemic.



PILLAR

# OUR STUDENTS



## GOAL

To educate and inspire students to **realize success** in their careers and communities.

## WE WILL:

- » Deliver high-quality programs that reflect labour markets and are responsive to emerging economies.
- » Provide exceptional learning experiences that create opportunities for students to build resilience, competence, personal capacity and life-enhancing skills.
- » Foster the development of durable skills that are transferable across all industries and workplaces.
- » Champion experiential learning, global engagement and applied research opportunities.
- » Cultivate relationships with students that extend beyond graduation.
- » Advocate for the necessity and value of lifelong learning.

PILLAR

# OUR PEOPLE



## GOAL

To invest in our employees and empower them to be entrepreneurial, innovative and strategic.

## WE WILL:

- » Attract and retain individuals who are highly qualified, creative and collaborative.
- » Foster a culture where all employees are inspired to exemplify our mission, vision and values.
- » Ensure a positive and inclusive work environment that is diverse, respectful and representative of our community.
- » Develop and implement strategies and practices that support the health and wellness of our employees.
- » Leverage the expertise of our employees to make meaningful contributions to student learning and the community.
- » Provide professional development and global outreach opportunities that enhance the skills and knowledge of our employees.



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# OUR WORK



## GOAL

To be a leader in teaching and learning while responsibly managing resources, ensuring good governance and strategically investing in the future.

## WE WILL:

- » Foster an environment that inspires idea generation, bold leadership and purposeful innovation that are consistent with the evolution of work.
- » Lead the development of transformational programs, services and systems that enhance the student experience.
- » Be at the forefront of evolving teaching, learning and applied research practices.
- » Reimagine and grow our facilities to be more flexible, accessible and progressive.
- » Optimize resources and processes in all aspects of our business.

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# OUR COMMUNITY



## GOAL

To drive the **economic, social and environmental success** of our community, locally and globally.

## WE WILL:

- » Establish and strengthen meaningful partnerships with industry, government, community and alumni to ensure our programs are leading-edge.
- » Expand volunteer opportunities for employees and students to help them gain a deeper connection to our community.
- » Leverage and grow our positive impact on our community to help it prosper and diversify.
- » Respect our community by leading environmental stewardship and building social inclusion, while contributing to economic success.
- » Strengthen our relationships with Indigenous communities.

Durham College is committed to a diverse and inclusive campus for all students and employees, regardless of race. We condemn all forms of anti-Black racism and all systems of oppression which deny individuals the right to equitable treatment, access and fairness. We acknowledge that systemic and institutionalized racism serve to limit the opportunities and potential of members of the Black community and Durham College pledges to listen, learn and take actionable steps to ensure equitable and inclusive access for all.

#### **OUR COMMITMENT TO INDIGENIZATION**

Durham College (DC) recognizes that Indigenization is a continuous process requiring each member of our campus community to actively commit to reconciliation with the goal of building respectful, reciprocal relationships that will contribute to better educational outcomes for all students. Inherent among this commitment is our pledge to uphold the seven principles of the Indigenous Education Protocol for Colleges and Institutes of which DC is a proud signatory.

