

THE CENTRE FOR
**HUMAN RIGHTS
EQUITY & DIVERSITY**
HR SERVICES

Centre's Mandate



The Centre for Human Rights, Equity & Diversity addresses Human Rights complaints based on any of the 17 grounds of discrimination as outlined by the Ontario Human Rights Code (1962) as well as Psychological Harassment/Bullying as outlined in Section 1 of the Occupational Health and Safety Act (1990).

The 17 grounds of discrimination are:

- Race
- Sex
- Sexual Orientation
- Disability
- Age
- Marital Status
- Family Status
- Receipt of Public Assistance
- Ancestry
- Place of Origin
- Colour
- Ethnic Origin
- Citizenship
- Creed/Religion
- Record of Offences
- Gender Identity
- Gender Expression

To access Human Rights related resources please visit:
www.hrs.humber.ca/diversity

Contact Information

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Extraordinary Service for Exceptional People
hrs.humber.ca/diversity

Our Approach

The Centre's initiatives integrate the complex and often contradictory ways that socially constructed identities intersect and interlock. As such, the initiatives extend beyond binaries such as male/female, black/white, gay/straight, and able/disabled to include multiple layers of identity that are experienced simultaneously. This intersectional and integrative approach, grounded in a practice of care, is woven throughout all of the Centre's services.

What We Do

The Centre for Human Rights, Equity & Diversity ensures that diversity and equity are instilled as values throughout Humber's inclusive culture.

Preventative and Corrective Education on Human Rights, Equity and Diversity

- Individual and group training
- Custom-designed workshops
- Learning galleries
- Diversity & Inclusion Dialogues

Early Intervention into Human Rights Related Concerns and Human Rights Investigations

- Consultative and referral services for students and employees
- Investigation, conciliation, mediation and referrals

Leadership and Coordination of the Employment Equity Program

- Manage Employment Equity data
- Promote hiring of members from diverse communities
- Work alongside local and national communities to enhance Humber's visibility and attract prospective students and staff from diverse communities

Leadership and Coordination of AODA Initiatives

- Training and skills development
- Resource development and distribution
- Consultation on accessibility issues
- Policy development and plan implementation to facilitate compliance with the AODA (2005).

Committees

- The Centre works alongside the Diversity and AODA committees to promote leadership, innovation, collaboration and information-sharing on all matters related to human rights, diversity, employment equity, accessibility, sexual identity and gender identity throughout the College

Collaboration with Postsecondary Institutions, and Community Organizations

- Promote learning and skills exchange
- Conduct research to advance human rights education and initiatives in postsecondary institutions