



Lambton
College

Equity, Diversity, and Inclusion

Update
Fall 2025

PILLAR ONE

We will Indigenize and decolonize our spaces

Executive Sponsor: Rob Kardas, President & CEO

- The Foundation garnered a \$50,000 donation for the Indigenous Outdoor Gathering Space from Co-operators – Filia & Associates Ltd.
- Sponsorship dollars through Alumni partnership with TD Insurance Meloche Monnex go back toward supporting students through the Indigenous Outdoor Learning & Gathering space.
- A display case in the hallway between the Campus Shop and Indigenous Student Centre has been filled with representations of Lambton College's commitment to Truth & Reconciliation as well as Indigenous art.

PILLAR TWO

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

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

- With an enhanced focus on hosting cultural events that foster a deeper understanding and appreciation of diverse cultures, Lambton College hosted or organized more than a dozen cultural celebrations on campus and in the Sarnia-Lambton community over the course of the 2024-2025 academic year.
- Policy 4000-3-4 Assessing & Addressing Violence was updated to make the reporting process clearer to support a safer College environment.
- Policy 2000-9-1 Academic Accommodations of Students with Disabilities was updated to clarify and strengthen the accommodation process.
- Updated wayfinding signage that includes braille has been installed in areas of buildings A, B, C, D, N, K and J. Signage with braille is being added as renovations are completed.

PILLAR THREE

We will increase diversity of staff and faculty

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

- For Indigenous positions at Lambton College, members of the Indigenous community are included on hiring panels to ensure hiring decisions are supported by Indigenous community representatives in addition to Lambton College management.
- A Bias Training handout has been developed for new hiring managers.

PILLAR FOUR

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

Executive Sponsor: Dave Machacek, Senior Vice President, Academic & Student Success

- Lambton College displayed two exhibitions from the Legacy of Hope Foundation in the NOVA Chemicals Health & Research Centre atrium throughout most of Winter Term 2025. These exhibitions and accompanying professional development sessions educated on the appalling conditions facing Indigenous children in the Residential School System and the historical and ongoing impacts of medical colonialism.
- A new series of EDI modules have been created by Flexible Education and made available to employees and students on the D2L platform. The modules range in topic from unconscious bias and intercultural awareness to disability justice, 2SLGBTQ+ identities, intersectionality, and more. The modules were developed to help further cultivate an appreciation for diversity and help community members develop confidence and curiosity in their interactions.

PILLAR FIVE

We will provide more responsive student programs and services

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

- Policy 2000-6-1 Student Achievement Awards was updated to acknowledge awards for persistence in overcoming barriers, an equity-driving award criterion.
- As part of its commitment to the National Standard of Canada for Mental Health and Well-Being for Postsecondary Students, Lambton College completed its three-year Mental Health & Well-being Student Survey. This series of nine surveys, undertaken in partnership with Academica Group, has tracked and shaped efforts to make students aware of mental health resources available on and off campus. These surveys have also provided valuable insights into student stressors, experiences, and needs that are helping to inform student services and supports.

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

- Lambton College has partnered with the Sarnia-Lambton Local Immigration Partnership, County of Lambton, and Lambton Public Health on the Empower series of events for students to bring attention to crucial topics and inform on the community and peer supports available. In the 2024-25 academic year, this series included events on healthy

relationships, personal boundaries, mental health awareness, safety, and substance use disorder.

PILLAR SEVEN

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

Executive Sponsor: Mehdi Sheikhzadeh, Senior Vice President, Research & Innovation (R&I)

- Lambton College is one of 18 cohort institutions participating in the Dimensions recognition program, a national initiative aimed at advancing EDI across Canada's postsecondary research sector by helping institutions identify and overcome systemic barriers to create more inclusive, equitable, and diverse research environments.
- Two EDI assessment forms were piloted for the research process and research teams across R&I research centres. Feedback from pilot participants have helped shape the assessment forms for full-scale implementation.
- As part of its long-running Research Seminar Series, R&I held a presentation that provided an overview of EDI and its key concepts, EDI in Research, Lambton College and R&I's EDI operational journey, and the R&I EDI Committee.