



**Lambton**  
College

# **Equity, Diversity and Inclusion**

Biannual Update

January 2023

## **PILLAR ONE**

### **We will Indigenize and decolonize our spaces**

Executive Sponsor: Rob Kardas, President & CEO

- The Truth and Reconciliation Task Force has identified 25 of 94 Calls to Action relevant to Lambton College; action items, person(s) responsible, and projected completion dates outlined
- Lambton College continues to be guided by the Indigenous Outdoor Gathering Space Steering Committee in the space's design to ensure it achieves its purpose of being a culturally prominent and safe space for Indigenous learners where they can feel empowerment and ownership in a western education institution
- Survivors' Flag raised as symbol of Lambton College's commitment to Truth and Reconciliation and our responsibilities to the Calls to Action
- Indigenous Resource Club professional development series launched by The Learning Commons

## **PILLAR TWO**

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

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

- Developed the Student Success Team Model and added two Student Navigators to support at-risk and underrepresented student populations
- Formed a partnership with Rainbow Health Ontario to improve our healthcare resources for 2SLGBTQIA+ communities, and a partnership with Safer Spaces Inc. to explore training opportunities for a more inclusive workplace for 2SLGBTQIA+ communities
- Student Administrative Council undertaking cultural celebrations for international holidays
- Embedded EDI expectations into departmental operational and plans
- Added a second full-time Accessibility Counsellor
- \$50,000 invested into emergency support and bursaries
- Rainbow crosswalk painted at the Fire School campus
- Diversity crosswalk added to the main campus featuring fingerprints as a symbol of individuality and connection between humans, with colours representing ethnicity, faiths and cultural diversity

## **PILLAR THREE**

### **We will increase diversity of staff and faculty**

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

- Post-Covid rehiring of Indigenous Student Success Coordinator
- Human Resources representation on the Truth and Reconciliation Committee
- The application of an equity lens has been incorporated into processes for reviewing, revising or developing College policies

- Review process for policy development or revision now includes the application of an equity lens
- Policy #3000-1-1 Recruitment and Selection revised to reduce barriers to the hiring of employees from diverse backgrounds
- Policy #4000-5-3 Respectful College Community revised to ensure full compliance with the Ontario Human Rights Commission’s guidelines for anti-harassment and anti-discrimination policies
- Policy #3000-2-8 Return to Work revised to further define responsibilities of all participants and the administration of the benefit to support fair expectations through a consistent process, and commit to an annual review of the program.

## **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

- Mental health professional development sessions offered, including Safe Talk and More Feet on the Ground
- Professional development sessions offered on Universal Design for Learning (UDL) to accommodate the needs and abilities of all learners
- Bridges out of Poverty workshops delivered in Health and Community Services programs to provide participants with tools and strategies to prevent, reduce and alleviate poverty
- Have begun including EDI, UDL and Indigenization as recommended areas for growth in six-month plans for professional development in Faculty performance reviews

## **PILLAR FIVE**

### **We will provide more responsive student programs and services**

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

- Adapted to a Spiritual Advisor from a Campus Chaplain
- Hired a Mental Health Project Lead
- Completed a full mental health audit using the National Standards for Post Secondary Education
- Let’s Face It has engaged in intentional recruitment, training and orientation, and has used a decolonizing and strengths-based approach to audit and redevelop programming to better meet the needs of student volunteers and participants
- New and enhanced services being delivered in flexible formats. Includes:
  - Distress tolerance skill building groups delivered by Counsellors
  - 24/7 counselling services offered in different languages to international students
  - Partnership between the International department and Counsellors to run a Winter Wellness Series with support from guard.me International Insurance
  - Culturally diverse student life programming

## **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 the Graduate Services and Support Centre to create a stronger support system for international graduates from Sarnia and the Toronto and Mississauga campuses
- Ongoing review amongst Marketing staff to ensure Lambton College marketing and branded materials are accurately representing the student and staff population
- Sponsorship and relationship development with Diversity Ed, a local resource dedicated to "creating and maintain a safer, inclusive and equitable environment for 2SLGBTQIA+ children, youth, adults, seniors and their families, friends and allies

## **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

- Formed EDI group to take responsibility for EDI activities
- Incorporating equity-related principles into current projects and proposals
- Implemented range of initiatives to promote the participation of diverse groups of students
  - Promotion strategies to reach diverse student pools
  - Determining equitable representation among researchers
  - Implementing measures to prefer candidates from underrepresented groups, where equivalent
- Incorporating practices for inclusion on Research teams, including the use of self-identification, ground rules for interaction, accommodations for people with disabilities, and the use of inclusive language
- Made EDI principles core components of the Research Student Training Plan
  - This includes Research 101, which features EDI training modules