

OASIS Strategic Plan 2013 – 2016

| Goals  | Tasks Completed   | Actions Still Required  |
|--|---|---|
| <b>Strategic Focus #1: Stability of the Sector</b>   |   |   |
| Advocating on behalf of their member agencies and ensuring provision of timely and necessary resources to help them to be successful                         |   |   |
| Strengthen business practices  | <ul style="list-style-type: none"> <li>• Highlight stories of innovation for our member agencies in Digest and E-blast on an ongoing basis</li> <li>• Webinar sharing ONN's information on bulk purchasing</li> <li>• Position paper and work with MCSS on concepts of Direct funding and Individualized budgeting with secure funding for agency infrastructure</li> </ul> | <ul style="list-style-type: none"> <li>• Continue to work with the Ministry on the role out of Direct/Individualized Budgeting to ensure it meets the needs of agencies</li> <li>• Finalize the work of the individualized budgeting project and provide agencies with the tools and templates they require for implementation of individualized budgeting and financial reporting</li> </ul> |
| Engagement with other sectors  | <ul style="list-style-type: none"> <li>• Participated in a number of forums that involved other sectors</li> <li>• Active participant in OPADD</li> <li>• Gathering information on key initiatives of ONN and how they might relate to the work of OASIS</li> </ul>   | <ul style="list-style-type: none"> <li>• Determine how we want to engage with other sectors</li> <li>• Determine how to capitalize on poverty and housing initiatives</li> </ul>  |
| Support and Advocate for national/provincial strategy on disability  | <ul style="list-style-type: none"> <li>• Provided initial seed money to ECC</li> <li>• Bi-monthly article in the E-blast</li> <li>• Agreed to be a partner in a funding proposal that was submitted to the federal government</li> </ul>  | <ul style="list-style-type: none"> <li>• Request received to be a member of the Steering Committee</li> </ul>   |
| <b>Strategic Focus #2: Labour Relations</b>  |   |   |
| Support member agencies through provision of timely and necessary resources that assist them to be responsive to the needs and demands of their labour force |   |   |
| Strong leadership role   | <ul style="list-style-type: none"> <li>• Provide legal advice to members as needed</li> <li>• Annual labour relations sessions with information pertinent to sector</li> <li>• Regular Conference calls with agencies during negotiations to keep sector informed of trends and address questions and concerns</li> </ul>   |   |
| Pay Equity   | <ul style="list-style-type: none"> <li>• Raised the profile of the crisis with government</li> </ul>  | <ul style="list-style-type: none"> <li>• Ensure that the recommendations of the Gender</li> </ul>   |

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|   | officials and MPPs <ul style="list-style-type: none"> <li>Recommendations made to Gender Wage Gap Committee that were included in final report</li> </ul>   | Wage Gap Committee are implemented in respect to Pay Equity  |
| Working with organized labour in developing relationships alternative model of bargaining for the sector  | <ul style="list-style-type: none"> <li>Development of DSAG that includes non-union participation</li> </ul>   |  |
| <b>Strategic Focus #3: Strategic Relations</b><br>Cultivate strategic relationships that can provide opportunities to influence and strengthen the sector and the infrastructures of support  |   |  |
| Government relations  | <ul style="list-style-type: none"> <li>Queen's Park Information Days</li> <li>Developed four pillars and key messaging</li> <li>Active relationship with all parties</li> <li>Regained our positive working relationship with Minister's office</li> <li>Awareness of the real impact of Pay Equity and the impending crisis if not resolved</li> </ul> | <ul style="list-style-type: none"> <li>Pre Budget submission asks of 2.5% increase in base funding for 3 years, separate funding for agencies' infrastructure from direct service costs, resolving the pay equity issue</li> <li>Ensure key messaging is meeting member agencies needed</li> </ul> |
| Develop clear strategies for member agencies in relation to election campaigns and working with government officials  | <ul style="list-style-type: none"> <li>Go Local Toolkit in final stages of development</li> </ul>   | <ul style="list-style-type: none"> <li>Webinars in Spring 2017 with members of how to use Go Local Toolkit</li> </ul>  |
| <b>Strategic Focus #4: Communications</b><br>Bringing awareness, clarity, consistency of our key messages and expanding the positive profile of OASIS through effective communication with our members, sector partners, Government and the broader community |   |  |
| Extend branding   | <ul style="list-style-type: none"> <li>Introduction of Digest and E-blast</li> </ul>  | <ul style="list-style-type: none"> <li>Edelman to conduct social media assessment of member agencies and how to utilize more effectively</li> <li>Branding guide in development</li> </ul>   |
| Further development of website and social media   | <ul style="list-style-type: none"> <li>Website subcommittee formed to review content and placement of material</li> </ul>   | <ul style="list-style-type: none"> <li>Website survey to be sent to get member feedback on use of website</li> </ul>   |
| <b>Strategic Focus #5: Leadership Development</b><br>Committed to pursuing and developing opportunities that promote continuous learning while raising the level of professionalism within the sector   |   |  |
| Leadership development  | <ul style="list-style-type: none"> <li>Establishment of 3 scholarship awards on an annual basis</li> <li>Participation in the Rotman School of</li> </ul>   |  |

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|  | Management courses with funding provided by MCSS <ul style="list-style-type: none"> <li>• Expansion of Queen’s Leadership program to include graduate level course</li> <li>• 4 part governance webinar series</li> </ul>                                   |   |
| <b>Strategic Focus #6: OASIS Board Development</b><br>Committed to ensure that the OASIS Board has the skills and abilities to carry out the work of OASIS |   |   |
| Attend to the ongoing health and capacity of the OASIS board   | <ul style="list-style-type: none"> <li>• Developed skills checklist</li> <li>• Terms of office identified and succession planning occurred for President to 2020, Vice President Volunteer to 2018 and Vice President Executive Director to 2020</li> </ul> | <ul style="list-style-type: none"> <li>• Need volunteer board member willing to step into role of Vice President Volunteer in 2018</li> </ul> |
| Ongoing maintenance of Mission, Vision, Values, strategic plan and Governance Policies   | <ul style="list-style-type: none"> <li>• Strategic plan updated on a quarterly basis and provided to Board members and posted on website</li> </ul>   | <ul style="list-style-type: none"> <li>• Strategic Plan review in process</li> </ul>  |