



OASIS Strategic Plan 2025-2028

APPROVED BY THE OASIS
BOARD OF DIRECTORS ON
MARCH 19, 2025



Vision and Mission Alignment

- ***Vision:*** A thriving, resilient, and unified developmental services sector where all individuals with IDD have access to equitable, high-quality supports.
- ***Mission:*** OASIS strengthens and connects developmental service agencies through strategic advocacy, capacity-building, and system-wide leadership.



Core Values

Collaboration – OASIS exists to unite and strengthen the sector. Working with other agencies, funders, and organizations is at our core.

Member-Driven – We represent our members and prioritize their needs, ensuring they shape our actions and decisions.

Impact-Driven – Everything we do should lead to measurable improvements for the sector and individuals with IDD.

Knowledge Building – As a hub for expertise, we equip members with data, insights, and shared learning.

Innovation – We identify and disseminate new solutions that help the sector evolve.



Strategic Priorities

Our priorities are interconnected and should be viewed as a whole—each reinforcing the others to strengthen the sector, amplify collaboration, and drive systemic impact.

I. Strengthening the Sector's Capacity

II. Policy & Systemic Advocacy

III. Unifying the Sector & Enhancing Collaboration

IV. Enhancing Public Awareness & Influence



Priority I

I. Strengthening the Sector's Capacity

Goal: Ensure member agencies are viable, accountable, and well-supported.

- Develop tailored support models for different agency sub-segments (e.g., rural, urban, large, small, multi-service).
- Foster professional competency development and leadership training.
- Advocate for funding stability and address operational challenges.



Priority II

II. Policy & Systemic Advocacy

Goal: Establish OASIS as the recognized expert for sustainable and equitable DS policies.

- Advance sector-wide priorities, including funding equity and workforce sustainability.
- Strengthen relationships with governments and policy influencers.
- Develop data-driven policy frameworks to support informed decision-making.



Priority III

III. Unifying the Sector & Enhancing Collaboration

Goal: Reduce fragmentation and foster a stronger, more cohesive DS sector.

- Clarify and strengthen partnerships with PN, CLO, OADD, SCDSN and other sector bodies.
- Promote knowledge-sharing and sector-wide engagement on best practices.
- Support cross-agency collaboration through shared service models and collective advocacy.



Priority IV

IV. Enhancing Public Awareness & Influence

Goal: Shift public and government perceptions of IDD services and supports.

- Increase visibility of DS agencies and their contributions to Ontario's social and economic fabric.
- Develop a sector-wide communication strategy to shape public and policy narratives.
- Leverage data and success stories to influence public demand for investment in IDD services.



Measuring Success (Key Metrics and Indicators)

- **Sector Engagement:** Growth in member participation in OASIS programs and initiatives.
- **Policy Impact:** Measurable advocacy wins (funding increases, policy changes, government engagement).
- **Collaboration:** Reduction in duplicated efforts and improved strategic alignment across DS organizations.
- **Public & Government Perception:** Increased recognition of DS sector needs and contributions in policy discussions and media.



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