

Equity, Diversity & Inclusion

FAQs

Why is Lambton College conducting an Equity, Diversity & Inclusion (EDI) Assessment?

Lambton College is committed to creating a diverse workforce and inclusive working environment that best serves the diverse student population and creates an inclusive learning environment.

The Equity, Diversity and Inclusion Assessment will determine where the College stands as it relates to equity, diversity and inclusion. The assessment will identify strengths and areas for improvement. The information gathered will be used to develop a multi-year EDI Strategy.

What is an Equity, Diversity & Inclusion Assessment?

An Equity, Diversity and Inclusion Assessment is a review of student and employment policies and practices as well as the learning and working environments through an equity lens. It will help identify potential barriers to hiring, advancement, and full inclusion of Indigenous peoples and those from the equity-seeking groups. It will also help identify barriers to the creation of equitable and inclusive learning environments.

The Equity, Diversity and Inclusion Assessment includes:

- A review of employment policies and practices
- A review of student policies and practices
- Consultations with students, staff and faculty through focus groups and an online survey
- One-on-one interviews with senior leaders, human resources staff, and union representatives
- Consultations with stakeholders in the college community

Who is conducting the Equity, Diversity & Inclusion Assessment?

Turner Consulting Group has been selected as the external consultant to conduct this work for Lambton College. This consulting firm is a leading subject matter expert in equity, diversity and inclusion. The consultants working on this project have conducted similar reviews for dozens of other public sector organizations.

You can learn more about them at www.turnerconsultinggroup.ca.

When is the Equity, Diversity & Inclusion Assessment being conducted?

The planning for the EDI Assessment began in August and is currently underway.

Over the months of October and November, students and employees will be asked to participate in focus groups and an online survey to share their input and experiences. During this time, the consultants will also conduct a review of Lambton College's policies and practices and will be conducting one-on-one telephone interviews.

The EDI Assessment is expected to be completed by the end of 2021, with an EDI Strategy developed in January 2022.

Is participation mandatory?

Your participation in the consultations is completely voluntary. We encourage all students and employees to participate so that we can get a more accurate picture of the issues in the College's learning and working environments.

Why should I participate?

The EDI Assessment will allow students, staff, and faculty to share their perspectives and experiences and make recommendations for change. We encourage everyone to participate in the consultations (where feasible), because the more input we receive, the more accurate the results will be.

What if the focus group I should participate in is scheduled for an inconvenient time – can I register for another session?

No. We ask that you register to attend the focus group for the identity group to which you belong. We recognize that the focus groups will not permit everyone to attend. If you are not able to attend a focus group you will be able to provide your input through the online survey.

Will accommodations be provided for students and employees with disabilities who have barriers to participating in the online survey or focus group?

Yes, accommodations will be made to help all students and employees successfully participate in the consultations. If you require accommodation, please let us know by emailing the consultants at info@turnerconsultinggroup.ca.

Will my privacy be protected if I participate in the online survey and focus groups?

Yes. The online survey will be hosted and administered by Turner Consulting Group. The survey will be completely anonymous and will not ask your name. Responses to the survey will only be seen by the consultants who will analyze and summarize the information collected.

The focus groups will be hosted virtually by Turner Consulting Group. No Lambton College staff will be present except for focus group participants. The consultants will analyze the themes arising from the discussions and submit a final report of the findings. Student and employee names will not be included in the report.

While your comments may be quoted in whole or in part in the final report, no identifying information will be included.

Who can participate in the online survey and focus groups?

All students and employees can participate in the online survey and focus groups, including all permanent, casual, and temporary staff, faculty, and administrators.

Links to the online survey and to register for the focus groups are included on this website.

Registration for the focus groups will take place on a first-come, first-served basis, and participation is capped at 10 people per focus group.

Why are the focus groups organized by identity group?

The consultants have organized the focus groups by identity group (e.g., Indigenous people, racialized people/visible minorities, persons with disabilities, LGBTQ2S+, women who don't belong to another group, men who don't belong to another group). This is done to create a safe space in which students and employees can share their common experiences, opinions, and perspectives.

Based on the experience of the consultants, organizing the focus groups in this way garners the most open and honest discussions and input.

What kinds of questions will be asked in the focus groups?

The consultants will ask questions about participants' experiences and perspectives as a student or employee of Lambton College. Participants will also be asked to share their recommendations for what could improve the learning and working environments at Lambton College.

Where will the focus groups be held?

The focus groups will be held virtually. Those who register for the focus groups will be provided with a link to participate through Zoom. Participants should ensure that they have a private space from which to participate in the focus groups.

How long are the focus groups?

Each focus group will last 2 hours for students and 2.5 hours for employees.

How long will it take to complete the online survey?

The online survey will take approximately 10 to 15 minutes to complete, depending on how much information the survey respondent chooses to share.

Will employees be given time at work to participate in the consultations?

Yes. The focus groups for employees will be held during reading week. Managers have been asked to allow employees to attend the focus group. We recognize, however, that not all staff and faculty will be able to attend due to their schedule. If you are unable to participate in the focus groups, you have the opportunity to provide your input through the online survey.

The online survey will take about 10 to 15 minutes to complete. You will be given time at work to complete the survey.

Will the results of the EDI Assessment be shared with students and employees?

Yes. The results of the EDI Assessment and the EDI Strategy will be shared with students, and employees.