Key Human Rights and Equity Terms

Humber Diversity Committee (the Committee) recognizes that human rights and equity vocabulary is constantly evolving. Committee members identified that there needed to be consistency, shared understanding and definitions of the key terms frequently used in human rights, equity work and education at Humber. Language is constantly evolving, as a result, this a living document and the definitions herein will be reviewed, every two (2) years to ensure they reflect the most recent work in this area.

Process for developing the definitions

Prior to engaging in a consultation process, Committee members conducted extensive research into key human rights and equity terms from sources within and outside the post-secondary sector. The Committee drafted definition of four key terms (outlined below) and conducted five (5) town hall meetings in 2015 and one (1) in 2016 to elicit input and feedback from the Humber Community (students, faculty, support staff and administration) on the draft definitions. The definitions below reflect the contributions provided by all the groups.

Humber Diversity Committee thanks the Humber College community members who provided input into the development of the definitions.

Definitions of Key Human Rights and Equity Terms

"We acknowledge the land and the traditional territories of the Ojibwe Anishinabe people. Aboriginal people have a significant historical connection to this land and its waterways, which provided an integral link to communities between the lakeshore of Ontario and the Lake Simcoe Georgian Bay region. It is in keeping with the Indigenous perspective of connection to the land and its original inhabitants that we are committed to increasing awareness, knowledge and fostering the distinct contributions of the First Peoples of Canada."

Shelley Charles, Elder, Advisor on Aboriginal Relations

Diversity

The term diversity refers to difference. At Humber, this concept of difference includes the demographic identities of students, employees and the wider community. When referring to difference, the concept includes but is not limited to the 17 prohibited grounds of discrimination as outlined under the Ontario Human Rights Code[1]. In the educational sector, difference also refers to honouring different knowledges, worldviews and experiences.

Equity

The principle of equity acknowledges and recognizes that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality of outcomes. Therefore at Humber, the term equity recognizes that each student, faculty, and staff, is different and may require differential treatment to prevent and redress social inequalities.

Inclusion

The active, intentional, and ongoing engagement with diversity in people, in the curriculum, and in communities. This engagement is grounded in respect, accepts and acknowledges all members of the Humber College community as contributors. This type of inclusion effort fosters increased understanding of people in their myriad of social identities and enriches innovation and excellence.

Equality

All members of the Humber College community are provided with equitable opportunities to achieve their individual, academic and professional goals. Equality does not mean sameness. By acknowledging difference we reinforce that individuals have unique and legitimate needs.

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[1] race, receipt of public assistance, religion, family status, place of origin, colour, ethnic origin, disability, marital status, sex, citizenship, record of offences, age, ancestry, sexual orientation, gender identity and gender expression.

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