**Mission Statement:**

*The District 24 HRC exists to inform and educate all members of human rights legislation, and issues in Canada, Ontario and within their workplace; and to research and direct members to relevant resources that can assist them in achieving equity and inclusion.*

**The Goals of the District Human Rights Committee (DHRC) will be:**

* to identify needs within the membership surrounding human rights issues and thereby develop avenues to address those needs;
* to provide recommendations to all Bargaining Units regarding policies and procedures that will be effective in ensuring equity and inclusiveness for individuals within different workplace settings;
* to develop extensive and authentic resources that will create an awareness of human rights across the system,
* to be aware of and understand issues of human rights that impact individuals within the Bargaining Units;
* to create awareness amongst members within the District of events and speakers that address human rights (specific or general),and to encourage members to participate in such events;
* to offer pertinent workshops to our members about human rights issues and to enable members to direct with regard to workshops and speakers, which serve to address issues in an authentic manner;
* to write articles for OSSTF and other publications that serve to raise the consciousness level and sensitivity concerning current educational issues from a human rights perspective;
* to act as an informational group to local leaders (District Executive) when dealing with unique issues that are based on, but not limited to the issues of equity with regards to: religion, race and/or ethnicity, physical / mental exceptionalities, socioeconomic disadvantage, sexual orientation and/or identity and gender (*inclusive of steering groups committed to individual issues of equity and inclusion*);
* to encourage a human rights contact person from each work site who can support the mandate of this committee, with a view to creating allies and advocates across the system and who can disseminate information from the DHRC;
* to encourage the creation of a human rights representative from each Bargaining Unit on the DHRC;
* to be an advocate with regard to human rights issues, encompassing social justice within the system, as well as within the community.