

Dear Minister Kang,

As British Columbia continues to emerge stronger than ever from the global pandemic, at Okanagan College we remain more committed than ever to achieving our mission of transforming lives and communities. Building on our strong and robust history of nearly 60 years, we support the educational needs of British Columbians at all stages of their lives, so they can contribute to B.C.'s current and future economy and play an increasingly impactful role on the national and global stage.

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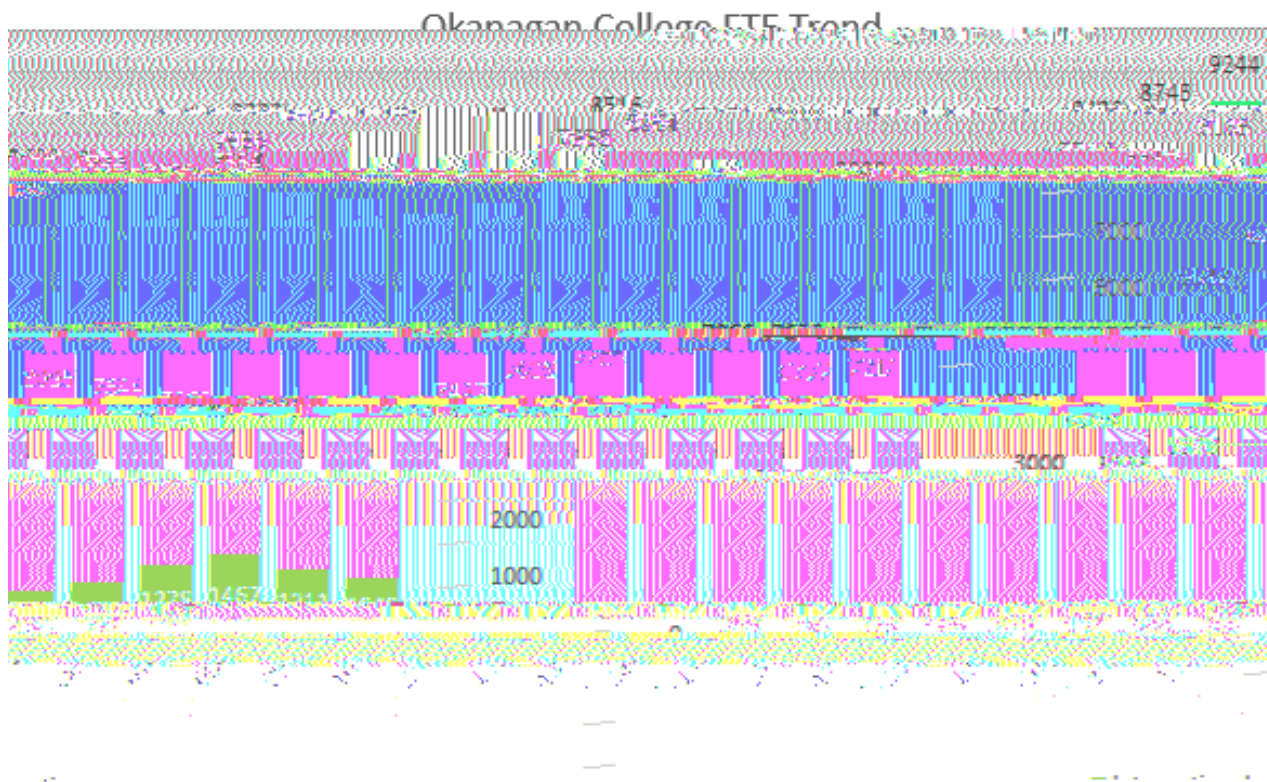


IMPACT OF COVID-19 ON FORECASTS AND ENVIRONMENTAL SCAN

Since the spring of 2020, COVID-19 has continued to affect the global economy. The national, provincial and regional economic recovery is being delayed and is more reactionary. As immunization efforts gain momentum the economic forecasts are increasingly counting on a post-COVID economic recovery expected as a result

of re-opening of the world economy. However, the new variants and future waves of COVID-19 leading to restrictions are not being ruled out. In this evolving economic scene, as the full impact of the virus is realized and the economic forecasting models are adjusted accordingly, the underlying data on the socio-economic factors will be subject to change. The environmental scan that forms a part of this report is based upon the information that continues to evolve.

INSTITUTIONAL OVERVIEW AND STRATEGIC DIRECTION



Okanagan College continues to respond to the growing and shifting needs of the communities it serves. With smaller class sizes, industry-experienced professors, hands-on learning with co-op and practicum opportunities and affordable tuition, Okanagan College continues to ensure that learner success remains a primary focus.

OC has continued to provide an increasing number of training opportunities to students. The College now offers more than 130 programs that provide credentials, ranging from Adult Upgrading to post-baccalaureate diplomas.



In the *Inspire* plan, we are committed to our responsibility toward equity, diversity, inclusion, and social justice (EDISJ). OC is committed to strengthening its culture of inclusion by increasing the equitable and inclusive participation of all diversity groups including systematically marginalized people in every aspect of college life. *Inspire* describes how the College will strive to continue to weave EDISJ principles throughout policy, practice, and action in all aspects of college life.

The College is also committed to strengthening its role as a leader in sustainability; the plan states: "as an active partner in the United Nations' Sustainable Development Goals, we are accountable to meet or exceed expectations of sustainability in our physical spaces, energy usage and our daily activities."

More information about Okanagan College's new strategic plan is available at www.okanagan.bc.ca/inspire

2021-22 IAPR Organization

Taking into account the instructions and suggestions in the Accountability Framework Standards and Guidelines we have used the following methodology to organize the 2021-22 IAPR.

- In this report we have used the 2021-22 mandate letter priority (MLP) number labels to clearly delineate the information that is relevant to the respective 2021-22 mandate letter priority. Similarly, we have used 2022-23 Minister's Letter of Direction (MLD) number labels wherever applicable. Often several mandate letter priorities and/or minister letter of direction labels are applicable to the information presented in this IAPR, so the relevant mandate letter priority labels are clustered accordingly.
- The mandate letter priority numbers as well as Minister's Letter of Direction action numbers we have used are as shown in the previous section titled 2021-22 Mandate Letter Priorities.
- Moreover, a separate table has been included as an appendix to this IAPR that will serve as an index to connect the information related to Mandate Letter Priorities and Minister's Letter of Direction actions dispersed throughout this report. This index table includes information presented in this IAPR, so that it is easy to find the relevant information.

Institutional Overview and Strategic Direction

Labour market conditions are expected to tighten through the forecast period as employment growth outpaces new additions from in-migration, while aging demographics further puts downward pressure on supply. Employment is forecast to match GDP growth this year and slow to about two per cent thereafter, albeit supported by a boost in migration. The unemployment rates is expected to trend in a range of 5.0 – 5.5 per cent in 2022 and 2023, before declining to 4.7 per cent in 2024. Tightening labour market conditions will lift wages, increase investment in productivity measures.”

Royal Bank of Canada (RBC) Provincial Outlook – March 2022 report provided the following brief.

“Provincial economies are on the path to exit a period of highly abnormal conditions. Restrictions will soon be out of the picture—if they’re not already—and barring any new threatening coronavirus variants, the economic recovery will become more complete from coast to coast, spreading to hard-hit close-contact service industries. But the period ahead will be far from the ‘old normal’. Patterns of consumption, savings and investment have changed in fundamental ways, as have Canadians’ job expectations. Inflation (at a three-decade high) poses new challenges.

And Russia’s invasion of Ukraine just added a new layer of uncertainty on the global outlook amid soaring commodity prices. We nonetheless expect all provincial economies to continue to grow in 2022, albeit at a slower pace than in 2021 for the most part—with only Alberta and Saskatchewan accelerating thanks to an upswing in the energy sector and rebound in agriculture.

We have Alberta (+5.8%) and Saskatchewan (+5.7%) topping our growth rankings for 2022, followed by British Columbia (+4.3%) and Ontario (+4.2%). The Atlantic region rank at the lower end, in part reflecting the greater maturity of their expansions.”

Along similar lines, a Globe Newswire article in March 2022 provided the following update:

“Across the province, there were 152,048 active businesses in November 2021, a 2.3 per cent increase compared to January 2020.

By May 2020, the COVID-19 pandemic had reduced the number of active businesses 90 over 17,000 compared to the start of that year. Mathison, President and CEO of CPABC. “By November 2021, as our economy reopened, the number of active businesses had increased in sixteen of the past eighteen months and exceeded pre-pandemic levels.”

Business activity increased the most in media-related services, with 2,052 businesses in November 2021, an increase of 8.7 per cent compared to January 2020. However, business activity was still below pre-pandemic levels. The largest decrease was in tourism, where the number of active businesses remained 1.9 per cent lower than in January 2020.

“It will be important to help industries still facing challenges through skills training for displaced workers and business support,” noted Mathison. “Another sign of investment recovery is that the number of housing starts reached a new record in 2021, largely driven by rising prices and demand.”

In 2021, 43,360 housing units began construction in B.C., slightly above the record high set in 2019 and 24.3 per cent more than in 2020. Attached units, such as condos, apartments, and townhomes, accounted for nearly four-fifths (78.4%) of all units started in 2021.

B.C.’s inventory of major projects increased to \$394.3 billion in Q3 2021, up 6.4 per cent compared to Q3 2020. The two largest projects started in 2021 were the Lougheed Town Centre Redevelopment (\$7.0 billion) and the Soadway Subway Project (\$2.8 billion), while the LNG Canada Facility (\$36.0 billion) continued to be the largest project underway.

“These investments will increase housing supply and boost our economic outlook going forward, providing greater access to nature, improved education facilities, and connecting our communities,” continued Mathison. “However, the impact on some investment trends, including on private non-residential investment, GDP and government debt.”

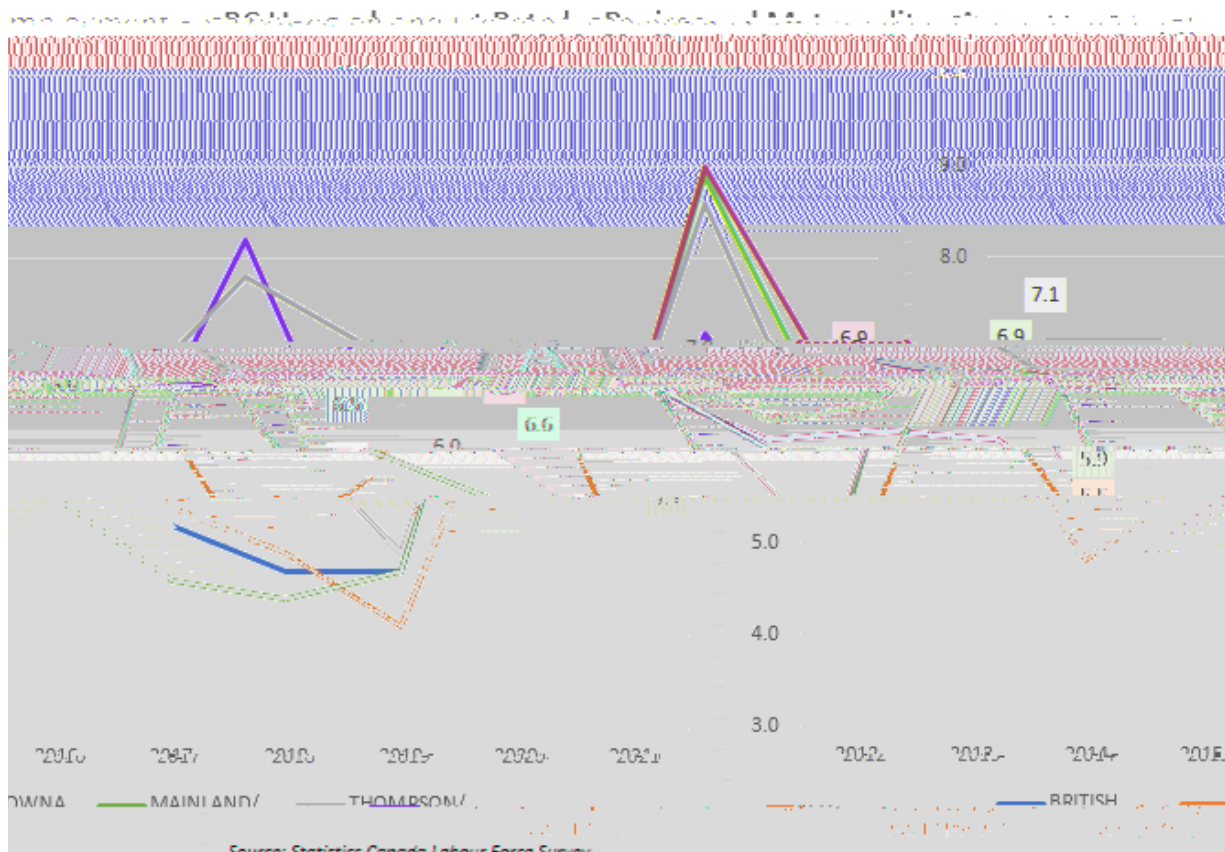
Private non-residential investment in the construction – decreased to \$4.4 billion in 2021, compared to \$5.0 billion in 2020.

Inflation-adjusted GDP per person was forecasted to reach \$53,623 in 2021, below the \$53,983 set in 2019. While it is expected to exceed pre-pandemic levels in 2022, the impact of the 2020 recession will permanently reduce the GDP outlook.

B.C.'s Budget 2022 also showed that provincial net debt-to-GDP has continued to increase, forecasted to reach 22.8% in 2024-25 compared to 17.8% in 2021-22.

“While investment activity has increased considerably over the past year and a half, challenges remain,” concluded Mathison. “Given the sustained decline in private non-residential investment, it will be important to target policies that encourage and attract business investment to help boost our productivity and incomes. It will also be important to create a plan to return to balanced budgets and control debt, particularly as the Bank of Canada has begun to increase interest rates.”

EMPLOYMENT AND LABOUR MARKET



Under normal circumstances, variables that contribute to enrolment forecasting at Okanagan College are: the overall regional unemployment rate and the regional Grade 12 headcounts (combined with the immediate K-12 to post-secondary transition rates within the College catchment area).

Generally, as employment increases (unemployment rate decreases) and Grade 12 headcounts decrease, College enrolments can be expected to decrease – or at least experience slower growth.

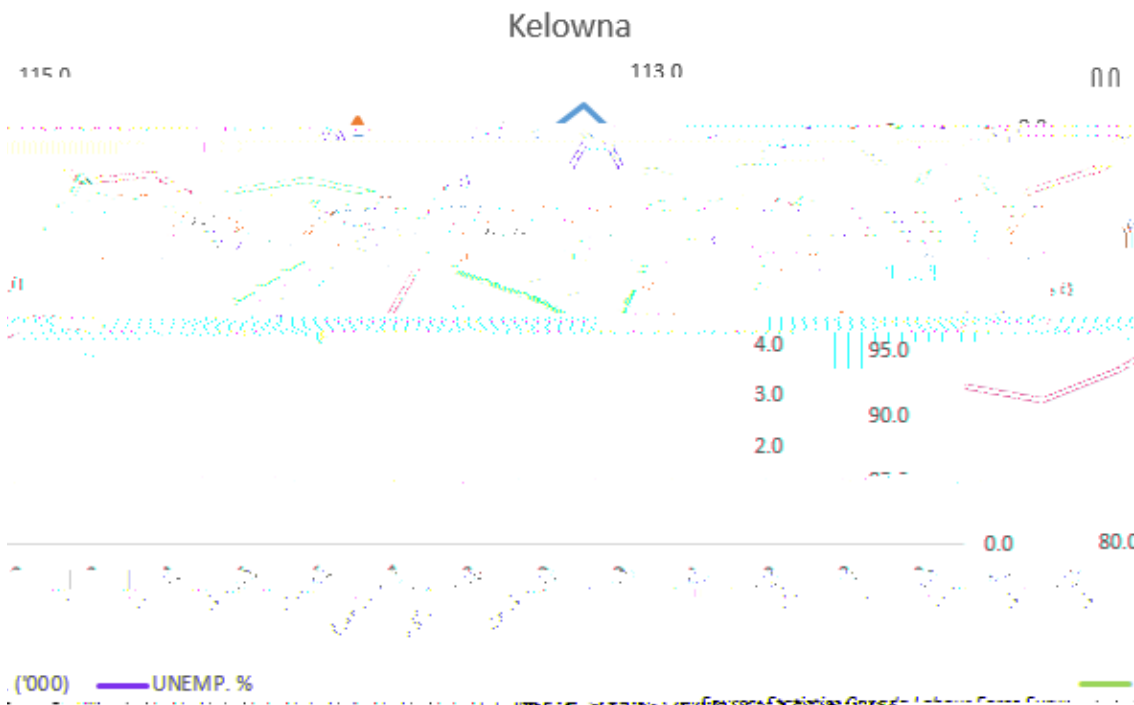
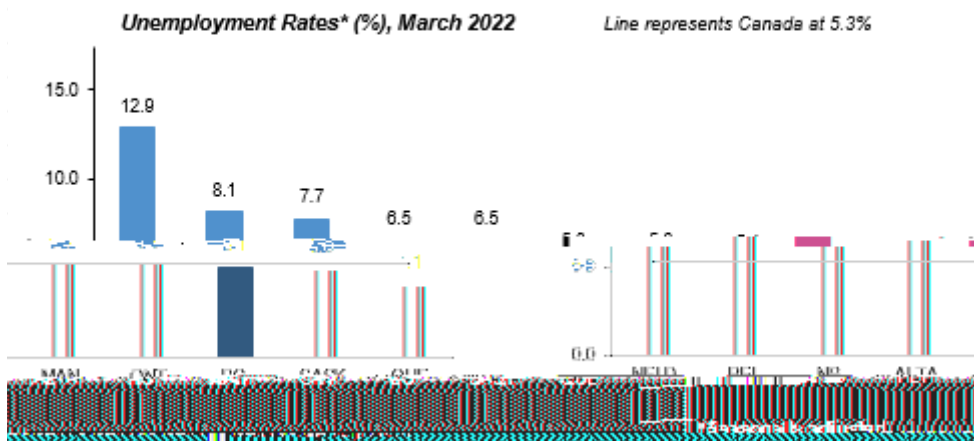
OKANAGAN EMPLOYMENT

Prior to COVID-19, B.C.'s unemployment rate was at a historic low i.e., 4.7 per cent in 2019 while Kelowna's unemployment rate was at 4.1 per cent. The Thompson Okanagan region had a 5.1 per cent unemployment rate.

As COVID-19's early impact became more visible, Kelowna's unemployment rate increased from 4.1 per cent in 2019, to 7.2 per cent in 2020. It then improved

to 5.5 per cent in 2021; however it has risen again to 6.8 per cent in March 2022. Overall improvements have been noticed in the Canadian and B.C. unemployment rates in March 2022. Currently, the rates stand at 5.3 per cent and 5.1 per cent respectively.

The 2020 unemployment rate for the Thompson Okanagan region was 8.6 per cent. It declined to 5.9 per cent for 2021, however it is rising again at 6.2 per cent in March 2022.



POPULATION PROJECTIONS AND GRADE 12 HEADCOUNTS

Below are the population projections for the 15 to 39 age cohorts for the Okanagan Region; these age groups account for nearly 90 per cent of the fall term headcount at the College. Overall, the regional population for the 15-to-19 age cohort was anticipated to continue to decline until 2021. After some decline

and plateauing till 2025, however, the 20-to-24 age cohort will be in a rising trend for the rest of the forecast period. The population of 25-to-29 year-olds is expected to see an upward trend till 2026 after a dip in 2021. The 30-to-34 age cohort is also expected to see a gradual increase with some plateauing forecasted in 2025 and 2026, while the 35-to-39 age cohort is expected to generally increase until 2030.



NET REGIONAL MIGRATION

In recent years, there has been a general increase in the number of people migrating to BC from other provinces, as well as an increase in immigration from

other countries. The Thompson Okanagan region (which includes portions of the Southern Interior
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A January 2022 news story published by infonews.ca details the current state of job market in the Thompson-Okanagan Region below.

“While thousands of working-age people moved to the Thompson-Okanagan region in the last two years and the overall number of jobs has increased by 6,400 since December 2019, there are still great inequities in the job picture. “Some of the region’s largest employers continue to struggle while others face growing labour shortages, and a lower participation rate means less people are actively looking for work,” Karen Christiansen, partner at MNP LLP in Kelowna, wrote in a letter to the editor submitted on behalf of the Chartered Professional Accountants of B.C.

After the pandemic hit in the spring of 2020, the number of jobs in the Thompson-Okanagan region dropped by 24,000 by May 2020 compared to December 2019. Since then, not only has that number of jobs been recovered but another 6,400 new jobs were added, leading the province in job creation. During that time, 17,300 working age people moved into the region and the unemployment rate has fallen from 5.0% in December 2019 to 4.6% in December 2021. The increase in jobs has been accompanied by a lower participation rate in the labour force, leaving 21,000 jobs unfilled. That is a record high of 7.8% of the region’s 301,900 jobs not being filled. In December 2019, 62.9% of working age residents were employed or looking for work in the region. That’s now dropped to 61.9%. Job growth has been very uneven. “Overall, employment gains were concentrated in the service sector, which

HOUSING

As the world grapples with the health, economic, social and climate crisis over the medium term, Canada is expected to remain one of the top desired destinations for international students. Despite some border control related delays and visa processing challenges that emerged during the pandemic, international students are expected to continue to move to Canada and BC for various reasons. These reasons include ease with which an international student can qualify post-studies for permanent residency, and the accommodative



MISSION

Okanagan College transforms lives and communities.

CORE VALUES

1. Learner Success.
2. Access.
3. Continuous Improvement.
4. Collegiality.

KEY DIRECTIONS

Supporting Learner Readiness and Success (See page 24)

Excelling in Teaching, Programming, and Applied Research (See page 48)

Serving and Engaging the Community (See page 59)

Working With, and Learning From, the Indigenous Community (See page 64)

Focusing on Organizational Sustainability (See page 67)

ALIGNMENT, PATHWAYS, TRANSITIONS AND SUPPORTS

continued to serve its mandate letter priorities, while meeting the requirements of key directions of its previous strategic plan – *Towards 2020*, while building the new *Inspire* strategic plan. COVID-19 challenges were met with innovative approaches to course delivery and student services. Various pathways, transitions and supports are well-ingrained in the delivery of Okanagan College's programming.

Recruitment Information – Supporting Access

MLP1, MLP2, MLP3 - A detailed description of pivoting of student recruitment events in response to COVID-related challenges was reported in last year's 2020-21 IAPR on pages 24-25. For instance, as reported in 2020-21 IAPR:

- A pan-institutional Recruitment & Marketing Task Group was established in November 2020. The mandate of the group was to develop an interim recruitment and marketing strategy designed to ensure prospective students remained informed on the post-secondary options available to them through Okanagan College. The Recruitment & Marketing Task Group continues to meet on a regular basis to monitor application and conversion rates for all regions and programs; identify programs that may need additional attention and provide input to the associated recruiting/ advertising activities; and track recruitment activities throughout the institution, including individual and group virtual sessions. At regular task group meetings, monthly reports, including individual and group virtual sessions, are presented and analyzed to add to the conversion rate.

to enable sharing of a growing gallery of social media content to celebrate the return to campus and support our strong connections. The webpage provided a platform for new students to know more about professors and instructors, staff, fellow students, alumni, and others in the broader OC community. The OC community posted and tagged their content with #WelcomeHomeOC, as they responded to the call to share:

- A 15-30 second video message with a personal message (or written message with photo) for students using the form on the website. This message was then shared on the main OC social channels including sharing it on social media with the hashtag #WelcomeHomeOC.
- A 15-30 second video (or written message with questions posed using the form on the website. This message was then shared on the main OC social channels including sharing it on social media with the hashtag #WelcomeHomeOC.

Several positive and supportive messages to welcome everyone back were shared.

MLP1 - In anticipation of expanded access and on-campus services in August 2021, the College also published its Communicable Disease Plan. This living document was expected to grow and evolve over time, in step with guidance from the BCCDC, the Ministry of Health, the First Nations Health Authority. Based on guidance from the province, this plan replaced previous Covid-19 Health Safety protocols. FAQs were posted online for students and employees. The College also published new mental health resources from Counselling Services to support employees and students during the return to campus, as well as an employee guide on Three Steps to Assisting Colleagues in Distress to understand the signs and potential responses. This plan anticipated that future mandates and health directives could

CELEBRATING STUDENT EXPERIENCE AND ACHIEVEMENTS

The College remains proud of success and achievements of its students. 2021-22 was no exception. Despite many challenges, including the pandemic, Okanagan College students and other stakeholders continued to celebrate these achievements.

MLP2 - In May 2021, Okanagan College opened its doors – albeit virtually – for a popular art-and-network event which brought together industry partners, community, students, faculty, mentors and supporters in celebration of the OC Animation program's 2021 Industry Night event painted a picture of OC student success. Local animation studios had the opportunity to canvas the next generation of talent from Okanagan College's Animation Diploma program at the third-annual Industry Night, which showcased students' artwork, demo reels and professional portfolios.

OC student Isabelle Stuetz is a passionate Taiwanese Canadian artist who specialized in layout design, concept art and animation. For her, graduation was the next step to a life-long career in the animation industry. "I came into this program with little to no knowledge about the animation industry and now I can't imagine not being in it," said Stuetz. "This program has pushed me into new growth as an artist – in ways that I would not have been able to do on my own – and with my skills, artistry and knowledge I am empowered to launch into a career that is so inspiring."

Throughout the evening's events, Stuetz, along with the rest of the graduating students, hosted their own breakout rooms where guests joined them to chat, network and view their individual artwork. "The quality of work we're seeing from our students is very high – these are eager professionals who have honed their craft and could walk into a studio right now and start performing," said Acting Chair of the Animation Diploma program James Wood.

MLP2 - Okanagan College Enactus students won Competition category at the Enactus Canada National to win this award and marking them as the team to beat in years ahead.

Enactus OC was recognized as one of the top four FruitSnaps, CanSave and Rising. The winning pitch netted the College's Enactus team \$2,000 in awards – which went directly back into the programming to support current and future initiatives.

This was the third year in a row that FruitSnaps was placed third in the Climate Action Challenge.

OC students Sunidhi Sobti, Gurjot Singh, Karsten Ensz and Danielle Walker made up the team who pitched their idea, Backyard Bites. The idea received accolades for its goal to reduce greenhouse gas emissions by implementing organic edible landscaping in suburban houses through providing eco-friendly gardening kits and services. Students were required to pitch to a virtual panel of judges and the OC team was named victorious after several pitch rounds.

"I am so proud of our presenting and national teams," said OC student and pitch team-member Walker. is an amazing feeling and we hope to defend that title next year."

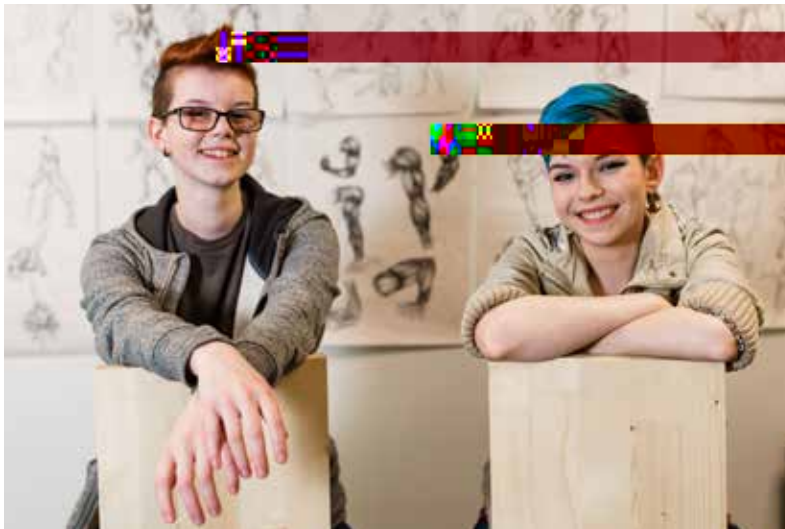
Over the past decade, Enactus programs in post-secondary institutions across Canada and the world have grown exponentially. Enactus OC has seen much success in years past and have received numerous awards on both the regional and national stages

including their most recent regional win which saw Enactus made it to the top four teams in Canada was in 2014.

Enactus OC is also the only team in Western Canada to

"Despite the many challenges of the pandemic, these students stayed committed to their Enactus initiatives and have found opportunities to expand their projects in our communities and our global community as well," said OC Business professor and FruitSnaps Faculty Advisor Andrew Klingel.

"I'm so proud of our teams and it's wonderful to see their determination, hard work, creativity and entrepreneurial spirit recognized at this level."



Enactus OC President Nicole Sapieha, who graduated that spring with her Bachelor of Business Administration, also achieved a victory of her own at the competition – she was named one of just six females from across Canada to receive the HSBC

Women's Entrepreneurial Leadership Award.

"I am honoured to have been nominated for this award and am so grateful to be one of the six females across Canada to be recognized with this award," said Sapieha. "I have been able to lead an amazing group have ever faced, and I am so incredibly proud my fellow students and the faculty that have helped advance our projects and helped us achieve such successful competition outcomes."

The award is designed to recognize, celebrate and honour female post-secondary students who exemplify success and inspire their peers, community and country through entrepreneurial leadership. She received a \$1,000 scholarship and a further \$2,500 project scholarship for her team. "It's very bittersweet to see

this chapter of my life coming to a close," says Sapieha. "Completing my undergraduate degree as the President of Enactus Okanagan College and as one of the top teams in Canada is an accomplishment unlike any other."

Sapieha was part of the national presenting team along with fellow students Zackery Plaxton, Rachel Cramen, MacKenna Lenarcic, Danielle Walker, Sundihi Sobti and Karsten Ensz. The students were led by Faculty Advisors and OC Business professors Dr. Kyleen Myrah, Devin Rubadeau, Mark Ziebarth and Andrew Klingel. Danielle Walker succeeded Sapieha as President of 8aTVghf`B 6`TaWWWfb`j`g`g`X`Vba`WkaVX`Vb``aZ` off victories in the Intuit Sustainability Pitch challenge and as Project Manager for the award-winning Enactus CanSave project.

Okanagan College's School of Business Dean William Gillett could not be more impressed with the level of competition and talent demonstrated from OC Enactus students.

"Our students truly embody Okanagan College and everything that we do here," says Gillett. "They are a shining example of transforming lives and communities and I am so pleased their efforts – which include hundreds of volunteer hours – and the efforts of our YTVhg`[`Ti`X`UXXa`eXVbZa`nXWba`fhV[`T`[`V[`zcdb`_X`

Supporting Learner Readiness and Success

MLP2 - As a result of a unique collaboration with the Kelowna-based winery, Sandhill Wines, Culinary Arts students cooked a three-course plated dinner as part of a pop-up dinner series Aug. 10 to 13.

"We are thrilled to welcome the students of Okanagan College into our kitchen. They have conceptualized a mouth-watering menu which truly represents their creativity and skill. We are very excited for this collaboration," said Brittany Price, Estate Manager, Sandhill Wines.

Dinner was served in Sandhill's barrel cellar, and diners could select from three different appetizers, desserts
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Sandy Leier's curated a wine pairing which will also be available as an add-on.

"This is very exciting. Sandhill is providing a special opportunity for Culinary Arts students, when they begin cooking in professional kitchens off-campus and providing real-world service experience," explains Culinary Arts Chef Jim Armstrong.

"We are grateful to Sandhill for welcoming Okanagan College students into their kitchen, and we are thrilled to show clients our passion for food."

This special event came on the heels of OC's Culinary Arts fourth installment of the student dinner series. More than 40 guests enjoyed an Okanagan-inspired meal on the patio of Infusions at the Kelowna campus on July 23.

The dinner was in collaboration with Vanessa Vineyards and featured acclaimed winemaker Howard Soon – a long-time instructor of OC wine programming – on hand to talk about the winery's latest vintages.

MLP1, MLP2 - Okanagan College Culinary students and instructors helped to spread Thanksgiving gratitude to students with a holiday inspired meal. Students pulled out all the stops to prepare a Thanksgiving meal with all the trimmings for students in need as part of the innovative OC Serves Up program.

The program was launched in the middle of the pandemic last year to combat food insecurity and has just relaunched again in 2021-22 academic year. "OC Culinary Arts students serve 50 meals a day to students in need as part of the OC Serves Up program," said Culinary and Pastry Arts Manager Cari Jahns. "This is a heartwarming example of students helping students."

The meal consisted of turkey with gravy, mashed
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cranberries on top. And while not every meal was a holiday delight, every meal was a large and hearty lunch with nutrition and taste at the forefront.

"Students who signed up to receive meals from the OC Serves Up program are expecting to walk in and see a week-old sandwich and when they realize what their meal is, they're blown away by the quality," said Zuzana Lehocky, Head Server at OC's Infusions Restaurant. "The response has been so wonderful, and students are super excited and grateful to receive these meals."

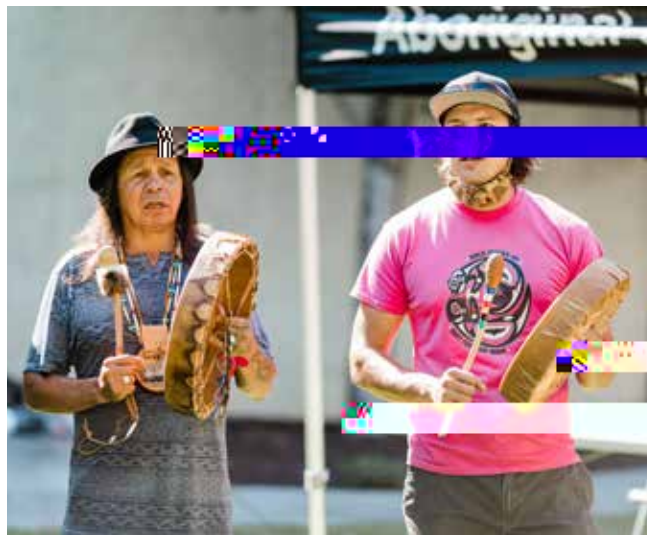
MLP2, MLP3 - In one northern village, Indigenous cultural needs and massive construction projects combined to create demand for specialized Okanagan College Trades training to support community members.

Located on the north coast of British Columbia, the Gitxaala Nation's main community is in Kitkatla. It was years ago, as projects such as the LNG Canada in Kitimat and port expansion in Prince Rupert were announced. But it was a smaller project closer to home that inspired Gitxaala Nation to empower its members with carpentry training.

"In the village, Lach Klan, the plan is to build a traditional longhouse as a cultural project. We're wanting to provide carpenters the opportunity to build a Kitkatla project that is going to be there as an important part of their community for years and years to come," said Evie Nance, Gitxaala CCDP Employment and Training Manager.

The BC Regional Council of Carpenters, together with Bird Construction, the Gitxaala Nation, JGC Fluor (the prime contractor for LNG Canada) and the Industry Training Authority, collaborated to develop an eight-week Introduction to Carpentry and Formwork Program. The program was designed to equip Gitxaala Nation members with skills to become carpenter apprentices.

Ten individuals, four of whom are women, successfully completed the program and are now employed with Bird on the LNG Canada (LNGC) project in Kitimat. Progression to the next level of carpentry training was essential, though, and Nance began hunting for an organization that could bring the education to the community.



"I did my research on who had the best track record working with Indigenous communities and Okanagan College was one of the institutions mentioned," Nance explained. OC Carpentry Instructor Kelly Brochu travelled to the northern community to lead Level 1 apprenticeship training to the 10 students, who ranged in age from 18 to 44 – including people with grandchildren. It was a smaller class due to pandemic classroom size restrictions, and the group quickly bonded over carpentry lessons and challenging life lessons as well.

"The students were getting hit with disasters like family emergencies, apprenticeship EI funding didn't come through, a death in the family," Nance explained. "Despite it all, the students still showed up. They still had smiles on their faces, laughing and teasing each other. They said it was really hard, but they pulled through."

At the graduation ceremony, key stakeholders such as representatives from the BC Regional Council of Carpenters who initially visited with the class during a different group of individuals.

"The comments they were telling me were so heartening. They couldn't believe how mature the students were; not only did they become tradespeople, but they had developed incredible emotional maturity," Nance said.

"Apprenticeship training is always multi-faceted, as it teaches apprentices skills but also about the importance of resiliency," said Teresa Kisilevich, Associate Dean of Trades and Apprenticeship at

Okanagan College. "It was an honour to deliver training for Gitxaala Nation in their territory and be part of the students' transformation."

The next step for Gitxaala will be to offer Level 2 Carpenter Apprentice training to be held in August. For Nance, choosing a training provider is an easy decision. "It's going to be Okanagan College, because I want it done right," she says.

MLP1 - Okanagan College translated its diverse student population into a learning opportunity during International Education Week (IEW) as students and staff celebrated cultures and encouraged each other to experience what other countries had to offer.

On Tuesday, Nov. 16, the Kelowna campus held language lessons at the Centre for Learning atrium, where student volunteers set up booths that others can visit to learn a bit more about various languages and cultures. Languages represented included Spanish, Punjabi, Hindi, Japanese, Chinese, Korean, Bengali and Portuguese. In addition to language instruction at the booths, there were also various games and crafts.

International Student Liaison Sora Chang is one of the organizers of OC's IEW Kelowna event, and she said it was amazing to see staff and students interacting with each other face to face. "The students really enjoyed chatting with other students in person," she said. "This is a great chance for international students to meet Canadian students as well and come together."

She said events and initiatives like IEW are important not only to encourage international students at the event but also to celebrate their culture and heritage.

International Education Week (IEW) is a time for students to share their culture and heritage. The event was held at Okanagan College Kelowna campus on Tuesday, Nov. 16. The event was a success and provided a great opportunity for students to experience what other countries had to offer. The event was held at the Kelowna campus of Okanagan College.

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MLP2 - The Enactus Okanagan College student team was recognized with an Excellence in Innovation Award, bestowed when students demonstrate their commitment to tackling some of Canada's biggest challenges.

"We have come a long way this year," explains Danielle Walker, EnactusOC President. "Our team has tripled in size, we have scaled and rebranded projects, and we have also started some amazing new ones. Our team has pulled together, shown great strength, adapted in challenging times, and paved the way for future success. These awards demonstrate EnactusOC's determination, resiliency, and desire to better our community; I am extremely proud of all our members!"

Challenge – the fourth time in a row that OC has come out on top in this category. They were recognized for the Unusually Good apple cider project, which uses discarded fruit in the agricultural process to create 100% pure, fresh orchard-pressed and pasteurized beverages. Proceeds from beverage sales support apple chip processing, which are donated to children and community members facing food insecurity.

Unusually Good was also at the heart of the team's Entrepreneurship Challenge win – a back-to-back golden performance. They were also crowned champions in the Entrepreneurship Pitch Competition, which pitted them against other teams across Canada.

EnactusOC was also named runner-up in the Financial Education Challenge, for the Ivy Collective project. New this year, Ivy Collective created an inclusive and supportive environment for immigrant and They provided a free workshop series to newcomer Canadians to teach essential career skills and are now extending the reach of the program through virtual sessions being promoted in Vancouver and Toronto.

The team was coached by Business professors Andrew Klingel, Kyleen Myrah, Danielle Robinson, Sheilagh Seaton and Mark Ziebarth. "These awards speak to the tremendous impact the Enactus students have on their community. Despite the many challenges of the last change, but even started new ones," says Klingel. "We are so proud of these students as they are a shining example of transforming lives and communities."

MLP2, MLP3 - An Okanagan College graduate is Tournament in Kelowna.

Desarae Craig currently works at KF Aerospace as a structures technician, but before she got there, she was an Aircraft Maintenance Engineer – Structures (AME-S) student at Okanagan College. Since graduating in October 2020, her work at KF has included converting old passenger planes into cargo planes, using everything that was taught during her program.

"All the skills I learned have helped me so far," Craig says. "Everything we learn in school applies in some way or form in your working life, because they're all relevant."

So, when the Aero Skills Tournament rolled around, she says she felt ready to participate. The Aero Skills Tournament is a U.S. and Canada-based aircraft skills competition, developed by Aircraft Technologies Group (ATG). Jay Logie is the founder of ATG and he says the goal of the competition has always been to generate interest in structures, mechanics, avionics and composites.

The competition features solo and team events, where participants show off their skills through various tasks including drilling, riveting and assembling structures. Overall, it showcases to the audience how the work is done, and how well the participants do their tasks under pressure.

"There isn't anything like this in the world right now,"

Craig said the win is a beginner's validation for her, and encourages her to keep going. "I would really like to see girls get into this," she says. "It's a fun, fast-paced industry and there are new tasks every day and you're always learning. I hope my presence and win inspires someone to get into this industry too."

AWARDS AND OTHER SUPPORTS

MLP2, MLP3 - A much-coveted subscription box from

Beedie Luminaries is a foundation that provides select students across B.C. the opportunity to advance their education, achieve their dreams and inspire others. The foundation's scholarships remove barriers to education

MLP3 - Winemaker George Hanson, who passed away recently, was widely acknowledged for his efforts to grow the B.C. wine scene. A new award funded by the Thompson Okanagan Tourism Association (TOTA) will commemorate his legacy, while helping a viticulture student at Okanagan College to cultivate their future in the industry Hanson so dearly loved.

TOTA has donated \$1,500 to create the George Hanson Memorial Bursary, which will be open to



STUDENT SUPPORT AND SAFETY RESOURCES

MLP1, MLP2, MLP3 - In 2021-22, Library Services, which includes the Kelowna Success Centre, supported student access and success through its student-centred facilities, professional staff, and curated learning resources on the four campuses of Okanagan College, and via a robust online presence. During this second year of the COVID-19 pandemic, most services returned to normal, but with an increased emphasis on assisting remote learners, many of whom were enrolled in online and/or hybrid classes. Here are some [unclear] students.

Removing barriers to access:

- Over the past three semesters, students across [unclear] decreased or zero textbook costs thanks to e-texts licensed by the Library and/or open educational resources (OER).
 - Many Adult Upgrading and English Language students were able to borrow their textbooks from the Library, saving them each many hundreds of dollars; in cases in which students were unable to come to campus, books were sent by mail.
 - Librarians provided research assistance to students virtually, via multiple platforms, including Zoom and AskAway, the provincial collaborative virtual reference service.
- [unclear]

MLP1 - In response to COVID-19, Okanagan College offered most services virtually until September 2021. To ensure awareness of available services and to increase access points for prospects and students seeking information, we started offering virtual drop-ins for most of our services, piloted live chat, and increased our presence on various social media platforms. An online appointment booking system was implemented to make booking appointments with various services more accessible. We continue to offer live chat and virtual drop-ins as well as in-person drop-ins.

In the Fall of 2021, Counselling Services has offered two programs in a virtual format to provide students on all VT campuses. The first program, Flourish, was a successful in-person program that has moved to an online format for students and employees. Flourish offers drop-in workshops, creating a safe space to support student wellness and mental health. The second program, GROW @ OC, is an online drop-in workshop series for all registered OC students to connect and learn strategies to be an effective student and practice tools to help them become more resilient and proactive. Various themes are explored and student-inspired: the challenges of being a student, time management, stress, self-care, productivity, and motivation, how not to be so hard on yourself, etc.

A doctor referral program was created for OC's largest campus in collaboration with a Kelowna-based clinic. The program supports students who need access to a local family doctor and require primary care for the duration of their studies at Okanagan College. We have referred over 60 students to date.



MLP2 - To date, OC is not offering a Campus Navigator Program and therefore is not participating in the community of practice. However, OC created a case manager position (Student Support Coordinator) that has as its focus the responsibility to support students with complex, often intersecting, barriers. Following positions have been created at the College.

- Indigenous Student Services Coordinator (ISSC) [formerly: Aboriginal Transition Planner]:** The ISSC position, found at each of our four major campuses, acts as a primary resource, providing holistic support for prospective and current Indigenous students throughout the student life cycle. The ATP acts as a point of contact prior to admission and then becoming a focal point of support while the student is enrolled. Whether it's basic advising, assisting with funding applications, making referrals, or simply being available to listen, the ISSC is an invaluable resource.
- Access Liaison:** Acts as a point of contact for students requiring accessibility services. The Access Liaison focus is on conducting intake appointments, clarifying medical and psycho-educational documentation requirements, assisting students with documents and funding forms, and connecting students to other community and campus supports as needed. While the Accessibility Services Coordinator is ultimately responsible for assessing documentation and approving and coordinating accommodations, the Access Liaison will often act as a troubleshooter.
- Financial Aid & Award (FAA) Assistant:** The FAA assistant position, also found on all four major campuses, provides prospective and current students, staff, and the public for information related to student aid and awards funding. The FAA assistant provides a wide array of support and information. However, the position tends to spend a considerable amount of time helping adult upgrading students complete and submit forms for the Adult Upgrading Grant and students who require emergency funding. The position is often called upon to support students applying for and interpreting policies related to student loans.
- Indigenous Services Assistant (ISA):** The ISA position provides support to Indigenous students, staff, and the public. The ISA acts as a point of contact for students requiring support with Indigenous services, including but not limited to: cultural programming, language support, and connecting students to community resources.

point of contact for students requiring indigenous services on our largest campus. While the duties include inquiries, assisting with completing forms, making referrals, and connecting students to other supports in the community and on campus as needed.

- **Student Support Coordinator (SSC):** The SSC position was created in 2021 as part of a pilot program. This position acts as a case manager to support students of concern, students at risk, and students with complex needs, and takes the necessary steps to achieve positive outcomes. The position also facilitates the coordination or care and individual support for students experiencing experienced sexualized violence. The purpose of this role is to enhance the conditions and likelihood of students' personal and academic success, to empower students to take an active role in their own well-being, and to contribute to a campus community that strives to be deeply supportive and

conducive to positive mental health and overall well-being. The pilot program has been successful,

Early Childhood Education - FTEs and Credentials	Fiscal Year				
	2017-18	2018-19	2019-20	2020-21	2021-22
Total Early Childhood Education FTEs	41.8	87.8	99.2	53.2	70.8
Total Early Childhood Education Credentials	25	19	58	50	32

Notes: 1). Fiscal year is from April 1 to March 31. 2). FTEs generally do not connect with Credentials for Early Childhood Education programs as the students often do not receive a credential in the same year they start the program.

Trades FTE Utilization Rate - Based on 80% of Intake Capacity	Fiscal Year				
	2017-18	2018-19	2019-20	2020-21	2021-22
Apprenticeship Total					

Okanagan College continues to ensure that the programming offered to our students ultimately helps them meet their career goals. The College continues to engage the students, alumni and employers on a

Former Youth in Care

MLP2 - Former youth in care (FYIC) students continue to access the tuition waiver program. In 2021-22 there were 48 tuition waiver program participants. This is up from 43 participants in 2020-21. Each student who submits a consent form is sent a letter from our Financial Aid & Awards (FAA) department to outline additional supports for which they may be eligible. The FAA website has detailed information about FYIC. Student Services team arranged social media campaigns to bring more awareness to what is available to students, including awards and other funding. The College continues to consider additional ways to promote this opportunity.

B.C. Post-Secondary Student Survey on Sexual Violence

MLP2, MLD2B - Okanagan College's Institutional Research Manager was part of the working group that helped develop B.C. Post-Secondary Student Survey on Sexual Violence. The survey working group consisted of members from the Ministry of Advanced Education and Skills Training (AEST), BC Campus and some BC higher education institutions. The overall purpose of the working group was to provide advice and guidance on the development of the survey. Subsequently, in the

Sexual Violence and Misconduct Policy

MLP2, MLD2B - Okanagan College approved and implemented its Sexual Violence and Misconduct (SVM) Policy in June 2016. Following a formal review in June 2019. The policy incorporates a careful review of best practices in policy development, other post-secondary institutions' policies, and consideration of new provincial government legislation.

The College has worked closely with the Okanagan College Student Union (OCSU) and Vernon Student Association OC (VSAOC) to implement related training as well as promote the policy and processes. In 2022, Okanagan College has commenced the legislated three-year review of the Sexual Violence and Misconduct Policy in order to examine any potential improvements or amendments.

The College is guided by the principle that addressing sexual violence is more than just policy development. It is also about preventative action. To that end, the College continued to partner with the Okanagan College Students' Union in the delivery of a consent campaign to students. The campaign focused on healthy sexual relationships based on consent, regardless of context (i.e. only yes means yes).

The Sexual Violence and Misconduct (SVM) Committee has shifted from its primary focus being policy to education and awareness. We've added a mandatory Sexual Violence Prevention learning module in our online student orientation. Furthermore, Okanagan College's SVM committee continues to engage both our students and staff in the following SVM related training and activities:

- Mandatory Consent and Sexual Violence training for all students.
- Training staff to facilitate synchronous consent and sexual violence training for students.
- Training for staff on supporting survivors and responding to disclosures of sexual violence.
- Wellness peer ambassador pop up booths with "Let's Get Consensual" campaign items.
- What Were You Wearing? Campaign.
- Missing and Murdered Indigenous Women (MMIW) Vigil

- All SVM committee members to complete the following SVM sessions created by BC Campus for post-secondary institutions:
 - Consent and Sexual Violence.
 - Supporting Survivors, responding to disclosures of sexual violence.
 - Active Bystander Intervention.
 - Accountability and Repairing Relationships.
- Onboarding the REES software platform to report, record and track any SVM incidents on campus.
- Onboarding the REES software platform to report, record and track any SVM incidents on campus is an important area of focus. Okanagan College has partnered with REES (Respect, Educate, Empower Survivors), a 24-hour, seven-day-a-week centralized online reporting and information platform that provides increased options for students and employees to report campus sexual harassment, misconduct, and assault. REES includes multiple reporting options and critical information about resources and supports available both on campus and in community. Okanagan College joins Columbia Bible College, St. Francis Xavier University, the University of Windsor, the University of Winnipeg, and others in implementing REES.

"While our sincerest hope is that no Okanagan College student will ever have need to use this platform, sadly we know that sexual violence remains all too prevalent in our society," said Meri Kim Oliver, Vice President Students for Okanagan College.

"It is of vital importance to us that students know what tools and processes are in place to support them at the College, and that our employees understand how and where to direct students to access these supports when needed. We encourage all members of our learning community to visit OC's sexual violence information page to familiarize themselves with REES, with our Sexual Violence Policy, related policies, and the training and resources available."

Additional information about Okanagan College's Sexual Violence and Misconduct related initiatives can be found at www.okanagan.bc.ca/sexualviolence

Supporting Learner Readiness and Success

MLP1, MLP2, MLD2B - Candlelight Vigils returned to OC's Vernon and Salmon Arm campuses as a symbolic commitment to end violence against women. Communities in the Okanagan and Shuswap were marking the 32nd anniversary of the École Polytechnique Massacre, in addition to the ongoing cases of missing women from the region, with a Candlelight Vigil on December 6 co-hosted by a network of organizations and volunteers.

"The SAFE Society has been partnering with Okanagan College and students for over a decade to offer the December 6 event, as an important way to remember and honour women who have lost their lives due to violence or continue to struggle with it," said Kathy McIntyre-Paul, Stopping the Violence Counsellor, SAFE Society.

In 2020, a virtual event featuring music, Indigenous Elder prayers, speeches and more was collaboratively organized by the SAFE Society, Okanagan College Students' Union (OCSU), Vernon Students' Association of OC (VSAOC) and Okanagan College.

For 2021, organizers returned to the Salmon Arm and Vernon campuses for in-person vigils – held outdoors to ensure the safety of participants and organizers.

"December 6 has come to symbolize the threat and reality of violence in women's daily lives. Every six days in Canada, a woman is killed by her intimate partner. More than 6,000 women and children sleep in shelters on any given night because it isn't safe at home. Indigenous women are almost seven times more likely to be murdered than non-Indigenous women. We must remember and then we must act – because we won't end violence against women until we achieve equality," said Micki Materi, Co-Executive Director of Programs, Archway Society for Domestic Peace.

On December 6, 1989, an armed man walked into a classroom at Polytechnique Montréal, separated the male students from the females, and killed 14 women. Now known as the École Polytechnique Massacre, the attack stunned the country and sent shockwaves throughout the entire world, prompting discussion about access and inclusion of women in post-secondary education.

For more than 30 years, post-secondary institutions have held vigils and ceremonies to remember. Families in the Shuswap and Okanagan know, however, that the acts of violence are not solely things of the past.

Candlelight vigils in the regions have grown in attendance throughout the years as more people learn how Indigenous women are more likely to experience violence than non-Indigenous women – and as people in the community experience this tragedy for themselves, with several women missing from Salmon Arm, Enderby and Vernon.

"While we know that this issue has been given national attention, we can't forget that this can and does [TccXa Vbfx'g' b` Xl'8i Xag' y'X'g' F'øTY e` bhe' commitment to supporting our local communities," said James Coble, Director of Student Services, Okanagan College. "Okanagan College stands in solidarity with families and friends of missing women, and know for many, this event can act as a catalyst for healing."

In January the College highlighted the Sexual Assault Awareness Month by stressing the message that every member of the college community has a role to play in creating safe collegial learning and working spaces at the institution. We encouraged OC employees, students and volunteers to visit the Sexual Violence Awareness j XUcTZX' [Xe'g' Xl' Vbh_W aW important information, resources and access to counselling and other education and support information.





RESEARCH THAT SERVES THE COMMUNITY

MLP2 - Okanagan College organized another RIPE (Research, Innovation and Partnerships Expo) on May 4, 2021 as a virtual event, allowing people from across the region to attend. The event was an opportunity for community members, industry, educators, researchers and students to network and learn how applied research is growing new partnerships and enriching students' educational experience in the Okanagan.

"The depth of applied research happening in Canada right now is paramount and I am so pleased to be able to share some of it with our community in this engaging event," said Dr. Beverlie Dietze, Director of Learning and Applied Research at the College.

"Applied research is ever-changing but there is always one constant needed – collaboration. Events like RIPE encourage people to get involved and connect with others on crucial topics that impact our families, our communities and our world."

The event featured Secwepemc speakers and 2019 Governor General's Innovation Award winners, Dr. Marianne Ignace and Chief Dr. Ron Ignace who are prominently known for creating a collaborative approach to research involving Indigenous peoples and communities.

In addition, there were upwards of 14 seminars and workshops which covered a wide range of topics and interests, led by industry-leading professionals.



MLP2, MLP3 - An Okanagan College student's passion for protecting the environment not only earned her a prestigious award but is also serving as an encouragement for other women.

McCreight started her Okanagan College journey in Salmon Arm. There, one of her professors told her about the Water Engineering Technology (WET) program at the Kelowna campus.

"My family is very outdoorsy, skiers, campers, always kind of outside, and I grew up in nature," McCreight explains, adding the WET Diploma's focus on the OC's WET program in December and has received a boost toward her next educational steps.

She was awarded the Irving K. Barber Women in Technology Scholarship within the top tier, worth \$10,000. The scholarship recognizes women who are excelling in their studies of computer/data science, engineering, or mathematics in post-secondary. The goal of the scholarship is to award women's excellence in technology and encouraging future generations of women.

McCreight said winning the award wouldn't have been possible without the encouragement of WET program chair Allison O'Neill, who sent out the scholarship application to all the women in the program.

McCreight says, "She is a prominent voice supporting female engagement in the technologies and engineering sectors."

O'Neill says she is very proud of McCreight's accomplishment and the fact that her focus, dedication, and hard work have been rewarded, paving the way for further studies in STEM.

"Women have struggled to succeed in the engineering disciplines for so long. Scholarships like these go a long way to support female students entering male-dominated environments and reverse historical trends," says O'Neill.

When McCreight found out she was one of the winners

"I didn't really know what to do. I was sitting at home watching TV and I called my mom," she says. "The WET program is geared a lot to utility operators.

Engineering in general, it's mostly male-dominated, but there are opportunities wherever you want them."

After she graduates from the WET program, McCreight says the plan is to pursue further studies at the University of Victoria to do a double major in biology and environmental studies, which her scholarship will support.

MLP2, MLP3 - In what they hope will be a watershed moment for raising awareness of microplastics and their impact on both our local freshwater and downstream environments, several community partners, and Okanagan College (OC) students have teamed up to determine if there are microplastics in Okanagan Lake and municipal wastewater.

Kelowna residents Gregg Howald, Ryan Cope, and Jan Vozenilek all witnessed plastic pollution's devastating global reach, and impact on the marine wildlife while at Midway Atoll National Wildlife Refuge. From their shared experiences, an idea was borne to understand the state of plastic pollution in the Okanagan freshwater ecosystem they call home.

"Microplastics are a global issue, and we are only now beginning to investigate the implications of plastics that could persist for centuries in our ecosystems," noted Gregg Howald, CEO of FreshWater Life.

"This scoping study helps us understand the issue from a local perspective," added Ryan Cope, founder of Seven in the Ocean. "Effective collaboration always has the best outcomes, so we're thrilled with the partnerships we've formed."

In August 2021, when water samples were taken from Okanagan Lake near Kelowna. Samples were collected from a mouth that skims the surface and trails a net to collect samples.

Five sampling locations were selected: north and south of Kelowna's wastewater treatment facility, around the mouth of Mission Creek, and further south of the creek. The research team then approached the City of Kelowna to collect wastewater samples from the treatment facility itself. These were collected in the fall. Eight students and professors from Okanagan College's Water Engineering Technology (WET) Diploma program worked with the researchers to analyze the samples.

An innovative capstone project conducted in their
and document results from the lake and Kelowna's
microplastics (less than 5 millimeters in diameter) are
present in both water sources. More information about
the project is available on the Microplastics Okanagan
website.

AGILE PROGRAMMING THAT SERVES COMMUNITY NEEDS

MLP1 - Okanagan College continues to offer innovative programming solutions not only to meet the needs of the Community but also in the formats that were responsive to the COVID-19 related challenges. For instance, during 2021-22 through Continuing Studies and Corporate Training (CSCT) we offered:

- Blended online and face-to-face programming to reduce the number of people in buildings and increase comfort levels of learners and instructors.
- Maintained lower maximum enrollment caps for courses to enable social distancing.
- Increased classroom disinfection between face-to-face classes.
- Provided training to Indigenous students through face-to-face delivery in community or online. These programs include the following:

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(12 students in Shalath, BC)

b`; bfc`gT`_g` FXa` \X`GeT`a`aZ` \Xeg` VTgXf
(13 students in Shalath, BC)

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(9 students online)

MLP2, MLD2C - In 2021-22, with the funding from the Ministry of Advanced Education and Skills Training (AEST), our CSCT team developed the Graphic Design Essentials micro-credential. This 120-hour program provides and skills related to graphic and digital design. This program provides a balance of both theory and hands-on experience with various Adobe Creative Suite applications to prepare graphic designs for websites and publications. Topics include graphic design principles, digital asset creation, layout optimization and how to organize graphic design deliverables. Students will use software tools to produce a portfolio of graphic design projects that showcase their design skills and abilities.

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MLP2, MLD2A - In addition to open enrollment intakes, the College also served contracted cohorts to upskill existing health authority employees:

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Supporting Vulnerable and Underrepresented Groups

MLP2 - Following are some of the initiatives that are being pursued to support vulnerable and underrepresented groups.

- OC partnered with Kelowna Community Resources (students) and Custodial Building Support Worker (16 students) programs to multi-barriered students. This partnership was made possible through funding from the Skills Training for Employment program which supports young adults at risk who are not employment ready and may include current or former youth in care.
- With support from the Ministry of Advanced Education and Skills Training, OC offered two cohorts of 12 students of the Experience Works program in Revelstoke and Salmon Arm to increase the employable skills of workers aged 55+ who were unemployed, precariously employed, or low-income who need to reskill and/or upskill to adapt to the changing job market.
- The Horticulture Landscape program was offered to one intake of six special needs students in Penticton with funding from the Skills Development program.
- The Settlement Services program was offered to 72 newcomers to Canada in Revelstoke through a grant from the Government of Canada's Immigration, Refugees and Citizenship Canada program.
- The Indigenous Landscape Gardener program was offered though



funding from a Community Workforce Response Grant in partnership with Okanagan Training Development Council to 14 Indigenous participants in Vernon.

- The HOST program was offered to an intake of six students with disabilities at the Penticton campus through internal Okanagan College funding. The HOST program prepares learners to successfully launch a career in the hospitality and tourism industry and includes theory, demonstrations, and practical-skill training in various areas of the hospitality industry. Additional instructional hours and job coaching were offered for the duration of this project. A student stipend was also provided to cover ad hoc needs of the students.
- A combined dual-credit and open enrollment cohort of the Education Assistant program was hosted at George Elliott Secondary School. Four of the students in the class were School District #23 students.
- The New Programs section of the 2020-21 IAPR submitted last year included information on one of OC's newer programs. The Applied Bachelor of Arts: Community Research and Evaluation is a four-year baccalaureate degree based out of the College's Kelowna campus with some courses offered in Salmon Arm, Vernon, and Penticton. It opens up exciting new pathways for students and creates opportunities for the many organizations around us with community research

and program evaluation needs. One of those pathways will be a smooth transition to graduate studies. Due to an

innovative partnership with the University of British
Columbia Okanagan's School of Social Work, up to

- An online digital literacy program was offered to precariously employed learners in partnership with North Island College and funding from a Community Workforce Recovery Grant. The program trains participants to understand business concepts that include digital branding, communications, marketing, and online sales. Nineteen of the 20 participants are now self-employed. We plan to continue this programming for the 2022-2023 year.
- Continuing to offer IT User Support Micro Credential and Graphic Design Essentials Micro Credential (also mentioned earlier in this report). We are piloting a dual-credit IT User Support micro-credential (23, 53, 67, and 83) in Spring 2022 and plan to offer another intake in the Winter 2023 semester.
- Education Assistant program is delivered as a dual credit program with School District 23. We are looking to expand this program with other school districts.

Serving and Engaging the Community

MLP2 - For 18 years, the Okanagan College Alumni Association (OCAA) has honoured OC graduates whose extraordinary contributions have positively impacted those close to home and around the world.

the awards' history during the ceremony that was held in April 2021, the OCAA celebrated multiple recipients of this prestigious award: essential workers.

" This pandemic has reminded our community of the vital role that essential workers play and we wanted to show our continuous support and appreciation." said OCAA Vice President Nick Melemenis.

In addition to the plaque, the OCAA also awarded two bursaries to deserving students in a Health and Social development program.

" We have a breadth of health care workers come from Okanagan College that have been instrumental on the frontlines of our hospitals across the Interior. We want to help make it possible for students considering getting into this line of work and are pleased to be offering two bursaries of \$1,000 each," added Melemenis.

For 2021 the awards returned to the normal format of awarding two individual awards: a Distinguished Alumni Award and a Young Alumni Award.

MLP2 - A new partnership between Okanagan College and produce supplier company Farm Bound is bringing locally sourced organic foods to the doorstep with delicious summer-ready recipes crafted by OC Culinary Arts students.

Food-lovers can now order the OC Inspiration Box from the Farm Bound website. The box has fully portioned ingredients for recipes to make Middle Eastern Chicken Za'atar, Carrot and Radish Salad, Pea Risotto with Asparagus, and a spice blend to make the Za'atar Spice Mix. Not only will customers learn new recipes but also a few culinary techniques as well thanks to several how-to videos students created, showcasing how to make

at hospitals and (0-12) 5g.oemrgt023.9 (L23.92hThe (ion chs cr)1

MLP1, MLP3 - A partnership between Okanagan College's Penticton campus and the Medical Arts Research Group is helping to root out food insecurity amongst students and local families. An edible garden program is being established on the north end of the Penticton campus, with the aim to provide fresh vegetables to OC students and food bank patrons in the community.

Medical Arts Research Group donated the wood and fence material for the project. Raised garden beds were built in May 2021 by students in the Women in Trades Training program, and installed outside Penticton's newest building, the Welding Shop. The beds were

"To connect with FortisBC is fantastic and seeing women in roles that I could see myself in the future with mentorship is inspiring," said Lanz. Nancy Darling, Women in Trades Training Program Administrator, said these types of awards from FortisBC are meaningful to j b` Xa`a`gTWfj [b`TeX`bYXa`XX`aZ`fb` X` aTaVT`_ and emotional stress at the mid-point in their studies.

"The award comes at a time when women need a little support to keep the focus squarely on completing their education," said Darling. "Mentorship from women at 9bedf56`Vb` U`aXWj` d`d`X` aTaVT`_fhccbeZ`eXT`_` takes the pressure off our students, and empowers these women to plan their futures. We are thankful to FortisBC for their support."

MLP2, MLP3 - Enactus Okanagan College has received their largest grant to date, enabling the volunteer team to launch and expand more student-led projects that create community and environmental impact. The Economic Trust of the Southern Interior (ETSI-BC) is investing in Enactus social entrepreneurs with a \$25,000 grant.

Laurel Douglas, CEO of ETSI-BC, says her organization's mission is to support economic development projects that will have long-lasting and

Serving and Engaging the Community

MLP2 - Patrick Michell, Chief of the Kanaka Bar Indian Band, announced in January that they have entered into an agreement with the Southern Alberta Institute of Technology (SAIT) on a pilot project focused on climate-resilient housing options for evacuees who lost their homes in the 2017 wildfire. The project is expected to reveal sustainable new build options for Lytton residents and the surrounding region, but also all Canadians looking to make their homes resilient to ever-increasing extreme weather events.

The Kanaka Bar Resilient Housing Solutions project is a community-led and community-driven initiative. The project will see SAIT leading a collaborative team with participants from Okanagan College, Foresight Canada and Seko Construction over 10 months to create foundational options for rebuilding in the Lytton region.

“Okanagan College is looking forward to being involved with this innovative and collaborative applied research project. This project will provide learners, educators, industry and community with real-world opportunities to pool their skills, knowledge and expertise, in the pursuit of a highly important and innovative project. This project will provide learners, educators, industry and community with real-world opportunities to pool their skills, knowledge and expertise, in the pursuit of a highly important and innovative project.”
 Vice President Academic, Okanagan College.

The applied research project leverages the expertise and reach of the team to issue an immediate call for commercially approved, Canadian housing building material technology providers/product options. The pilot project will include the design and build of four to eight homes to test and validate material properties, climate resiliency, energy performance and affordability. The goal is to develop a suite of viable options for the region, and other communities, throughout medium and long-term rebuilding activities.

This agreement showcases the leadership of Kanaka Bar and their desire to help the greater Lytton region and beyond. The project brings together leading polytechnic institutions from western Canada and Foresight, Canada's cleantech accelerator, to create an unbiased, multi-disciplinary team of experts that will assess the long-term needs of the greater region and develop a plan for the future. The vision is to build more resilient structures and address future climate impacts with meaningful solutions.

The Kanaka Bar Resilient Housing Solutions project involves several phases:

- Applied research and community engagement led by Chief Michell and SAIT's Applied Research and Innovation division, in collaboration with Okanagan College, Foresight and Seko Construction.
- An Innovation Challenge will be issued by Foresight and SAIT to source resilient and sustainable commercially available solutions and construction products needed to rebuild housing structures. The solutions will meet the criteria for BC Step code 5.
- After selection of the Innovation Challenge winners, the initial phase of the project will conclude with the construction of four to eight housing structures ready for occupancy by September 2022.

“We are delighted to bring together leaders in applied research and innovation to tackle the urgent need to build back our region. We are combining the power of our community with the latest building practices to ensure new housing and its supporting systems, as well as older buildings in the region are made sustainable and climate-resilient,” said Chief Patrick Michell, Kanaka Bar Indian Band.

“The Kanaka Bar Resilient Housing Solutions project will be a truly collaborative effort. It will bring together communities, institutions, and innovative solution providers. This will impact all Canadians, especially for our hardest hit neighbours in B.C., through public sharing of the processes and innovations used in the project,” said Mark Butler, Interim Vice President Corporate Development, Applied Research and Innovation, SAIT.

“Foresight is pleased to bring our proven successful Innovation Challenges model to this critical effort. We will tap into our extensive network of cleantech ventures in the built environment space to help source solutions that will help rebuild this community on a solid foundation of sustainability, resiliency, and adaptation,” said Jeanette Jackson, CEO of Foresight Canada.

“Clearly the most challenging health and safety issue faced today by First Nations, throughout all points of Canada, is the urgent need to effectively address the quality and standard of on-reserve housing that unfortunately, has plagued Indigenous leadership, and government, for decades. Attached to this ongoing crisis is the issue of affordability as value for dollar is equally critical. We at Seko Construction, commend Chief Michell and the Kanaka Bar Indian Band for providing us the opportunity to participate in this XkVgaZ`XaWXTi bheTaWj X`[Ti X`g X`hg bfgVba WkaVX` that this innovative initiative will bring about the much needed, and long-awaited solution, for countless Indigenous communities and their memberships,” said Peter Shoulak, Vice President, Seko Construction

Okanagan College continues to engage in a number of initiatives with our Indigenous community partners to support Indigenization. From student housing capital projects, seeking input into the development of a
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with local knowledge keepers to inform program development, we regularly look for opportunities to collaborate.

Under the new strategic plan, *Inspire* ḡḡḡB ḡḡḡZTY ē f̃
ḡḡḡc XWZ Xḡḡ ḡḡḡVbēcbeḡḡḡTaWēX XWḡḡ aWZ Xabhf̃
worldviews into all aspects of college life as part of the institution's journey toward reconciliation. From learning and research environments to physical, cultural, social and spiritual spaces on campuses, to structures, policies and practices, *Inspire* outlines an unwavering commitment to working with, listening to and learning from Indigenous communities throughout this journey.

In addition to some stories throughout this IAPR and a dedicated appendix related to Template for Reporting on Lasting and Meaningful Reconciliation, we have
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[Xa ñḡḡḡ B 1 ! ”

MLP2 - On Thursday, June 24, 2021 the Cowessess 9'f'gA Tqba`Vba e` XWg X`WfVbi Xd`bY* (\$`ha` Te`XW graves at the site of the former Marieval Indian Residential School.

On behalf of Okanagan College and the Board of Governors, our condolences and deepest sympathies were offered. We recognized with concern and c`b`bhaWl` [XTi l` [XTef`g Tg`g` f` [ba` V`aXj f`VT` X`Tg a time when many Indigenous members of our internal community, and in communities in the region and across the province, were already in mourning. It came a mere month after the Tk'emlups te Secwepemc First Nation announced their discovery of the remains of 215 children buried in unmarked graves at the site of the former Kamloops Indian Residential School.

Sadly, we know Syilx and Secwepemc children attended the Kamloops school and were among those who did not return. Flags at Okanagan College campuses remained at half-mast in memory of those who lost their lives and in recognition of the survivors and all those affected. In terms of immediate support OC students, employees and the public were informed to access resources available on a webpage at OC website. Information and resources about the residential school system, survivor stories, Indigenous news and knowledge sources, and the Truth and Reconciliation Commission's 94 Calls to Action were all made available.

Cowessess Chief Cadmus Delorme had called the people of Canada to "stand by us as we heal." On that note, we invited everyone to join us in taking action on the path toward reconciliation. We asked everyone to join us in reading and making a personal commitment to acting on the Truth and Reconciliation Commission's 94 Calls to Action through the I Pledge Campaign. It is our sincere hope that what began as a space for our students and employees to voice their personal commitment to engaging with this important topic can provide a channel for others to do so as well.

MLP2 - A nine metre, hand-cut metal sculpture by local Indigenous artist Clint George is now installed and proudly on display in Okanagan College's new Health Sciences Centre. The sculpture represents the Four Food Chiefs, and depicts the Syilx Okanagan oral history (or **cap tik**) on how food was given.

James Coble, Director of Student Services and Indigenization Task Force Chair at Okanagan College, says the sculpture demonstrates the College's commitment to creating welcoming spaces for Indigenous students.

"The opportunity to create a large-scale art piece in the main entryway was presented to us at the beginning of the project and it feels incredible to see it is now a reality," said Coble, adding the intent is to interweave Indigenous design into all new buildings including opportunities for art and cultural installments like the Four Food Chiefs. "We're excited to have such an amazing work of art so prominently displayed. One of our goals is to use expressions of Indigenous culture, like this one, as a way to initiate

At the early ideation stage, the project and its focus on the Four Food Chiefs was guided by engagement with Westbank First Nation (WFN) and the WFN Public Arts Committee. From there, the generous support of a group of donors involved in the building helped bring it to fruition. The sculpture was supported by the building architect GEC Architecture, project manager Faction Projects and the construction team Stuart Olson Construction. The companies saw the art as a way to contribute in a meaningful way to the Health Sciences Centre, in alignment with the College's efforts to incorporate Indigenous ways of knowing and doing into all aspects of the project from design to completion.

"We had meaningful engagement with Westbank First Nation, which helped galvanize our design thinking at the outset," explained Peter Osborne, a partner with GEC Architecture. "This engagement led to the notion to the mass timber frame used instead of concrete. The landscape architecture was selected in collaboration with WFN on their traditional uses of medicine. Interior glass panels also feature Indigenous etching designs."

The College's commitment to learning and working with Indigenous communities resonates with Faction Projects, noted CEO Tim McLennan. "The Four Food Chiefs sculpture is something we are incredibly proud to be part of supporting as a celebration of Indigenous culture," said McLennan. "As we look to the future, this project is a reminder to us that there is so much we can continue to learn from Indigenous peoples. From how we build buildings to inhabiting space and retaining a connection to the natural environment."

Rick Andison, Stuart Olson's Director, Business Development for Southern Alberta and Interior B.C., said working on any large-scale new building creates an emotional attachment for their team. "It's always been very important to our company to participate in the community and leave a lasting impression. Our team was moved by this art, and we are thrilled to see how the Four Food Chiefs sculpture will inspire students and the community."

MLP2 - Osoyoos Indian Band Chief Clarence Louie discussed his book, *Rez Rules: My Indictment of Canada's and America's Systemic Racism Against Indigenous People*, during a talk at Okanagan College's Penticton campus in March 2022.

Louie was elected chief of the Osoyoos Indian Band in 1984 and has led his community for four decades since. He is known for focusing on economic and business independence in order to strengthen his community, which struggled with poverty.

"Chief Clarence Louie is one of the most recognized First Nations leaders in Canada, known for his passionate voice and vision," said Francie Greenslade, Okanagan College English Professor. "As he says in his new book, *Rez Rules*, reconciliation starts with the truth. His visit to Okanagan College offers a rare opportunity for those of us living and working in Syilx territory to

In his book, Louie writes about growing up in Osoyoos, attending a largely white school in Oliver, and working in vineyards within the region. He writes about getting run to Ottawa. At the age of 24 he was elected chief, and since then has worked alongside the OIB Council and band to attract business investment, encourage

Focusing on Organizational Sustainability

CAMPUS FACILITIES

MLP2, MLP3, MLD1A, MLD2A - British Columbians looking for rewarding health-care careers now have access to a state-of-the-art learning environment with Okanagan College's new Health Sciences Centre, which opened to students in Fall 2021.

"If COVID-19 has taught us anything, it's how essential health-care workers are to our province," said Adrian Dix, Minister of Health. "We know B.C. needs more health-care professionals and are committed to training a new generation of the people who care for us when we need it. Okanagan College's new Health Sciences Centre is a modern, new facility that will help set both students and our province up for success."

Opened at the Kelowna campus in September 2021, the 2,822-square-metre (30,375-square-foot) facility includes student-centred labs, classrooms and development programs. The cutting-edge learning environments have been equipped with the latest technology. Students will encounter in industry. The building will support a total of 591 students in programs that train health-care assistant, health-care assistant, pharmacy technician and more.

"The new Health Sciences Centre at Okanagan College is helping meet the demand for employment growth and the health-care services people in the Southern Okanagan and B.C. Interior rely on every day," said Anne Kang, Minister of Advanced Education and Skills Training. "This building is a showcase of our commitment to building learning spaces that meet the growing demand for services, while ensuring these practices."

Health-care professionals are in high demand in the province and across Canada. The 2021 BC Labour Market Outlook projected 142,900 job openings in health professions by 2031. Okanagan College students in programs ranging from its Bachelor of Science in nursing to health-care assistant, pharmacy technician and dental assistant will study in the new building.

"This new facility will provide Okanagan College students with a world-class learning environment that will only further enhance the already outstanding education and training they are receiving at the college," said Neil Fassina, president, Okanagan

College. "We are grateful to the Province and to the community donors and industry partners across the region who have stepped to help us open these doors at a time when well-trained health-care and social development professionals are needed more than ever."

Aligned with the Province's CleanBC goals for energy efficiency in the Canada Green Building Council's (CaGBC) Zero Carbon Pilot Program, the results of which will help to advance green building and sustainable community development practices in Canada. Several donations have helped with this important development. Some

- Okanagan College Students' Union (OCSU) donated \$15,000 to the Okanagan College Foundation's Our Students, Your Health campaign to complete construction of a new Health Sciences Centre on the Kelowna campus. "It's always good to invest in education, but the pandemic has really brought to the forefront how important nurses and other health care providers are," says Joseph Welton, OCSU board member. "These professionals are doing incredible work and they need to be supported."
- The Stewart family donated \$50,000 to support the education of health care professionals at Okanagan College. The gift will recognize Rosemary and Richard "Dick" Stewart. Dick, a founder of Quails' Gate Estate Winery and Kelowna City Councillor, passed away at the age of 94. According to his son, his father's passion for education. "My dad believed education creates opportunities for people to lead a transformative life."

“He was never one to sit on the sidelines. If he believed in something he would get involved. That’s the way he lived his whole life,” says Ben. Rosemary is happy to see her husband’s legacy honoured. “He did a lot for the city because it meant it a lot to him,” says Rosemary. “Anytime he was asked to go out and raise money he got his shoes on and went. He did it because he loved his community.” The Stewart family gift will support a student study Centre. According to the family, the view overlooks one of Dick’s earlier orchards.

- 123Dentist, Canada’s largest majority dentist-owned network of dental practices, gave \$30,000 to support Okanagan College’s state-of-the-art dental space is located Health Sciences Centre. The Assistant (CDA) students, who can now learn in private operatories comparable to today’s dental practices along with smart cameras and monitors for teaching and instruction.

Ali Bozorgzad, Co-Founder and Executive Vice President of 123Dentist, said his organization was inspired to support the College and students because of the important role CDAs play in our 123Dentist clinics and in the patient care we deliver. “We are tremendously proud to partner with and support the growth of Okanagan College and its students to accelerate their learning, skills and Vba WkaVX`g dbhZ [bhg`g X`eTVT`W` V`]bhæXI`Z` said Bozorgzad. He went on to say

“Giving back to communities where we live and work, supporting the advancement of our dental industry and future leaders is an important part of the culture at 123Dentist.” 123Dentist’s gift will support a demonstration dental operator, equipped with a hands-free video camera that will allow any procedure to be streamed to students who can see the smallest of details projected on monitors and follow along in their own operatories.

Joanne Gibbons-Smyth, Chair of Okanagan College’s CDA program, said the new dental clinic strikes the perfect balance between teaching and real-world practice and will create optimal learning experiences for students. “We are thrilled that OC students will be able to achieve their dreams in a state-of-the-art training facility,” said Gibbons-Smyth. CDAs are in high-demand in the Okanagan and across British Columbia.

and Vernon also invested in the education of Okanagan College’s Our Students, Your Health campaign. Dr. Richard Bell, Dr. Russell Naito and Dr. Tom White of Okanagan Oral and Maxillofacial Surgery Associates donated \$30,000 to support the state-of-the-art dental clinic in the College’s new Health Sciences Centre.

“We want to show our support for CDAs and the profession,” said Bell. “We also wanted to recognize what the College has done for our practice. We have more than 20 CDAs working with us and many of them received their education at Okanagan College.”

Naito is from Kelowna and started his post-secondary education at the College. While he remembers many of his outstanding professors, several of his classes were in portables at the time.

“To be able to contribute to this great facility for students to learn in and instructors to teach in feels incredible,” said Naito.

The gift will support a large and modern sterilization room for CDAs to practice disinfecting instruments and learn the importance of infection control. These skills are essential to any dental clinic and especially for CDAs at Okanagan Oral and Maxillofacial Surgery Associates.



Focusing on Organizational Sustainability

- Royal Bank of Canada (RBC) in British Columbia contributed \$35,000 to the Our Students, Your Health campaign for the new Health Sciences Centre on the Kelowna campus while \$40,000 will support future investment in the campus.

According to Courtney Hesse, RBC's Regional Vice President for the Okanagan and Kootenays, supporting the College aligns strongly with RBC's focus on empowering youth for the jobs of tomorrow.

"Okanagan College plays a critical role in providing the skilled employees that power our region's economy," said Hesse. "Whether that's an in-demand health care professional or a budding entrepreneur, we're proud to support education and equipping our young people to become tomorrow's leaders."

RBC has a strong history of giving to Okanagan College. Since 2005, RBC Foundation has donated \$300,000 to support a range of projects including two upcoming programs: preparing high school students for careers in technology and the Experiential Entrepreneurship program. In 2019, RBC launched RBC on Campus, a physical location on the College's Kelowna campus that provides aTaVT`_yXeTVI`fhccbeg`b`efghWkagfZ`aV_hWaZ` budgeting and planning.

"This gift is incredibly timely as we open the Health FVXaVXf`6XagX`TaWVbagahX`p`cheV[TfX`g`X` aT` pieces of equipment for students," said Okanagan College Foundation Executive Director Helen Jackman. "Our many thanks to RBC for giving to health care education and OC's future where we will continue to serve our communities with leadership and relevant skills training."

- A \$25,000 gift from the Okanagan Sikh Temple and Cultural Society will empower health care students as they pursue their education at Okanagan College. The Sikh Community began collecting donations from their congregation to support the College's \$5-million Our Students, Your Health campaign and was able to raise the funds in six months.

Amarjit Singh Lalli, President of the Okanagan Gurudwara, said their community believes in the importance of acquiring knowledge and passing it on to future generations, which made it easy to get behind the project.

"Our community felt an obligation to support a facility that will change countless peoples' lives," says Lalli. "Going through this pandemic we all understand the importance of health care."

Lalli graduated from the OC business school. His son is also a recent graduate of OC's Bachelor of Business Administration program.

Gurpreet Dhatt is a member of the Okanagan Gurduara and teaches in the College's nursing department. While Dhatt said her day job is educating new nurses, she felt compelled to get involved in fundraising for the state-of-the-art Centre.

"I felt a responsibility to get involved and give back. We received a really enthusiastic response from the community that they wanted to be part of the fundraiser too," said Dhatt, adding the Sikh community also raised funds for the north campus of Okanagan University College when it was fundraising years ago. "I'm very proud that our community is making a difference."

..G[X`@ Xæ\ X_W9T` _ _9bhaWf`g`ba`WbaTgXW, \$##Z###` to the Our Students, Your Health campaign for Health Sciences Centre. The gift will support technology upgrades and new equipment for eight professions ranging from Pharmacy Technician Assistants and nurses to Therapist Assistants.

?TaX`@ Xæ\ X_WT`j X`_z`^abj a`XagXc`eXaXhZ`fTW he values the College's focus on applied learning where students engage directly in hands-on skills to better understand their craft.

f<^abj`~<i X`UXaX` gXW`b` \[TaWfzba`_XTæ`aZ``a` my career and health care is no different. Having opportunities to try your skills in learning labs will ZeXTgl`_Xa[TaVX`fghWkagf`f`^f`TaWVba` WkAVXZ`~ fTI`f`@ Xæ\ X_WZj` [b`j` Tf`aT` XW`Ta`B`^TaTZ`Ta` College Honorary Fellow, the College's highest honour, in 2012.

"Our family values the role frontline health-care professionals play in supporting us all to live healthy lives, and we're proud to be part of this incredible new Centre that will serve our community."





CYBERSECURITY

MLP3 - The College remains committed to being at the forefront of enhanced cybersecurity measures working in close partnership with and guidance of provincial TaWaTgBaT_bY VXF_bYq X^6 [\XY-aYbē TgBa`B Y VXē` The following enhanced cybersecurity measures were taken for 2021-22 and beyond at OC.

Provincial Participation / Partnerships

Services via BCNET

- We are a member of the sector BCNET Distributed Cybersecurity Incident Response Team (0.2 of an FTE is dedicated towards this initiative).
- SEIM (Security Event and Incident Management) as a service named FortiSIEM was onboarded in the efgdhTegXebY%#%\$!
- Nessus Vulnerability Scanning was introduced.
- Netscout DDOS (Distributed Denial of Service) Detection and reporting service.

External Security Services

- Awareness Program.
- Information Sharing Conference Calls.



National Participation / Partnerships

- Via Canadian Cyber-Security Center
 - o Enrolment in Canadian CyberSecurity Center (CCCS) Critical Alerts and Vulnerability Alerts Service.
 - o Enrolment and participation in CCCS Academic FXVgpe5eX aZ` XXgaZf`f5v`j XX^l fl
 - o b`8aδ_ Xag`a`666F`G[eXTg5eX aZ` XXgaZ` series.
- Via CANARIE Cybersecurity Initiatives Program
 - o CIRA D-Zone DNS (Domain Name System) Firewall in use since 2020.
 - o CANSSOC (Canadian Shared Security Operations Centre) Threat Feeds implemented Q1 2022.
 - o Intrusion Detection System (IDS) implemented in 2021.
 - o CUCCIO (Canadian University Council of 6 [\XY-aYbē TgBa`B Y VXeffl6l UXefXVheg` Benchmarking Program (BitSight), implemented a`g X` efgdhTegXebY%#%\$!

Okanagan College Led Internal Projects

- Initiated multi-factor authentication (MFA) rollout for all users in January 2022.
- Standardized Cybersecurity score card – NIST (National Institute of Standards and Safety) CSF (Cybersecurity Framework) Assessment Tool piloted in March 2022.
- Implemented FortiWeb Web Application Firewall enhanced rules and bot blocking features for web gēTY V`a`@TeV[`%#%\$!
- Firewall, Open port review and mitigation in November 2021.
- Cybersecurity Awareness Training initiated in March 2022.
- Incident Management training done with all operational and security IT Staff (20 IT staff).

FISCAL SUSTAINABILITY

MLP2, MLD1, MLD2, MLD2D - COVID-19 related impacts on B.C.'s postsecondary sector required government and post-secondary institutions. In February 2021 BC's post-secondary institutions were

The following news story published by the Ministry of Advanced Education and Skills Training on February 12, 2021 summarizes these adjustments.

"The Government of British Columbia is supporting post-secondary students, staff and faculty with new changes that offer more financial flexibility for public post-secondary institutions (PSIs) impacted by COVID-19. "I would like to thank our post-secondary institutions for the hard work they have done during this unprecedented year to support their campus communities and keep people safe," said Anne Kang, Minister of Advanced Education and Skills Training.

		Actual			Target	Assessment
		2019/20	2020/21	2021/22		
Former diploma, associate degree and certificate students	Skill development	86.6% +/- 1.5%	88.1% +/- 1.2%	89.5% +/- 1.3%	+(-)	

Notes

N/A = Not Assessed

Please consult the 2021/22 Standards Manual at <https://www2.gov.bc.ca/gov/content/education-training/post-secondary-education/institution-resources-administration/accountability-framework> for a current description of each measure.

Institutional Accountability Plans and Reports, which report on and provide context on these performance measures, are also published at <https://www2.gov.bc.ca/gov/content/education-training/post-secondary-education/institution-resources-administration/accountability-framework>

Student Spaces

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Appendix B – Template for Reporting on Lasting and Meaningful Reconciliation

Progress on Implementation of Truth and Reconciliation Commission's (TRC) Calls to Action and articles of the

	<ul style="list-style-type: none"> • While the stories are often in text (e.g. pdf) or video/audio format, we choose to read the stories out loud rather than have students read them prior to class. Experiencing the value of oral story telling is aligned with recognizing the value in the oral transmission of knowledge. • The Human Service Worker (HSW) program continues to invite Indigenous speakers into the classroom. • HSW Department instructors contributed to development of Aboriginal Community Support J be^Xef# 6 FJ fl6 Xej\ VTg^CdbZ eT` ŽbWXeXWUI `6 bagah'aZ`FghWXf`TaW6 bæc beTg^GeT'a'aZ` (CSCT). • Collaboration with CSCT and ACSW Program to ladder with the HSW program. Previously, transfer credit was awarded on a case by case basis. • HSW actively maintains a collaborative relationship with local Indigenous Organizations and Programs. Local Friendship Centers and Band administered social service programs are active partners in our practicum community, and their representatives regularly present in our classes to our students and instructors.
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12: EARLY CHILDHOOD EDUCATION

We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

PROGRESS

NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS

New & implemented

- Early Childhood Education Assistant (ECEA) Program in partnership with Adams Lake Indian Band (Continuing Studies Program) is supporting the community to ensure early childhood education is culturally relevant.
- Health and Social Development (HSD) program area partnered with Continuing Studies (CS) TaWg X`F[hf] Tc`A Tgba`GeUT`6bhaV`g`bWXe`g X`8TeL`6[\Q g

23: HEALTH-CARE PROFESSIONALS

J XVT_hcbaT_Xi Xf_bYZbi Xea` Xagð`aVøTfX`g` X`ah` UXebY4UbeZ`aT_cðXff`baT_f`j be^aZ`a`g`X`[XT_g`zVTe` X_VZ`Xafhe` the retention of Aboriginal health-care providers in Aboriginal communities, and provide cultural competency training for all healthcare professionals.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
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Ongoing

Therapist Assistant Diploma

- Courses have a unit introducing students to principles of Cultural Safety in healthcare, providing an overview of the history of colonialism and the current content of anti-Indigenous racism in healthcare in Canada.
- Courses currently include the published works of Canadian Indigenous authors, Indigenous perspectives in healthcare (such as holistic models for healthcare based on the medicine wheel), and we continue to work to weave Indigenous content into our course materials.
- Curriculum updated to include information on the First Nations Health Authority in courses discussing Federal and Provincial Health Care Systems.
- Curriculum includes learning about the role of the Aboriginal Patient Navigator in Acute, Community, Long Term Care and Palliative care settings.
- Students take part in mandatory assignments that require the student to visit various local Indigenous services including the Ki-Low-Na Friendship Society.
- An Indigenous student from a northern community gave a very thoughtful presentation to her class on Indigenous health beliefs and practices. She then gave a similar presentation to g`X` f`gl`XTeG47`V`Jff`Vh` h`TgaZ`a`g`X`fghWag` T`aZ` XWWaX`UTZf!`g`V`[bcX`g`TgTf`T` graduate of the program, that this student may be able to continue giving this presentation to future class via Zoom and to coordinate this with a tour of the OC Indigenous Garden by a First Nations speaker or elder.
- THER 230 (PTA II) contains a lecture on cultural responses to pain. Indigenous cultural response to pain is presented and discussed.

Other Health Care Retention and Learning Initiatives

- The Health Sciences Building has an OC wide available classroom space designed for smudging ceremonies.
- Indigenous sculptures and Artwork are throughout the Health Sciences Building.
- We have designated seats in our OC admissions policy for Indigenous students in all of our health programs.
- We incorporate cultural safety to varying degrees in all health program curriculum.
- We have included Trauma Informed Practice in our nursing courses and provided education to the instructors of those programs.
- Health programs have been involved in cultural competency training for staff and focused professional development opportunities such as: Equity, Diversity, and Inclusive Teaching.
- Nursing Program Staff have registered for the San'yas Indigenous Cultural Safety Courses.

24: MEDICAL AND NURSING SCHOOLS

We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration (UN Declaration) on the Rights of

28: LAW SCHOOLS	
We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal resolution, human rights, and antiracism.	
PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
N/A	N/A

57: PUBLIC SERVANTS	
We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in	
PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
New & ongoing	As Okanagan College continues to implement its <i>Inspire - Strategic Plan, the theme of equity, diversity, inclusion and social justice (EDISJ)</i> NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS

UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES IMPLEMENTATION

How is your institution working with Indigenous peoples and communities to implement the United Nations Declaration on the Rights of Indigenous Peoples, and in particular the articles related to education, which include the following:

Article 14

1. Indigenous peoples have the right to establish and control their educational systems and institutions providing education in their own languages, in a manner appropriate to their cultural methods of teaching and learning.
2. Indigenous individuals, particularly children, have the right to all levels and forms of education.

Article 15

1. Indigenous peoples have the right to the dignity and diversity of their cultures, traditions, histories and aspirations which

	<p>OC organizes culturally informed campus-based events for current and prospective students, as well as community, faculty and other staff to attend. Campus-based events will include but not be limited to our youth exhibition pow wow, Indigenous Student Recognition Ceremony and Louis Riel Day celebrations. OC also attends community-based cultural and recruitment events both locally and provincially, such as the Okanagan Nation Salmon Feast, Strengthening Connections recruitment tour and local National Indigenous Peoples Day celebrations as a means to foster stronger working relationships and help with our recruitment and outreach efforts. The Indigenous Services department also delivers an array of cultural programming, services, workshops, and supports embedded in Indigenous services ideology. This year, the College will also be incorporating several Indigenous practices and elements into our College convocation ceremonies.</p> <p>The College has examined and participated in various types of Indigenous cultural competency training, with a view to recommending the most appropriate approach for College groups. Continuing Studies and Corporate Training, as well as Learning and Applied Research have delivered workshops and short courses in the realm of Indigenous awareness and cultural training. The College is looking to implement Indigenous cultural training for all new employees and students this upcoming year.</p> <p>The College is also continuing to work with local First Nations, and have been active in the planning designs of major capital buildings to incorporate Indigenous conceptualizations, which will also be accompanied by education and awareness around such incorporations. This includes Indigenous gardens, sculptures, story poles with pictographs, traditional Indigenous structures and interpretative learning. Through the work of the Indigenization Task Force, Indigenous Services and other departments the College is continually looking to provide a campus climate that strives to foster an inclusive learning environment that is culturally validating. Working with and learning from the local Indigenous community has been paramount in building programming that interweaves traditional values and concepts.</p>
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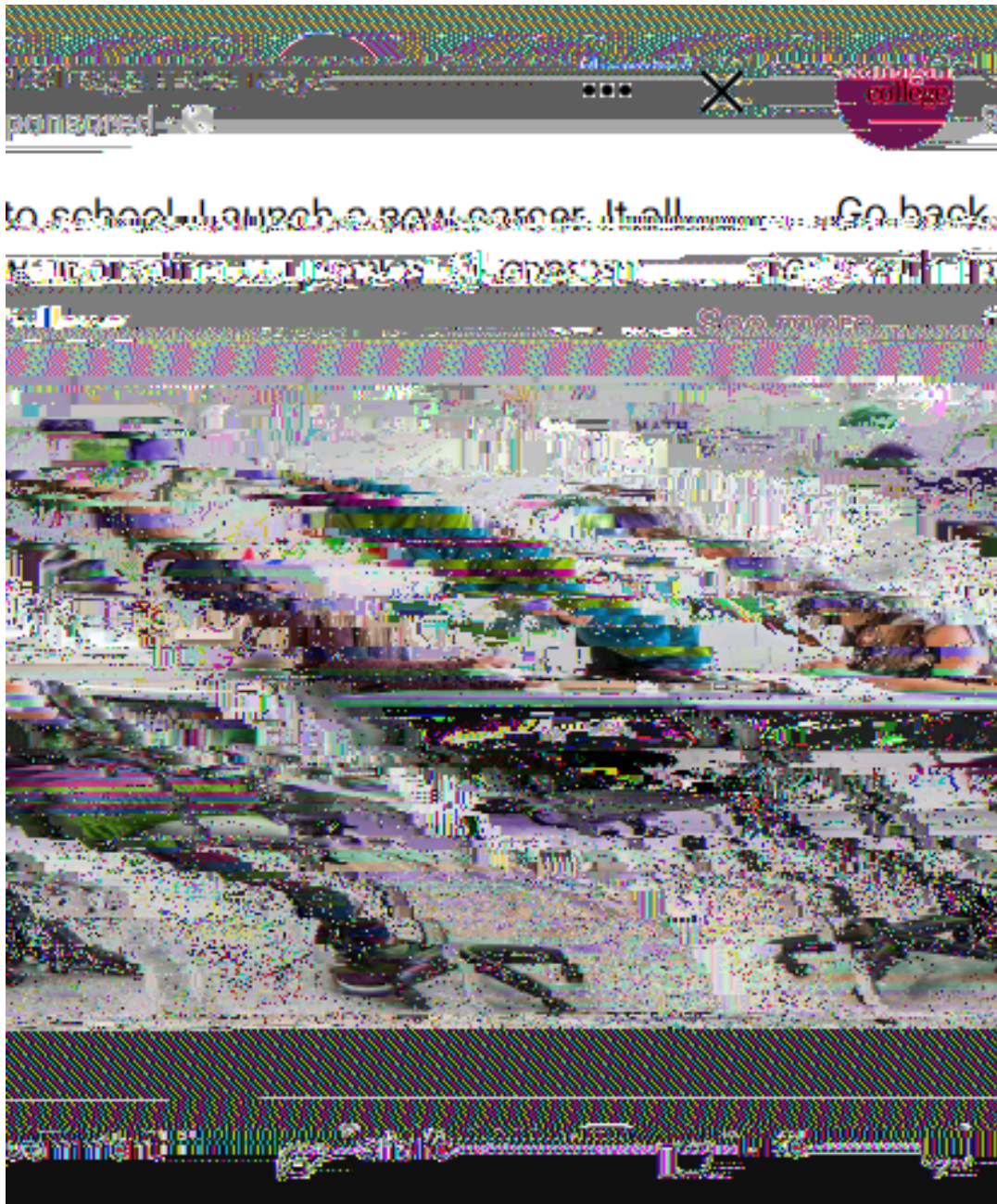
OC Developmental Programs Promotion 2021-2022

Building upon the fundamental work done over the previous years and as reported in previous Institutional Accountability Plan and Reports (IAPRs),

Examples of Salmon Arm and Revelstoke Region Promotions



Examples of Salmon Arm and Revelstoke Region Promotions



Examples of Salmon Arm and Revelstoke Region Promotions



