

BRIEFING NOTE

TO: Board of Directors

FROM: Fazal Khan, Registrar, CEO

DATE: December 6, 2021

SUBJECT: 16.0 DEI Strategic Plan 2020-2022

☒ For Decision ☐ For Information ☐ Monitoring Report

Purpose:

Final approval of the DEI Strategic Plan 2020-2022.

Background:

The Board approved its 2020-2022 strategic plan in October 2019. Since that time, board and committee members have participated in DEI training and approved updated organizational core values.

In February 2021, board and committee members met to review and provide direction on additional goal statements and strategies that will ensure that the strategic plan aligns with the updated organizational values.

The board reviewed and gave final input on the draft DEI Strategic Plan 2020-2022. The finalized strategic plan was to be brought forward to the December Board meeting for formal approval.

For Consideration:

The final DEI Strategic Plan is attached for review (**Appendix A**). The goals articulated by the board and committee members have been consolidated and organized into two new goal statements:

1. Diversity, equity and inclusion are central to the College's policies and practices and the way that it operates as an organization.
2. The College uses DEI to protect the public through effective regulation.

The first goal statement focuses on the College in its capacity as an organization (i.e. the way the College interacts with its employees, board and committee members, and registrants), whereas the second goal statement focuses on the College in its capacity as a regulator (i.e. the way the College fulfills its mandate to regulate opticianry in the public interest).

Strategies and action steps have been identified for each goal statement. This document will be added as an addendum to the existing 2020-2022 Strategic Plan, and periodic reports will be made to the board on the achievement of key performance indicators. Outstanding strategies will be brought forward and merged with the 2023-2025 College Strategic Plan that will be developed in the Spring of 2022.

Action Required:

The 2020-2022 DEI Strategic Plan is before the Board for formal approval.