



20  
23

## Territorial Acknowledgement

Camosun College is one of the largest colleges in British Columbia, serving communities on southern Vancouver Island, the southern Gulf Islands and beyond. With deep respect and gratitude, the college acknowledges that these are the traditional territories of the ləkʷəŋən (Esquimalt and Songhees), Malahat, Pacheedaht, Scia'new, T'Sou-ke and W̱SÁNEĆ peoples. Learners, faculty, staff and leadership are all enriched by the friendship and gracious welcome extended by the hosts of the land and by the beauty of the land on which we live, work and learn.

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Original artwork done by alumni and Coast Salish artist Dylan Thomas.



# Message from the President

## *Living our values as a community college*

The launch of the 2023-2028 Strategic Plan was no small feat. It was the culmination of a year-long consultation process that involved thousands of ideas from hundreds of people.

Our Strategic Plan is a journey and not just a destination. Each one of the priorities holds its own significance and is also interrelated and connected to the others. This is why it's important to consider each of the priorities as values when we conduct our work and make decisions. This update report is a reminder of our commitments as a college and is a celebration of the progress we have already made in reaching our goals.

The reaction to the plan has been overwhelmingly positive. People can see themselves and their values reflected in the six priorities, each represented by paddles featuring artwork from alumni and Coast Salish artist Dylan Thomas.

The work of the students, faculty and staff from the Indigenous Peoples in Trades Training to bring the paddles to life is on display on the walls of the boardrooms of both campuses. Each display features seven hand-carved, red and yellow cedar war canoe paddles with the artwork from the Strategic Plan on each blade. I encourage you to take a look for yourself as the paddle display is not only beautiful but also a powerful reminder of the work we need to undertake.

The first-year report establishes a baseline for our priorities, enabling us to track progress and identify areas that require attention or improvement on a year-over-year basis.

Thank you to the college community and beyond for your ongoing support.



Dr. Lane Trotter, President  
Camosun College





## Our Vision

### Inspiring life-changing learning.

Camosun College's vision defines an optimal future for the college. It gives guidance and inspiration about what we will focus on achieving. It builds on our hope of what we can become. Ours is simple. It encompasses the community college's role in transformative education and highlights the mutual partnership of the learner and facilitator, while speaking to a process in which learning in all its forms challenges the status quo, both institutionally and personally.

## Our Mission

### We build a better future for our community with relevant, innovative and applied education.

Our mission statement defines our purpose and outlines what we do, who we do it for and how we accomplish this.

## Our Values

- Lifelong learning
- Positive and supportive student experiences
- An inclusive community
- An environment of respect and safety for all
- Our relationships with one another
- Indigenization
- Environmental stewardship

College values reflect a common understanding and a guideline for how we interact and work with each other and how we relate to students. They are a positive reflection of what is at our core and are seen in our practices and in how we do things.

# The Good Work We Have Done Together

Working together makes a difference to the lives of students, employees communities, employers and ourselves.



## Camosun and Miriam College advance partnership

A partnership between Camosun College and Miriam College in the Philippines will see greater study opportunities for Filipino, Canadian and international students from the region. Miriam College is currently building a new coed campus that is expected to be completed in spring 2024 where programming will be delivered. The partnership is one of the ways Camosun is serving students and partners within the local and global community.

## Array of Hope: Lansdowne library solar project

The Alan Batey Library and Learning Commons on the Lansdowne campus will soon have more than half of its electricity supplied directly by the sun. The Array of Hope project will consist of approximately 90 solar panels expected to produce 46 TMWh/year. The project is being funded through a grant from EBSCO Information Services in addition to college funding as a way to demonstrate the commitment to Rising to the Challenge of Climate Change. The project is expected to be completed in several phases throughout 2024.



## Coast Salish war canoe paddles

Seven red and yellow cedar war canoe paddles created by Indigenous trades students and faculty are now proudly displayed on the walls of the boardroom on each campus. The paddles represent the six priorities of the college's 2023-2028 Strategic Plan as well as the spirit of Camosung. The paddles display the artwork by Camosun alumni and Coast Salish artist, Dylan Thomas. Two paddle presentation ceremonies, one on each campus, honoured the resurgence of Indigenous culture and creativity within the college community.



## Future skills grant courses through ProSIT

Sixty-five programs offered through Professional Studies and Industry Training at Camosun College met the requirements to be eligible for the B.C. Government's \$3,500 future skills grant. Camosun has the largest number of eligible programs in the province and is helping people bridge gaps in their education as well as helping employers meet labour market demands.

## Honouring Skip and Linda Dick

Camosun College employees were invited to attend a Sp'čə ceremony in September 2023 to honour Dr. Skip and Linda Dick for their remarkable service to the community and Camosun College spanning over 50 years. Sp'čə is the lək'wəŋən word for a Basket Honouring Ceremony. The event took place in the Songhees Bighouse and was co-hosted by Songhees Nation and Eyē? Sqā'lewen. As well as honouring Skip and Linda for over 50 years of service to Camosun, the college unveiled a lək'wəŋən name – Nahey'gnut meaning Mine to Protect – for the Indigenous classroom in the Wilna Thomas Building to honour Skip and Linda's work with the college.



Artwork for Nahey'gnut  
(Mine to Protect)  
by Bradley Dick.

## Recognition as a national leader in applied research

Camosun College ranks among the top 50 research colleges in Canada. The award from Research Infosource reaffirms Camosun Innovates – the applied research arm of the college and home to B.C.'s first Technology Access Centre – as a Canadian leader in advanced manufacturing innovation and development. This aligns with the college's 2023-2028 Strategic Plan of Strengthening the Camosun Advantage, prioritizing student preparation for a rapidly changing world through applied learning.



## Recognizing teaching excellence

Twenty-eight Camosun College faculty members were honoured in 2023 for their contribution to teaching and learning in the second annual teacher recognition celebration. Nominations came from students and employees, highlighting some of the incredible work being done to support student learning. The awards demonstrate how the college is Strengthening the Camosun Advantage by preparing students to thrive in a rapidly-changing world.





## Learning by doing

At Camosun College, we know learning doesn't happen just in the classroom; learning by 'doing' is the best way to build the skills students need to keep a step ahead in the ever-evolving world of work. That's why over 82 per cent of Camosun courses and programs include experiential education and applied learning opportunities in the next academic year.

## Enactus launch

The Camosun College chapter of Enactus launched in September 2023 to serve as a venue for student innovators who are passionate about using business as a way to drive positive social, environmental and economic impact. Food insecurity, the lack of consistent access to nutritious food experienced by many students, is a theme that the Enactus chapter has taken on with enthusiasm. The next steps will be evaluating results, developing ideas, then putting those ideas into action. Enactus is helping the college in Responding to Community Needs.



## Environment Technology program relaunch

A new two-year Environment Technology diploma program will relaunch in September 2024 after going through a major redesign. The new program is an example of the college's commitment to educational excellence and delivering programs that are relevant, applied and innovative. Recent climate-based disasters have reinforced the critical importance of environmental sustainability and the need to Rise to the Challenges of Climate Change.



# Strategic Priorities and Progress Measures

# Strengthening the Camosun Advantage

At Camosun College, we prepare students to thrive in a rapidly changing world.

## Key Highlights



**65 programs** offered through Professional Studies and Industry Training at Camosun College have met the requirements to be eligible for the B.C. Government's \$3,500 future skills grant.

**88% of students** feel that their programs teach the knowledge/skills appropriate to their field of study.



The Registrar's Office and Communications and Marketing have enhanced the college's approach to attracting students from outside the CRD, including a recruitment campaign for specific study areas and a branding awareness campaign.

**82%** of courses are anticipated to include one or more types of applied learning in the 23/24 academic year.



## What we're excited about:

The college is developing a strategic enrolment plan, which includes collaborative processes, practices and initiatives across the college to improve Camosun's Full Time Equivalent (FTE) standing and strengthen relationships with prospective and current students.



Data-based measure  
\* Indicates where a measure or action item has been amended from the original document.



Specific action or project  
On Track Completed Not Started

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

GOAL 1

Empower students to stand out by providing educational experiences that will equip them for their future.

**STCA 1.1**

Takes steps that will support the implementation of a comprehensive student record



Research and environmental scans are complete. A briefing note for the College Executive Team is near completion and is anticipated to be submitted in January 2024. This is a significant project requiring capacity and resources.

**AY 2022/2023**

**STCA 1.2**

% of courses that include one or more of the different types of applied learning (e.g., capstone)



**82%** of courses

This measure is under development and will continue to evolve as the college updates systems to include this data set.

**Anticipated 2023/2024 AY**

**STCA 1.3**

% employment or university transfer rates post Camosun



**73%** of employed students in a training-related job

**43%** of students have taken further studies after completing their program

**AY 2022/2023**

**Source:** Diploma, Associate Degree, and Certificate Students (DAC) 2023 BC Student Outcomes Survey. Does not include trades or bachelor's degree programs.

**STCA 1.4**

Total headcount for programs that align with the BC Labour Market Outlook Forecast 2022-2032 for Vancouver Island and Coast Region\*



**2621 Headcount**

Headcount based on programs aligned with highlighted occupations listed in the 2022-2032 BC Labour Market Outlook Forecast – Vancouver Island and Coast Region.

**AY 2022/2023**

**STCA 1.5**

% of students who feel that their programs teach the knowledge/skills appropriate to their field of study\*



**88% of students**

**AY 2022/2023**

**Source:** BC Student Outcomes Survey

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

GOAL 2

Deliver outstanding flexible learning opportunities to support students' evolving educational needs.

STCA 2.1

# of courses with flexible delivery options by school (e.g., evenings, weekends, online, blended, continuous enrolment).



**3,655 overall**

- Access: 451
- Applied Learning, Co-Op Ed & Career Services: 105
- Arts & Science: 976
- Business: 557
- Camosun International: 9
- Centre for Sport & Exercise Education: 218
- Health & Human Services: 488
- Indigenous Ed & Community Connections: 47
- Technology: 488
- Trades: 309

**Total: 3,655 (44%)**

**AY 2022/2023**

STCA 2.2

% student completion rates in courses with flexible delivery options



**84% of students**

e.g., evenings, weekends, online, blended, continuous enrolment.

**AY 2022/2023**

STCA 2.3

# of courses using zero-textbook cost (ZTC) materials\*



**150 courses**

The data for this measure is continuing to be developed and will grow as the program proceeds. Library and Learning Services continues supporting faculty and programs in adopting open or zero textbooks.

**AY 2023/2024**

STCA 2.4

# of new microcredential offerings



**20 Microcredentials**

This includes microcredentials in business and technology, film studies, health and wellness, and Indigenous education and trades.

Of note, 65 programs offered through Professional Studies and Industry Training at Camosun College have met the requirements to be eligible for the BC Government's \$3,500 future skills grant.

**FY 2023/2024**

STCA 2.5

# of enrolments in microcredential offerings



**339 enrolment count**

**FY 2023/2024**



Data-based measure  
\* Indicates where a measure or action item has been amended from the original document.



Specific action or project  
● On Track ● Completed ● Not Started

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

**GOAL 3**  
Cultivate relationships with students to support their educational journey within and beyond Camosun.

**STCA 3.1**

Develop and implement improved strategic enrolment management practices



A strategic enrolment management framework is currently under development. Operationally, prospective student ‘personas’ (target audiences) have been developed to inform strategic decisions related to program development, personalized marketing, and overall enrolment strategies; meaningful engagement opportunities between domestic, international, and academic areas have been formalized and increased in frequency; relevant measures have been identified, and collaboration has begun between the Registrar’s Office and Institutional Research and Planning.

**AY 2022/2023**

**STCA 3.2**

Establish capacity to support prospective students



A domestic recruitment strategy and resource requests for implementation have been developed. The Registrar’s Office has expanded the recruitment team focused on executing the strategy and expanding domestic recruitment reach. The next steps will include selecting and implementing a student relationship management platform and AI-based chatbot.

**AY 2022/2023**

**STCA 3.3**

Student satisfaction rate



**90% student satisfaction**

**AY 2022/2023** Source: BC Student Outcomes Survey

**STCA 3.4**

% of students who indicate they are able to access services in a timely manner



**73.5% of students**

**AY 2022/2023** Source: BC Student Outcomes Survey

**STCA 3.5**

% of student retention ratio between semesters one and two



**79% student retention**

**AY 2022/2023**

**STCA 3.6**

# of alumni who donate to the college



**59 Alumni**

Advancement and Alumni is continuing to improve and develop this data set.

**FY 2022**

# ÍY,ĆANEUEL OL: Doing Good Work Together

Camosun College is committed to cultivating a work environment that values people, lifelong learning, individual and organizational well-being, and service. We work together to advance the vision, mission and values of the college.

ÍY,ĆANEUEL OL is pronounced EYE. CHEY-NOW-EL UL

## Key Highlights



For the fiscal year 2022/23, the college exceeded its financial target to reduce the approved deficit budget of \$7.2M as a result of the COVID-19 pandemic, to a balanced position and recorded a surplus of **\$1.14M** at year-end.

In 2023, there were **265** opportunities for employee cross-functional learning and communities of practice.



The college is developing an Integrated Planning Framework to align all educational, operational and budget planning processes.

The college has implemented the revised program review and annual snapshot processes. **21 program reviews** are scheduled to complete between 2022 and 2024.



## What we're excited about:

Information Technology Services (ITS) is actively responding to the ministry's mandate to ensure strategic stewardship of our systems. We are transitioning from legacy IT systems, such as SharePoint 2013, IFAS, and the Camosun Legacy Intranet. Additionally, we are focused on obfuscating unnecessary Personal Identifiable Information (PII) in our legacy on-premise environment, thereby enhancing data protection and compliance with privacy standards.



Data-based measure

*\* Indicates where a measure or action item has been amended from the original document.*



Specific action or project

On Track (yellow dot) Completed (green dot) Not Started (red dot)

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

**DGWT 1.1**

Engage with employees about their work experience using different tools and strategies



Early in 2024, Camosun College will review and report on the results of the Camosun Working From Home Survey, which was completed in fall 2023. In addition, various employee engagement pulse surveys will be conducted in 2024.

**CY 2023**

**DGWT 1.2**

Review and enhance formal and informal employee recognition opportunities



The college has reviewed and enhanced the annual Dedicated Service Event. College-wide excellence awards are in development, and Human Resources is identifying departmental awards across the college to include all workgroups.

**CY 2023**

**DGWT 1.3**

% of allocated funds used for personal and professional development (PD)



**86% Exempt**  
**71% CUPE**  
**76% BCGEU**  
**59% CCFA**

The % is the utilization rate of the employee PD funds (total funds used / total PD allocation). The PD allocation is based on a % of gross payroll each pay period.

**FY 2022/2023**

**DGWT 1.4**

% of employees who say the information they have about the college helps them to be successful in their job



Human Resources is developing a pulse survey for employees that will include questions about shared information and communication.

**DGWT 1.5**

# of opportunities for cross-functional learning and communities of practice.



**265 opportunities**

There were 265 total learning opportunities through cross-functional learning and communities of practice, with an average of 24 monthly engagements. Organization and People Development held 21 learning opportunities in 2023.

**CY 2023**

**GOAL 1**  
**Nurture a positive, collaborative and rewarding work culture.**

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

GOAL 2

Ensure financial sustainability for continued investment in student success.

DGWT 2.1

Ensure the college is in a financially sustainable position



For the fiscal year 2022/23, the college exceeded its financial target to reduce the approved deficit budget of \$7.2M to a balanced position by March 31 and recorded a surplus of \$1.14M at year-end.

FY 2022/2023

DGWT 2.2

Non-base sources (ProSIT, Contract Training, Ancillary Services) meeting their financial contribution targets \*



The college continues to look at ancillary revenue and explore ways to maximize contributions. Continue to see growth in ProSIT since its re-opening with substantial opportunities for students through the future skills grant.

FY 2022/2023

DGWT 2.3

Financial investments in student wrap-around supports. (e.g., advising, counseling, and financial aid).\*



A new Director of Budgets and Planning has been hired. Wrap-around support investment data will be developed in the new fiscal year.



GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

### GOAL 3

Promote a culture of data-informed decision-making and process improvement.

**DGWT 3.1**

Further develop and implement data development and access strategies



Institutional Research and Reporting is developing a SharePoint portal to enhance data accessibility, supporting enrolment management strategies, planning initiatives, and student-centric decisions. The portal will feature user-friendly elements such as research reports, key provincial dates, enrolment updates, interactive dashboards, and data glossary.

**AY 2022/2023**

**DGWT 3.2**

Develop and implement an integrated institutional planning cycle



This project is underway, with key issues and planning processes identified. The budget planning process has been shifted to the third quarter to provide more time for schools and departments to respond and plan for the AY ahead.

**FY 2023/2024**

**DGWT 3.3**

Develop a methodology to measure the efficiency and success of programs and services



In collaboration with the Provost and Vice-President of Education & Innovation, the Strategy, Planning, and Transformation department has implemented the revised program review and annual snapshot processes. 21 program reviews are scheduled to complete between 2022 and 2024 academic years.

**AY 2022-2024**



# Responding to Community Needs

Camosun College is dedicated to serving students and partners within the local and global community. We will continue to be responsive to evolving community needs and ensure graduates are equipped with the education and skills essential to employers.

## Key Highlights



The college has submitted its final business plan for student housing on Lansdowne campus to the Ministry and continues to work closely with the Post-Secondary Future Skills capital team as we move through the review process.

**75** employers and community partners engaged in Camosun Innovates/college-led applied learning/research projects in 2022.



There were **537** college and/or Camosun College Students Society-led extracurricular events held on campus in 2022.

There were **776** South Island Partnership students at Camosun.



**198** students were served through programming designed to support refugees and newcomers.



## What we're excited about:

The college is in the process of hiring a director of Prior Learning Assessment Recognition (PLAR). The new director will establish a centre for PLAR, which will increase access to post-secondary education for students by recognizing learning gained through work and life experiences.



Data-based measure

*\* Indicates where a measure or action item has been amended from the original document.*



Specific action or project

On Track (yellow dot) Completed (green dot) Not Started (red dot)

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

**GOAL 1**

Enhance student life on campus, prioritizing student housing and creating spaces that contribute to collaboration and community.

**RTCN 1.1**

Seek funding and opportunities for student housing



The college has submitted its final business plan for student housing on Lansdowne campus to the Ministry and continues to work closely with the Post-Secondary Future Skills capital team as we move through the review process.

**FY 2022/2023**

**RTCN 1.2**

# of average hours booked per semester of student collaboration space\*



**14,757 average hours per semester**

There are at least 45 bookable student spaces across campus, not including classrooms.

**AY 2022/2023**

**RTCN 1.3**

# of college and/or CCSS-led extra-curricular events on campus\*



**537 events**

Representing 17 categories of activities.

**AY 2022/2023**

**RTCN 1.4**

% of student satisfaction with the number and types of extracurricular opportunities available



**72%** of students said, "I am satisfied with the number of extracurricular opportunities available at Camosun."

**70%** of students said, "I am satisfied with the types of extracurricular opportunities available."

**AY 2022/2023**

**Source:** Camosun Student Experience Survey 2023

GOAL	CODE	DESCRIPTION	ACTION OR MEASURE	UPDATE
<p><b>GOAL 2</b></p> <p>Excel in building lasting and reciprocal relationships and partnerships, locally, nationally, and globally to serve the college community and students.</p>	<b>RTCN 2.1</b>	# of employers and community partners engaged in Camosun Innovates/ college-led applied learning/ research projects (Narrative Component)		<p><b>75</b> community clients/partners</p> <p><b>240</b> projects (including 41 college projects)</p> <p><b>252</b> non-Camosun students participated in Innovates Programming</p> <p><b>23</b> Camosun students employed on applied research projects</p> <p><b>CY 2022</b></p>
	<b>RTCN 2.2</b>	\$ donor contribution to Camosun College Foundation each year		<p><b>\$380,0000</b></p> <p><b>CY 2023</b></p>
	<b>RTCN 2.3</b>	# of exchange partnerships with other domestic and international institutions (students, faculty, projects)		<p><b>744 exchange partnerships</b></p> <p>Measure was determined by combining international experience, outgoing students, incoming students, outgoing faculty/staff, and incoming faculty/staff for each term of 2023. Example Countries include Ireland, Germany, Czechia, Kenya, Philippines, and New Zealand.</p> <p><b>CY 2023</b></p>
	<b>RTCN 2.4</b>	# of course registrations from South Island Partnership (SIP)		<p><b>1118 course registrations</b></p> <p><b>776 total headcounts</b></p> <p><b>AY 2022/2023</b></p>



\* Indicates where a measure or action item has been amended from the original document.



On Track Completed Not Started

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

**GOAL 3**  
Break down systemic barriers to improve access to post-secondary education.

**RTCN 3.1**

Establish a Centre of Prior Learning Assessment and Recognition



The college is in the process of hiring a Director role for the Centre for PLAR.

**FY 2023/2024**

**RTCN 3.2**

Establish a baseline for students entering Camosun from diverse backgrounds:



- Indigenous Students
- New Canadians - refugee/permanent resident/landed immigrant
- First-generation learners
- Accommodated Students
- Former Youth in Care with assistance

- **1,029** Self-Identified Indigenous Students (21/22 AY)
- **1,001** Permanent Residents (21/22AY)
- **47** Refugee (21/22AY)
- **307** (22.8% of those who responded to the 2023 Student Experience Survey) were the first in the family to attend post-secondary
- **1603** Students served by Centre for Accessible Learning (22/23 FY)
- **61** former youth in care (2023 FY)

**AY & FY 2021-2023**

**RTCN 3.3**

# of courses/course sections (and some programs) delivered locally and in remote Indigenous communities (Cross reference with Progress Measure HIR 1.1)



**9 programs**

Locations include the Victoria Native Friendship Centre and the Saanich Adult Education Centre. Currently, IECC is offering courses only in the Greater Victoria Region.

**AY 2022/2023**

**RTCN 3.4**

# of students served through programming designed to support refugees and newcomers



**198 Students**

Includes enrolments in the *Hospitality Industry Welcomes Refugees Employment-linked Sponsorship Program (HIRES)*, *Student Refugee*, and *Maker to Market* programs (93). 105 additional Ukrainian students have also been granted IETC student exception and are in the International Reduced Tuition category.

**AY 2022/2023**

# Rising to the Challenges of Climate Change

Camosun College is committed to addressing the climate emergency and our impact on the environment through policy, practice and education.

## Key Highlights



In 2023, the Office of Sustainability engaged with the CICA ImpACT Climate Project, including foundation meetings, and is participating in the CICA Technical Working Group on Scope 3 Emissions.

Two new and renewed programs focused on sustainability and climate change, Environmental Technology and Global Sustainability (ProSIT), will be offered in the next academic year.



Camosun Emergency Management completed a Camosun Emergency Plan, which includes a section on climate and disaster risk and protocols in response to an increased occurrence and intensity of extreme weather events.



## What we're excited about

The college will participate in BC Hydro's and Clean BC's Custom Incentives program and Roadmap Study, which will provide an important building-related strategy to reduce GHG on campus, which can be integrated into the Climate Action Plan.

The college is also currently exploring opportunities to develop a new credential that will prepare students to understand the impacts of climate change and enable them to become advocates in support of climate action initiatives.



Data-based measure

*\* Indicates where a measure or action item has been amended from the original document.*



Specific action or project

On Track (yellow dot) Completed (green dot) Not Started (red dot)

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

GOAL 1

Invest in necessary resources to build momentum and capacity for addressing the climate emergency.

**RTCCC 1.1**

Develop and implement a Climate Action Plan



Request for pre-qualification for Prime Consultant to complete a Sustainable Building Systems Capacity Plan (SBSCP) is underway. In alignment with this initiative, the college will participate in BC Hydro's and Clean BC's Custom Incentives program and Roadmap Study. The SBSCP will be based on a 20-year horizon for sustainability and capacity planning for buildings and systems while providing us with a five-to-ten-year roadmap for prioritized projects and next steps. The SBSCP and Hydro/Clean BC Planning will provide an important building-related strategy to reduce GHG on campus, which can be integrated into the Climate Action Plan.

**FY 2022/2023**

**RTCCC 1.2**

Invest in climate action and environmental sustainability resources to further enhance the capacity to respond to the climate emergency



Resources to complete a Climate Action Plan are as noted in the preceding progress measure.

**FY 2022/2023**

**RTCCC 1.3**

Complete a baseline and progress assessment for the advancement of sustainability at Camosun



Lansdowne Campus was retrofitted in 2022 with 14 new smart meters. Currently, the project requires necessary data assurance, and this work is being completed.

**FY 2022/2023**

**RTCCC 1.4**

Align college sustainability priorities with the CICAN ImpACT Climate Project



The Office of Sustainability has engaged with the CICAN ImpACT Climate Project, including foundation meetings, and is participating in the CICAN Technical Working Group on Scope 3 Emissions. Camosun community members also participated for the first time in the ImpACT climate challenge, championed by the CCSS Sustainability Director.

**FY 2022/2023**

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

**GOAL 2**  
  
Support existing programs and increase climate education across the college.

**RTCCC 2.1**

# of workshops/  
Scheduled  
Development events  
offered to employees  
on climate action



**7 workshops and learning events**

**Examples include:**

- GoByBike Week 2023
- CELT Learning on the Land Fieldtrip Series, BC Campus Introducing a Climate-Kind Pedagogy Framework to Support Climate Education
- African Awareness: Africa’s Market Challenge Film and Discussion
- ETP Farmstand: Food Security in Action
- African Awareness Committee Presents: Climate Crisis & Food Insecurity in Rural Africa
- Habitat Restoration at Rithet’s Bog
- The Challenges of Sustainable Development in Rural Africa Film and Talk

**CY 2023**

**RTCCC 2.2**

# of in-house  
announcements of  
climate events, projects,  
and other initiatives



**8 in-house announcements**

**CY 2023**

**RTCCC 2.3**

# of programs focused  
on sustainability and/or  
climate change



**2 programs**

Environmental Technology

Global Sustainability program area comprised of 6 microcredentials (ProSIT)

Currently exploring opportunities to develop future credentials that will develop a student’s understanding of the impact of climate change and equip them with the skills to be socially responsive in their communities.

**AY 2022/2023**



Data-based measure

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Specific action or project

On Track (yellow dot) Completed (green dot) Not Started (red dot)

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

### GOAL 3

Lower climate-changing emissions to meet or exceed B.C.'s legislated targets while adapting to the impacts of climate change.

**RTCCC 3.1**

% decrease in greenhouse gasses (GHG) emissions (buildings, fleet, paper emissions)



**6% increase in greenhouse gasses**

Tracking completed through the Clean Government Reporting Tool (CGRT) Under BC's Carbon Neutral Government legislation. Tracking is completed and coordinated by the Office of Sustainability in Facilities Services.

**CY 2023**

**RTCCC 3.2**

Combined total greenhouse gasses (GHG) emissions reduction, in tonnes, from savings projects/initiatives



**1.02 tons GHG reduction**

**CY 2023**

**RTCCC 3.3**

Complete climate risk assessments on both campuses, with an emphasis on climate adaptation needs



Camosun Emergency Management completed a Camosun Emergency Plan, which includes a section on climate and disaster risk as well as protocols in response to an increased occurrence and intensity of extreme weather events.

**AY 2022/2023**



# Honouring Indigenous Resurgence

Camosun College supports and upholds the United Nations Declaration on the Rights of Indigenous Peoples and in particular Article 15.1 that *“Indigenous Peoples have the right to dignity and diversity of their cultures, traditions, histories and aspirations which shall be appropriately reflected in education and public information.”*

The college will advance work to honour Indigenization, decolonization, the Truth and Reconciliation Commission of Canada’s Calls to Action, the UN Declaration and B.C.’s Declaration Act.

## Key Highlights



Camosun hosted and participated in a number of meaningful cultural events and ceremonies with local communities, celebrating old ones and elders, welcoming students and their families.

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**355** students completed IST 120 - Indigenous Peoples/TELTIN TTE WILNEW and HLTH 111 - Indigenous Peoples’ Health courses.

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The foundation is in place for three of the 23 TRC calls to action (Phase II), including developing and launching a new Indigenous Community Wellness program at the Saanich Adult Education Centre.



## What we’re excited about

A working group has been formed to establish a baseline inventory of existing cultural visibility on campus (spaces, signage, art, traditional naming, land naturalization) with the intention of increasing Indigenous cultural visibility.

**GOAL**

**CODE**

**DESCRIPTION**

**ACTION OR MEASURE**

**UPDATE**

**GOAL 1**

Engage with reciprocity, understanding, and in good ways to cultivate healthy and supportive community relationships.

**HIR 1.1**

# of programs/courses delivered locally and in remote Indigenous locations (Cross reference with Progress Measure RTCN 3.3)



**9 programs/courses**

Locations include the Victoria Native Friendship Centre and the Saanich Adult Education Centre. Currently, IECC is offering courses only in the Greater Victoria Region.

**AY 2022/2023**

**HIR 1.2**

# of Indigenous events that have both Camosun and local Indigenous community participation



**9 events**

- Basket Ceremony
- Paddle Ceremonies
- Orange Shirt Day
- Pit Cook
- Welcome Back student ceremony
- Elder’s Feasts
- New Year: Student awards ceremony
- Information Sessions x 2

**AY 2022/2023**



**GOAL 2**

Further incorporate the four 'R's of Indigenous Education to ensure the college is an accessible, inclusive, and safe place where all students can thrive.

GOAL	CODE	DESCRIPTION	ACTION OR MEASURE	UPDATE
	<b>HIR 2.1</b>	Develop an Indigenous Education Plan		<i>Eyē? Sqā'lewen</i> has created a combined Indigenization Plan and Indigenization Action Plan (IAP) for 2023-2026. The plan combines the Indigenization Plan, Indigenization & Reconciliation Task Force recommendations, Indigenous Education Plan, College Strategic Plan, and TRC Calls to Action. Implementation planned for AY 2023/2024 <b>AY 2022/2023</b>
	<b>HIR 2.2</b>	# of Indigenous Students ( <i>Eyē? Sqā'lewen</i> and self-identified)		<b>1049 students</b> <b>AY 2022/2023</b>
	<b>HIR 2.3</b>	# of students who have completed IST 120 and HLTH 111 year over year		<b>462 in AY 2021-2022</b> <b>355 in AY 2022-2023</b> <i>IST 120 - Indigenous Peoples/TELTIN TTE WILNEW</i> <i>HLTH 111 - Indigenous Peoples' Health</i> <b>AY 2022/2023</b>
	<b>HIR 2.4</b>	# of college community members who have completed TTW		<b>597 completed</b> This number is the total number of people who completed TTW between 2008 and 2023. TTW has seen an increase in enrolment in recent years. CETL recently became responsible for tracking and reporting TTW enrolment. <b>AY 2008-2022</b>
	<b>HIR 2.5</b>	# of Indigenous students who pursue additional post-secondary studies*		<b>20 students</b> This represents 50% of students who responded "yes" to the Diploma, Associate Degree, and Certificate Students (DAC) BC Student Outcomes Survey. <b>AY 2022/2023</b>



# Advancing Social Justice, Equity, Diversity and Inclusion

Camosun College is committed to upholding the values of Social Justice, Equity, Diversity and Inclusion to foster a barrier-free and respectful learning and working environment for students and employees.

## Key Highlights



An Equity, Diversity and Inclusion (EDI) governance structure with cross-college committees has been drafted and will be implemented in 2024.

In 2023, there were over **30** learning opportunities that support an inclusive organizational culture, including the Canadian Centre for Diversity and Inclusion (CCDI) workshops and Respect in the Workplace training.



Human Resources is developing a list of EDI interview questions with the aim to include questions regarding knowledge of TRC and UNDRIP in Exempt interviews by 2024.



## What we're excited about

The newly appointed Director of EDI will work in partnership with the college community to develop and implement an EDI plan and associated progress measures.



Data-based measure

*\* Indicates where a measure or action item has been amended from the original document.*



Specific action or project

● On Track ● Completed ● Not Started

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

## GOAL 1

### Develop a centre for Equity, Diversity, & Inclusion

**ASJEDI 1.1**

Establish a Centre of EDI with thoughtful engagement with the college community



The college has hired a Director of Equity, Diversity, and Inclusion who started in January 2024. One of their primary responsibilities will be to work across and with the college community to establish Camosun's Centre of EDI.

**AY 2022/2023**

**ASJEDI 1.2**

Develop an EDI plan and implement



Working closely with the Provost & Vice President, Education and Innovation, the newly appointed Director of EDI will be responsible for developing the EDI plan and implementing it. The Director of EDI will work in partnership with the college community to develop and consult on the EDI plan and highlight how it will be implemented and its impact on the college.

**AY 2022/2023**

**ASJEDI 1.3**

Establish a cross-college advisory committee



An EDI governance structure with cross-college committees has been drafted and will be implemented in 2024.

**AY 2022/2023**



GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

GOAL 2

Embed the principles of social justice, equity, diversity, and inclusion as individual and collective responsibilities

**ASJEDI 2.1**

Develop a data and reporting strategy to advance SJEDI capacity



The new EDI Director will work collaboratively with college partners and colleagues to develop a data and reporting structure to advance social justice, equity, diversity, and inclusion at the college.

**AY 2022/2023**

**ASJEDI 2.2**

Develop and implement strategies to strengthen inclusive hiring practices



Human Resources has created a recruitment and advertising tool with an emphasis on diversity and has applied a diversity statement to all Exempt Job Postings. Human Resources has set a goal to include this work in all future hiring processes in the coming years.

**AY 2022/2023**

**ASJEDI 2.3**

Prioritize space that provides physical recognition of diversity and people’s culture



Examples of projects completed in the 2022/23 fiscal year include an Indigenous classroom that accommodates smudging and drumming and the installation of an elevator in the Ewing Building. A goal of the college’s new Accessibility Plan is to conduct a physical accessibility and accommodation audit and this will be undertaken in the following year.

**AY 2022/2023**

**ASJEDI 2.4**

# of learning opportunities that support an inclusive organizational culture



**33 opportunities**

This includes Canadian Centre for Diversity and Inclusion (CCDI) workshops and Respect in the Workplace training that have been modified to include EDI perspectives.

**CY 2023**

**ASJEDI 2.5**

# of programs that have partnered with the EDI Centre to incorporate principles into teaching and learning



This work will begin in 2024/25



Data-based measure

*\* Indicates where a measure or action item has been amended from the original document.*



Specific action or project

On Track (yellow dot) Completed (green dot) Not Started (red dot)

GOAL

CODE

DESCRIPTION

ACTION OR MEASURE

UPDATE

**ASJEDI 3.1**

Develop hiring selection processes that value cultural strengths and lived experience\*



Organization and People Development completed focus group meetings on EDI interview questions and created a summary report. Human Resources aims to include questions regarding knowledge of TRC and UNDRIP in Exempt interviews by 2024.

**AY 2022/2023**

**ASJEDI 3.2**

# of events designed to celebrate, empower, recognize, and advocate for the diversity of the people within Camosun College



**7 events**

**Examples include:**

- Camosun International hosted the 14th Annual Cultural Showcase on March 23, 2023
- CCSS Pride Parade on July 9, 2023
- Orange Shirt Day event at Na'tsa'maht on September 28, 2023
- Traditional Pit Cook on November 2, 2023
- CCSS event to celebrate Diwali on November 13, 2023
- Paddle presentation event at LACC on September 15, 2023
- Paddle presentation event at Sherri Bell Hall on November 14, 2023

**CY 2023**

**ASJEDI 3.3**

# of public announcements and recognition of cultural and social justice events



**1 announcement**

This measure is under development.

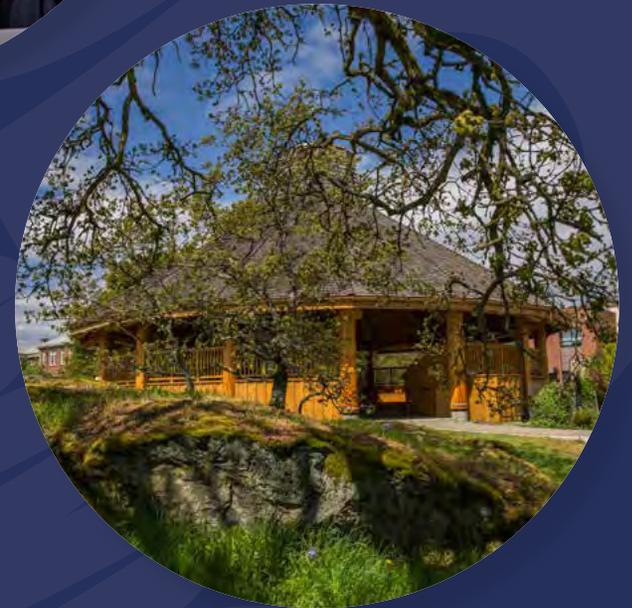
**CY 2023**

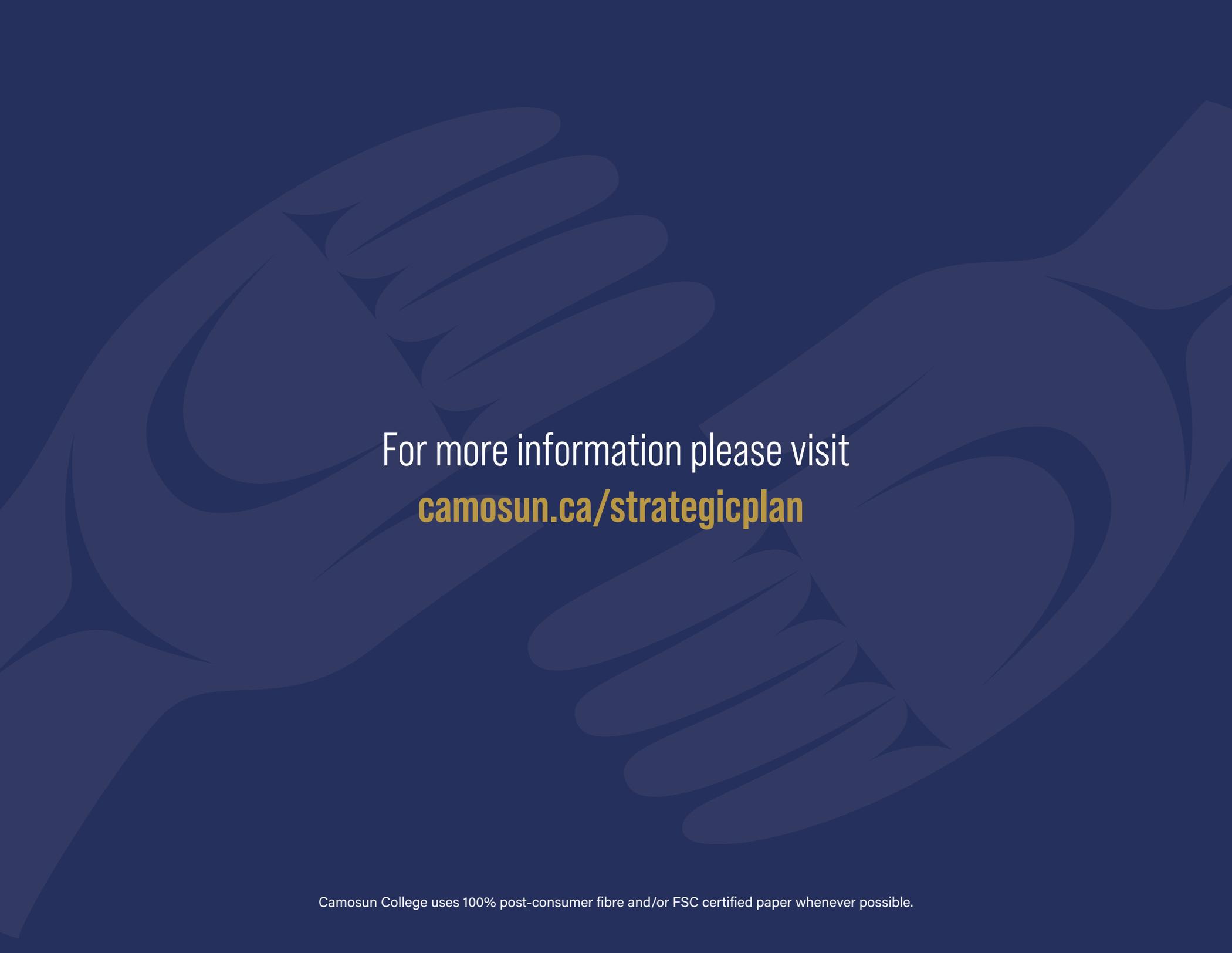
## GOAL 3

Celebrate and uphold the diversity of students and employees as a strength within Camosun's community



**This document is a celebration and demonstration of the college's continued commitment to advancing the values and priorities of the Strategic Plan. Thank you to all college employees, students, and community members for your dedication to the good work we do together.**





For more information please visit  
[camosun.ca/strategicplan](https://camosun.ca/strategicplan)