

Capilano University's PEOPLE PLAN

PURPOSE

The *People Plan* provides a roadmap for Capilano University's people, culture and diversity journey into 2030. It is important to recognize that while the University's people, culture and diversity department is the custodian of the plan, the ability to move this plan forward is reliant on the work and activities of all employees at CapU.

At its core, the *People Plan* and its five pillars of employee engagement support the values, goals and strategic priorities in both *Envisioning 2030* and *Illuminating 2030*, and it commits the University to a set of actions over the next three years. By listening to all our employees at CapU, we will work together to determine the best strategies to achieve the successful outcomes put forth in this plan.

To everyone who works at CapU, the *People Plan* represents the University's commitment to support all employees to create a distinct university experience for all learners.



PEOPLE PLAN

THE FIVE PILLARS OF EMPLOYEE ENGAGEMENT AT CAPU

The *People Plan* will focus its priorities and actions on the following five essential pillars of employee engagement.

PILLAR 1	PILLAR 2	PILLAR 3	PILLAR 4	PILLAR 5
Trust in the University	Positive Work Environment	Meaningful Work	Growth Opportunities	Great Leadership
<p>CapU will deepen employee trust in the University by:</p> <ul style="list-style-type: none"> • communicating in a transparent and honest manner • aligning the University's actions with its values in everything we do • continuously investing in the employees who work at CapU 	<p>CapU will ensure employees experience a positive work environment by:</p> <ul style="list-style-type: none"> • promoting and supporting health and wellness initiatives and sustainable practices • improving the comfort and functionality of physical workspaces • creating a culture of recognition • weaving Diversity, Equity and Inclusion (DEI) and a commitment to Truth and Reconciliation into the foundation of everything we do 	<p>CapU will prioritize creating meaningful work for employees by:</p> <ul style="list-style-type: none"> • encouraging autonomy, imagination, continuous learning and empowering of teams • placing best fit candidates in best fit roles • promoting healthy work-life rhythm 	<p>CapU will enhance employee opportunities for growth by:</p> <ul style="list-style-type: none"> • investing in training and on-the-job support • establishing succession and development planning • offering diverse learning and development opportunities 	<p>CapU will strive to develop great leadership throughout the University by:</p> <ul style="list-style-type: none"> • encouraging continuous learning through professional development opportunities • creating a culture of curiosity, imagination and reflective practice • developing a modern and agile performance management program