

 Vision

A world where everyone can access and meaningfully contribute to open knowledge, for the benefit of all.

 Mission

In collaboration with our global community, we conduct research, develop free/open source software, and work to increase the quality, diversity, and accessibility of scholarly publishing.

 Values

→ Openness

Sharing widely and freely builds strong, trusting communities. We adhere to open principles and are committed to transparency and non-commercial ownership, both in our governance and operations.

→ Community

Connection drives positive change and promotes a culture where diversity is valued. We work collaboratively to ensure mutual benefit and continuous improvement through community engagement, feedback, and contributions.

→ Inclusivity

Knowledge can only be a public good if everyone can participate. We extend scholarly publishing by creating spaces that are welcoming for all and honour people's right to know through different forms of research and scholarship.

 Priorities

01 Build a Diamond Open Access Future

We're working with our community to ensure more people, platforms, and institutions have the means to sustainably publish and support Diamond Open Access.

- Mobilize our expertise, research, and shared experiences to shape emerging models.
- Elevate and amplify the role and position of our user community in shaping Diamond OA.
- Advance our user community's needs through strategic international representation.
- Enhance community knowledge, skills and local capacity to break down systemic barriers for lasting participation.
- Support the co-development of Canadian Diamond OA through Coalition Publica.

02 Champion Open Source Citizenship

We're creating a culture where supporting open infrastructure means more than just using free / open source software – it means giving back, caring for the community, and staying engaged.

- Celebrate the impact of member, partner, and client contributions.
- Facilitate meaningful participation across all forms of contributions.
- Openly share our plans, progress and commitments.
- Elevate diverse and multiple voices in our feedback mechanisms.

03 Drive Continuous Improvement with Mindful Innovation

We're committed to steadily improving our products, resources, and services in a thoughtful, considerate way that ensures our community grows with us at each stage. Our innovation is intentional, ensuring we improve with smart, sustainable progress.

- Pursue innovations that balance available resources and amplify long-term impact.
- Focus improvements that meet the needs of our diverse, multilingual communities.
- Enhance user workflows through targeted refinements.
- Improve the scalability and sustainability of our software.
- Increase our financial sustainability to secure long-term growth.

04 Strengthen Organisational Culture

We're focusing on making our internal processes more effective to better leverage the knowledge and expertise embedded in our team, empower them to take ownership of their work, all while fostering a positive, sustainable workplace.

- Evaluate our governance structure.
- Enhance our processes and procedures for increased clarity and effectiveness.
- Approach our work strategically through evidence-informed decision-making.
- Address barriers to full participation, enjoyment, and success at work.
- Foster connections, creativity, and learning.