

**Ontario Human  
Rights Commission**

Office of the Chief Commissioner

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Cabinet du commissaire en chef

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September 18, 2015

VIA EMAIL: [CWR.SpecialAdvisors@ontario.ca](mailto:CWR.SpecialAdvisors@ontario.ca)

Hon. Kevin D. Flynn  
Minister of Labour  
14th Flr  
400 University Ave  
Toronto ON M7A1T7

Dear Minister,

The Ontario Human Rights Commission (OHRC) is pleased to make this submission to the Ministry of Labour's Changing Workplaces Review,

The Ministry's consultation guide appropriately recognizes achieving "equity" for historically under-represented groups including women, workers from racialized groups, Indigenous people, and people with disabilities, as an important objective for the Review. The OHRC agrees. Achieving equal opportunity and benefit in a changing economy starts with understanding the nature of the disadvantage and discrimination that these groups face as well as applying a human rights lens to employment standards and labour relations legislation, policies and practices.

I hope the information in our submission is helpful.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ruth Goba".

Ruth Goba  
Interim Chief Commissioner  
Ontario Human Rights Commissioner

Copy: Hon. Madeleine Meilleur, Attorney General of Ontario