



Lambton
College

Equity, Diversity, and Inclusion

Biannual Update

July 2023

PILLAR ONE

We will Indigenize and decolonize our spaces

Executive Sponsor: Rob Kardas, President & CEO

- Fundraising efforts for the Indigenous Outdoor Gathering Space (IOS) have garnered in excess of \$2M from community partners
- Held a ground preparation ceremony at the site of the IOS that featured the Blue Wolf Singers, Grass Dancers, remarks from Jane Manning, Director of Indigenous Education, Phyllis George, Chair, Indigenous Council on Education at Lambton College, Marie Short, Resident Elder, Melissa Ellis, Indigenous Student Council President
- Developed a [web page timeline](#) overviewing 30 years of Indigenous Education at Lambton College
- Truth & Reconciliation Task Force provided an updated academic survey to Lambton College Faculty

PILLAR TWO

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

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

- Benefit and Pension forms can now be utilized electronically.
- Ongoing mental health and gender equity employee training: More Feet on the Ground (mental health literacy), Safer Spaces (2SLGBTQIA+), and safeTALK (suicide awareness).
- During Lambton College's International Education Week, Student Administrative Council arranged for 20 international students to visit Lakeroad Public School to share their diverse cultural backgrounds and enhance cross-cultural understanding
- Student Administrative Council, the Alumni Association and other College representatives have joined Sarnia-Lambton Immigration Task Force Action Groups to enhance employment and settlement opportunities for international graduates in Sarnia-Lambton.
- In recognition of Black History Month, student athletes created videos highlighting significant figures and events in Black history, and these videos were posted on corporate social media accounts.
- Pride month activities were amplified to leverage promotion and extended awareness of Lambton's EDI Strategy, campus supports and resources for students, and to feature Q&A from Lambton GSA.
- Created a new Faculty resource on understanding accommodations

- Participating in the Ontario College Application Service Indigenous Student Data Project to provide Ontario college Indigenous student service offices with the data needed to identify Indigenous applicants and incoming students for proactive student supports
- In the last academic year, the list of culturally significant dates celebrated on campus expanded to include India's Republic and Independence Day, and Mexico's Day of the Dead
- Held a [fashion show](#) that celebrated the diverse cultures and backgrounds of students

PILLAR THREE

We will increase diversity of staff and faculty

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

- Gender identifiers removed from employment contracts
- College Management Team members participated in a conference featuring presentations on: Understanding and Minimizing Unconscious Bias in the Hiring Process, Leading in an Unbiased Way, and Everyday Resiliency for Uncertain Times, and Authentic Inclusion
- HR employees in Recruitment roles participated in anti-bias recruitment training
- HR representatives attended events to extend outreach to underrepresented communities promoting employment opportunities at Lambton College
 - Indigenous Student Center - Connecting with existing students & providing information on post-graduation employment opportunities at Lambton.
 - Kettle and Stony Point Powwow - Co-hosted a booth with the Indigenous Student Centre providing information on employment opportunities.
- Updated job posting templates include a standard statement presenting Lambton College as an employer that welcomes applicants from diverse communities, backgrounds and identities

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

- Faculty and Staff from the Schools of Business, English and Liberal Studies, Health, Community Services and Creative Design, and Technology and Trades participated in EDI training led by Equity, Diversity, Inclusive and Indigeneity Specialist Desiree Phillips.
- Deans and Associate Deans from the School of Technology and Trades participated in intercollegiate EDI training with Sheridan and Fanshawe Colleges

- Indigenous Contributions to Health and Healing course developed for Honours Bachelor of Science – Nursing degree program
- The Associate Dean and Faculty and students from the School of Technology and Trades joined the Senior Vice President, Academic and Student Success, for the Ahmic Harbour's Camp Ak-O-Mak Women's Leadership Retreat

PILLAR FIVE

We will provide more responsive student programs and services

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

- Launched a Gender and Sexuality Alliance (GSA). Program responsibility will be sustained through the Peer Facilitator role within the peer support program Let's Face It. Branding was established for the GSA including a logo, tagline (Lion's Pride), brand guide and vision language to kick off Pride month.
- Developed and delivered a summer Academic Upgrading bootcamp to better prepare underrepresented student varsity athletes for Fall classes
- The Integrated Student Success Team model has been fully implemented, combining academic and service delivery to increase student retention and success
- Launched the Business Professional Club to provide postgraduate international students with a platform for enhancing their employability. Events have included a Business After 5 networking event undertaken in partnership with the Sarnia-Lambton Chamber of Commerce.
- Launched a Toastmasters Club to offer international students the opportunity to develop their public speaking skills under the guidance of community members
- Hired a part-time Indigenous Student Navigator
- With the Kinomaagaazdaa Post Secondary Education Hub project, completed two-year funding grant that supported post secondary transitional programs and workplace transitional initiatives for two local First Nation communities
- Provided at-risk Ontario Youth Apprenticeship Program students (students identified as failing or at-risk of failing a course, which results in the failure of the program) with Math and Blueprint tutoring. This resulted in 100% of at-risk students passing.

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

- Partnered with the County of Lambton to collaborate on events and initiatives, including:
 - Black History Month anti-Black racism art challenge

- African Diaspora dinner to recognize and celebrate the contributions of the African Diaspora in the community
- Lambton College Community Employment Services representatives offering services in four county libraries and the Lambton County Shared Services Centre to increase access to in-person services
- As a continuation of its partnership with Diversity Ed, Lambton College was a sponsor of Diversity Ed PrideFest in July 2023
- Sarnia Lambton Alliance Against Hate engages with international students during orientations and organizes multiple information tables in the upper cafeteria over the course of the academic year
- Following Lambton College's 2023 Convocation, the Alumni Welcome Party included elements reflective of the culturally diverse group of graduates
 - Alumni welcome gift designed by local Indigenous artist
 - Indigenous food trucks
 - Culturally diverse music and activities

PILLAR SEVEN

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

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

- Created an EDI Guide to support researchers, staff and students in incorporating EDI practices into their work and the research process. This includes an overview of EDI considerations in the research process, and for building a research team. Going forward, every research project will follow these guidelines.
- Human Resources working collaboratively with coordinators in Research & Innovation to improve the onboarding process for international hires through improved tracking of credentials, eligibility, and contract status