



EQUITY RESOURCES

At the Career Hub we recognize that despite the ongoing work being done at multiple levels to make the world more inclusive for the equity deserving groups, there may still be barriers and challenges that people might face during their career journey's. On this page you will find resources that will empower you to be successful in your career path which can be as unique as you are.

Resources for Indigenous Students

- [List](#) of many resources for Indigenous Youth by CERIC
- [Indigenous works](#) - A national non for profit organization for Indigenous workers
- Internships, Co-ops & Summer Programs
 - [BDC Indigenous Summer Student Indigenous](#): internships for Indigenous students in Bachelor of Commerce or Business Administration programs
 - [BMO Student Internship Program](#): internship for post-secondary students interested in pursuing a career in banking
 - [International Aboriginal Youth Initiative](#): offers international opportunities for Indigenous youth
 - [Ontario Internship Program](#): Government of Ontario internship for graduates looking to work within Ontario's public services
 - [RBC Indigenous](#): internship and development programs for Indigenous students and young professionals
 - [ScotiaBank](#): Aboriginal Talent: recruitment targeted specifically for Indigenous people
 - [TD Bank](#): internships for undergraduate students and training programs for financial securities and technology students
- Employment and Training Opportunities
 - [Building Environmental Aboriginal Human Resources \(BEAHR\)](#) - Helps First Nations, Métis and Inuit communities across Canada develop local environmental skills and foster green careers.
 - [Skills Ontario First Nations, Métis, and Inuit Initiatives](#) - Skills Ontario's First Nations, Métis and Inuit (FNMI) Initiatives aim to increase the awareness of FNMI youth in the rewarding career opportunities that exist in the skilled trades and technologies.
- [NPAAMB Indigenous Youth Employment and Training](#) - NPAAMB provides skills development and training opportunities for urban Indigenous youth in Southern Ontario. It offers a variety of programs including its Youth Internship Program, Summer Work Experience Program and Skills Development Training Program.
- Accelerate Her Future Fellowship Circle
- 10-week program designed by BIWOC for BIWOC – a tailored and highly curated experience providing small group mentorship circles, career learning labs, fireside chats, and networking with managers and leaders from top business and tech companies.

- The Martin Family Initiative
 - The Martin Family Initiative is committed to improving elementary and secondary school education outcomes for First Nations, Métis Nation and Inuit students in Canada by working in full partnership with the Indigenous people of Canada, pertinent governments and the private sector. It offers resources and programming, such as its Aboriginal Youth Entrepreneurship Program.
- Canadian Council for Aboriginal Business (CCAB)
- CCAB delivers programs that facilitate the growth of Aboriginal business, build relationships between Aboriginal and non-Aboriginal business, and ensure life-long learning for Aboriginal entrepreneurs, and other Canadian business leaders.
- Council and Government Resources
 - [Crown-Indigenous Relations and Northern Affairs Canada](#)
 - [Haudenosaunee Confederacy](#)
 - [Indigenous Peoples](#)
 - [Indigenous Works](#)
 - [Six Nations Council](#)
 - [The Metis Nation of Ontario](#)
- Professional Associations
 - [Aboriginal Professional Association of Canada](#)
 - [Aboriginal Financial Officers Association of Canada](#)
 - [Aboriginal Women's Professional Association \(AWPA\)](#)
 - [Native Women's Association of Canada](#)
 - [Ontario Native Women's Association](#)

Resources for Students with Disabilities

- [Are you Required to Tell Your Employer If You Have a Disability?](#) *(Global news)*
- [How to Disclose a Disability During a Job Search](#) - *LinkedIn*
- Accessibility for Ontarians with Disabilities Act - [Disclosure of Disability in the Workplace \(AODA\)](#)
- [GRB Webinar: Tips for Jobseekers with a Disability](#) *(Devant)*
- [4 Career Tips for the Underestimated](#) *(Devant)*
- [Crafting Your Disability Narrative](#) *Lime Connect*
- [Lime Connect Disability Education & Resources](#)

Resources for Students from the 2SLGBTQIA+ Community

- Career & Job Search Information
 - [Your Journey - A Career Guide for Trans and Nonbinary Students](#) *(University of Toronto)*
 - [2SLGBTQIA+Career Development Resources and FAQs](#) *(University of British Columbia)*
 - [Dignity Network Canada](#) *(Dignity Network)*



- A group of civil society organizations across Canada involved in supporting the human rights of people regardless of sexual orientation, gender identity and expression and sex characteristics (SOGIESC) globally.
 - [Pride at Work Canada](#) (*Pride at work*)
 - A non-profit organization that supports inclusive workplaces and offers a job bank. Through dialogue, education and thought leadership, Pride at Work Canada/Fierté au travail Canada empowers Canadian employers to build workplaces that celebrate all employees regardless of gender expression, gender identity, and sexual orientation.
- Diversity Organizations
 - [Canada's Best Diversity Employers](#) (*Canada's top 100*)
 - [Start Proud](#) (*Start Proud*)
 - Start Proud aims to connect LGBTQ+ students with employers, while promoting the development of LGBTQ+ professionals, and celebrating the achievements and service of those in the community.
 - [The Canadian Gay and Lesbian Chamber of Commerce](#) (*CGLCC*)
 - The only national chamber of commerce uniting and advocating for the over 100,000 LGBT+ owned and operated businesses in Canada.
 - [Ontario Gay & Lesbian Chamber of Commerce](#) (*Gay Lesbian Directory*)
 - A federally chartered, non-profit organization with the goal to create an environment in which LGBTQ businesses and professionals can thrive through the sharing of knowledge and resources.
- Human Rights
 - [Ontario Human Rights Commission](#) (*OHRC*)
 - [OutRight Action International](#) (*OutRight International*)
 - Outright International works with partners around the globe to strengthen the capacity of the LGBTIQ movement. They document and amplify human rights violations and advocate for inclusion and equality.
 - [Call It Out: Racism, Racial Discrimination and Human Rights](#)
 - eCourse
 - [Human Rights 101](#)
 - eCourse
 - [Additional resources](#)
- Professional Bodies
 - [Out To Innovate](#) (*National Organization of Gay and Lesbian Scientists and Technical Professionals*)
 - A professional society and global community of LGBTQ+ students and professionals in science, technology, engineering, and mathematics.
 - [National Lesbian and Gay Journalists Association](#) (*NLGJA*)
 - An organization of journalists, media professionals, educators and students working from within the news industry to foster fair and accurate coverage of LGBT issues.



Ontario Human Rights for [Newcomers to Canada](#)

- [Removing the “Canadian experience” Barrier](#)
- [Racial Harassment](#)
- [Discrimination Based on Creed](#)
- [Housing is a Human Right](#)

Equity, Diversity & Inclusion Resources

- [How to Speak Up Against Racism at Work](#) (*LinkedIn*)
- [Call It Out: Racism, Racial Discrimination and Human Rights](#) (*Ontario Human Rights Commission*)
 - A 30-minute interactive eCourse that offers a foundation for learning about race, racial discrimination and human rights protections under Ontario's *Human Rights Code*. The course offers a historical overview of racism and racial discrimination, explains what “race,” “racism” and “racial discrimination” mean, and provides approaches to preventing and addressing racial discrimination.
- [Human Rights 101](#) (*Ontario Human Rights Commission*)
 - This module provides a basic understanding of rights and responsibilities under the Ontario Human Rights Code.
- An Introduction to LGBT+ Diversity and Inclusion training by [The Canadian Gay and Lesbian Chamber of Commerce](#) (*CGLCC*)
- [The519](#)
 - [Gender-Specific and Gender-Neutral Pronouns](#)
 - [Starting Conversations](#)
 - [Being an Effective Trans Ally](#)
 - [Being a Supportive Peer or Co-worker](#)
 - [Supporting an Employee in Transition](#)
 - [If You are Transitioning on the Job](#)
 - [Washrooms and Change Rooms](#)
 - [Creating a Welcoming Environment](#)
 - [Your Rights as a Trans Person](#)
- [Confronting Bias: Thriving Across Our Differences](#) (*LinkedIn Learning*)

