



Lambton
College

Equity, Diversity and Inclusion

Biannual Update

March 2024

PILLAR ONE

We will Indigenize and decolonize our spaces

Executive Sponsor: Rob Kardas, President & CEO

- Indigenous Outdoor Space construction is moving forward and a time-lapse camera has been set up to document the development of the space.
- Incorporated concepts and information from Mino Bimaadziwin (Indigenous Information Tool Kit 2022 developed by Ska:na Family Learning Centre) into our EarlyON programs with training on the Mino Bimaadziwin Tool Kit for all staff in June 2023. Registered Early Childhood Educators in the community have been invited to engage in a Circle of Practice to share experiences and learnings with this new tool.
- In collaboration with Indigenous Education, the Library has visibly identified books in the collection that are written by Indigenous authors by using custom spine labels.
- In collaboration with Indigenous Education, the Library hosted the Parkway Forest Time Machine, an immersive and interactive exhibit.
- With the ongoing work to digitize the Lambton College archives, items that pertain to Indigenous Education are being labelled and are now searchable in a library database.
- The Centre for Academic Excellence and Teaching Innovation (CAETI) is supporting college-wide data collection related to faculty members' preparedness to recognize and teach using the Truth & Reconciliation (TRC) Calls to Action. In the spring, 114 faculty members completed a survey and results are being used to inform the TRC Task Force as well as professional development initiatives.
- Lambton College proudly nominated Don Richardson and Garret VanDusen for the 2023 Premier's Awards. The nominations were made in recognition of Don's impactful work focusing on infrastructure support for Indigenous communities, and Garrett's contributions to cultivating acceptance and inclusion within the BIPOC community.
- To date, 54 people have completed the 4 Seasons of Reconciliation Professional Development Program.

PILLAR TWO

We will foster more inclusive, equitable, diverse and accessible working and learning environments

Executive Sponsor: Kurtis Gray, Associate Vice President, Student Success

- Lambton celebrated the grand opening of the West Entrance renovation. The project included construction of the West Entrance and the Campus Shop with improvements to overall accessibility, such as: updated ramps leading to the pedestrian bridge, barrier free access to the outdoor terrace, the existing washrooms on the first and second floor were updated to meet accessible standards, and a fully accessible private washroom on the first and second floor was added.

- In collaboration with Counselling, Teaching and Learning has created a new certificate in Mental Health and Gender Equity designed to promote mental health awareness and gender equity in the workplace.
- Developed a Lion's Mind video for secondary students who are transitioning out of high school, addressing a range of options related to accessibility and supports available to help students overcome barriers.
- An administrator attended the Pacific Rim International Conference on Disability and Diversity - Beyond Access: Building a Culture of Belonging in February 2024.
- The Library has created displays and interactive activities to promote inclusivity, including recognition for events such as Treaties Week, National Day for Truth and Reconciliation, Black History Month, and Diwali.

PILLAR THREE

We will increase diversity of staff and faculty

Executive Sponsor: Spencer Dickson, Senior Vice President, Strategy & Corporate Services

- Administrative Performance Reviews have been reformatted for 2024 with the introduction of a leadership competency focused on Inclusion. Managers will be rated on their contribution to an environment in which all employees feel a sense of belonging, valued for their differences, and empowered to participate and contribute freely.

PILLAR FOUR

We will develop inclusive curriculum and support the ability of faculty to teach students from diverse backgrounds

Executive Sponsor: Mary Vaughan, Senior Vice President, Academic & Student Success

- The School of Business, Information Technology, English, and Liberal Studies initiated a mapping process to determine which courses and programs have room for improvement in incorporating EDI principles into curriculum and aligning curriculum with relevant UN Sustainable Development Goals. Course owners were encouraged to integrate examples related to EDI where applicable. Additionally, they were asked to revise course outlines and descriptions to identify EDI-related topics covered in the curriculum. The mapping process was repeated in the Fall, revealing a notable improvement in course outlines and descriptions.
- The School of Business has developed and launched a stand-alone course in Equity, Diversity and Inclusion in Fall 2023 in the Business Management – Human Resources program. A subject matter expert was hired to teach the course for the first time and provide feedback on the delivery.
- The School of Fire Sciences, Health, and Community Services consulted with Indigenous Education team while completing curriculum mapping for updated program standards for year one of the Child and Youth Care program in May-June 2023.

- Completed the curriculum development for a social justice core course in the Social Service Worker Program (SSW 2053- Social Justice Advocacy) delivered for the first time beginning January 2024.
- A module has been created and published on the topic of Intersectionality that supports learning about the complexities of intersectionality and how individuals experience identity.
- The College was awarded a grant of two Meta VR Headsets with the opportunity to participate in soft-skills training workshops featuring a software called BodySwaps that gives users the opportunity to see themselves from a different perspective and uses artificial intelligence to help engage learners in self-reflection, awareness of intrinsic biases, navigating microaggressions, privilege, and behaviour cues.
- Since July 2023, professional development activities related to EDI and accessibility have included:
 - Designing a Humanized and Student-Centred Syllabus
 - Supporting Successful Military-Connected Learners
 - More Feet on the Ground
 - SafeTALK
 - Fostering Queer and Trans-Inclusive Environments at Work and Beyond
- In order to foster positive change in student outcomes, the revised curriculum build and change process and accompanying guide has been updated to include the following statement: *The development of new curriculum or revision of existing curriculum will also be conducted through an equity lens, specific to the course context. This includes ensuring that curriculum is up to date; relevant to the current context; supportive of the diversity, complexity and richness of human experience; and does not perpetuate negative stereotypes. The College is further committed to embedding Indigenous culture and history into its curriculum.*

PILLAR FIVE

We will provide more responsive student programs and services

Executive Sponsor: Kurtis Gray, Associate Vice President, Student Success

- An Inclusive Spaces Committee was founded in Fall 2023 by a student in the Community Integration through Cooperative Education program in collaboration with a Learning Specialist to create a student-led initiative that aims to advocate for belonging and creating inclusive opportunities for all students to enjoy.
- Delivered an enhanced orientation/weekend retreat for Indigenous students focused on relationship building, outdoor activities, guest speakers, and traditional well-being. Twenty students participated.
- One-day certificate training provided to Counselling department through the Crisis & Trauma Resource Institute on Trauma Informed Care - Building a Culture of Strength.

The workshop focused on the workplace and ways in which we can integrate a trauma-informed approach throughout the organization.

- Increased Lion's Heart Food Bank & Clothing Closet hours from 6 hrs/week to 24 hrs/week.
- Winter Clothing Challenge encouraged donations from college community to assist students who need warm winter clothing.
- Supported the Lambton Kent District School Board in securing funding for a food program for adult School Within a College students.
- Provided math support to Apprenticeship students to improve student success.
- Community collaboration with YMCA to deliver a 10 week 'YMind' program for students interested in developing more effective self-regulation and coping skills.
- Empowering HER event- partnership with Sexual Assault Survivors Centre and Women's Interval Home to deliver a workshop on healthy relationships and breaking the cycle of abuse. Approximately 50 students attended, including Peer Wellness Mentors.
- Fall Wellness Fair with focus on EDI through engaging with external community partners who provide free access to resources related to health and well-being.
- Community Employment Services (CES) are increasing their mobile services to provide support to rural areas in Lambton County. Employment Consultants are currently offering services in four county libraires to increase access to in-person services – Brights Grove, Camlachie, Forest, and Wyoming. This follows stints in Watford, Corunna, and Thedford libraries.
- CES also have a partnership with the County to offer services in the Lambton County Shared Services Centre in Sarnia. They are on rotation with other service providers to help provide wraparound supports to those furthest from the labour market.

PILLAR SIX

We will ensure that community connections and partnerships meet the needs of our diverse college community

Executive Sponsor: Spencer Dickson, Senior Vice President, Strategy & Corporate Services

- Launched Lion's Share radio interviews and articles with Blackburn Radio, which interviews Lambton College employees, students, alumni, and community members through an EDI lens.
- Developed logo, brand package, mission, vision and values for Sarnia-Lambton Immigration Task Force to further champion the need for Immigration and diversity in the Sarnia-Lambton Community.
- Provided support to P.E. McGibbon Public School during their Parent/Student Open House in November 2023 in alignment with the goal of sharing information about

educational and career opportunities accessible to all students, including students from communities that have been traditionally underrepresented and underserved in postsecondary education.

- Collaborated with Noelle's Gift to Children to create Smash Hits, a children's book fundraiser for Noelle's Gift, a charitable organization that provides immediate access to elementary and secondary school families with nutrition, clothing, and educational equipment for school-age children in need.
- Celebrated the opening of the Judith A Morris Welcome Centre by showcasing the diversity of our student body with a Cultural Showcase and promotion of the welcoming language incorporated onto the bridge.
- Offered webinar sessions with an immigration lawyer to support the college community on immigration and permanent residency processes.

PILLAR SEVEN

We will strengthen research excellence through embedding Indigeneity, inclusion, diversity, equity and accessibility considerations throughout the research process

Executive Sponsor: Mehdi Sheikhzadeh, Vice President, Research & Innovation

- Further advanced the Research & Innovation (R&I) EDI Guide with the development of two EDI assessment forms to be integrated into the daily work of researchers and staff, enabling continuous evaluation and improvement of EDI practices.
- Actively promoting diverse student groups and research projects with industry partners through targeted promotional strategies under R&I departmental social media channels.