

Review of the Programs and Services offered by the Centre for Human Rights, Equity and Diversity | HR Services (April 26, 2018 to June 30, 2018)

Background

The Centre for Human Rights, Equity and Diversity (the Centre) has evolved from a traditional human resources program approximately six years ago to its present status. Given its growth and the demands placed on the Centre, the decision was made to undertake a Programs and Service Review. An RFP was issued for the work, and the successful bidder is “The Social Planning Council of Peel.” The review is being conducted by Dr. Srimanta Mohanty, Lead Consultant, for the Social Planning Council of Peel.

Purpose of the Review

1. To build a robust understanding of the strengths of the current programs and services; to gather information regarding areas needing improvements and recommendations for leading practices based on research and trends.
2. To enhance relationships and ensure collaboration in the review of programs and services many of which rely on interdependencies between key partners.

Scope of the Review

The Centre provides programs and services in four areas. This review will provide a current state assessment, a gap analysis and recommendations for a leading practice organization on the following:

1. Human rights complaint investigations and early intervention.
2. Human rights, equity, diversity and inclusion education and training.
3. Policy development and legislative compliance (for example, Humber’s Human Rights Policy with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act).
4. Communication and visibility of human rights, equity, diversity and inclusion which includes educational information resource booths as well as partnerships with community-based organizations and other postsecondary institutions.

Why Social Planning Council of Peel (SPCP)?

SPCP was the successful bidder for the following reasons;

- SPCP has 31 years of research, experience, expertise and skills related to human rights, equity, diversity and inclusion. This includes collection and management of survey and demographic data and quantitative/qualitative data analysis.
- SPCP is familiar with Humber as the agency is the host of student placement opportunities for Humber and Guelph-Humber students.