

MESSAGE FROM THE PRESIDENT AND THE EXECUTIVE DIRECTOR

In 2007-2008, Equitas celebrated its 40th Anniversary as an organization dedicated to advancing equality, social justice and respect for human dignity through transformative education programs.

During the year, our programs continued to grow and innovate, with partners and alumni letting us know how they are applying what they learn and making a difference every day. Success stories and details of our activities during the year can be found elsewhere in these pages. We would, however, like to share with you some of the highlights of 2007-2008.

PLAY IT FAIR! – MAKING A DIFFERENCE ACROSS CANADA

Play it Fair! – designed to allow children in summer day camps and after-school programs to develop attitudes and behaviours based on human rights values – was offered again in Montreal and successfully piloted in Vancouver, Winnipeg, Toronto, Moncton, Dieppe and Fredericton. 1,350 camp counsellors and city employees were trained and 20,000 children deepened their understanding of the importance of respecting human rights and diversity. Equitas was proud that the Play it Fair! program was recognized with an Honourable Mention from the Canadian Race Relations Foundation as part of their 2007 Awards of Excellence in Anti-Racism.

EXPORTING THE EQUITAS MODEL AROUND THE WORLD

During the year, Equitas undertook a more systematic approach to follow-up programs to ensure that our alumni can successfully transfer what they learn from our programs. This was particularly true of the annual International Human Rights Training Program (IH RTP). Our plan to have our alumni apply lessons learned during the IH RTP to their regions was successfully piloted in February 2008 when a group of 30 Indonesian alumni developed and delivered a two-week human rights training program for Indonesian human rights workers. The participants greeted this milestone session enthusiastically and the organizers are planning another activity for next year. Planning intended to lead to similar programs was launched during the year in Haiti and will follow in other regions. In the future, increased emphasis will be given to assisting IH RTP alumni to design and deliver their own human rights education initiatives based on the proven teaching methods of the IH RTP.



ROBERT YALDEN, PRESIDENT

EQUITAS UNDERTOOK A MORE SYSTEMATIC APPROACH TO FOLLOW-UP PROGRAMS TO ENSURE THAT OUR ALUMNI CAN SUCCESSFULLY TRANSFER WHAT THEY LEARN FROM OUR PROGRAMS.



IAN HAMILTON, EXECUTIVE DIRECTOR

PROGRESS MADE DURING THE YEAR IN THESE AREAS CONFIRMED THE TREMENDOUS POTENTIAL FOR EQUITAS TO USE ON-LINE STRATEGIES.

MESSAGE FROM THE PRESIDENT AND THE EXECUTIVE DIRECTOR

NEW METHODS FOR MEASURING OUR IMPACT

Throughout the year, we continued to challenge ourselves to find new and more effective ways to evaluate and document the changes taking place as a result of our human rights training and education activities. After organizing an international symposium on this subject in Montreal in May 2007, Equitas and the UN Office of the High Commissioner for Human Rights agreed to collaborate on the publication of a Practitioners' Guide on Human Rights Education Evaluation (due for publication in December 2008).

INNOVATIVE NEW TOOLS


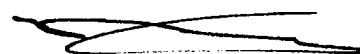
2007-2008 also marked an exciting step forward in our ability to use new technologies in our programs. The online Equitas Community came into its own last year with the active participation of 500 alumni during the year. Equitas also began to develop, for the first time, distance education courses on-line. Progress made during the year in these areas confirmed the tremendous potential for Equitas to use on-line strategies to enhance the impact and reach of our programming in the future.

A FOUNDATION FOR CONTINUED SUCCESS

The efforts of so many that have gone into making the IH RTP a success, together with careful planning for the future of the program and effective communication concerning the ways in which IH RTP alumni have made a difference in their communities using the tools learned through the program, were rewarded at the end of the year when the Canadian International Development Agency confirmed that it would renew its funding for the IH RTP and associated follow-up initiatives for the next five years (2008-2013). This new agreement came into effect in April 2008 and provides stability and the solid foundation needed to ensure continued success for this world renowned program.

SUCCESS IS BUILT AROUND A DEDICATED TEAM AND COMMITTED PARTNERS

We would like to extend our sincere appreciation to each and every member of our staff, our Board of Directors and our Honourary Board for their tireless efforts to make Equitas the leader it is today in the field of human rights education around the world. We also wish to express our sincere appreciation to our partners in Canada and around the world, as well as the countless volunteers and interns who contributed to our success during the past year. This extraordinary team ensured that forty years later, Equitas continues to contribute in so many meaningful ways to building a culture of human rights at a domestic and an international level.



Robert Yalden
President

Ian Hamilton
Executive Director

40 YEARS OF EXCELLENCE IN HUMAN RIGHTS EDUCATION

Equitas partners, friends and supporters gathered on May 3, 2007 to celebrate Equitas' anniversary and recognize that the vision of its founding members was alive and well. We were particularly pleased to have a number of key figures from the early years in attendance, including Paul-André Crépeau and Bea Bazar.



de changement par l'éducation
of education for change



PAUL-ANDRÉ CRÉPEAU
AND BEA BAZAR

MONICA MATTE

We note with sadness the passing of Monica Matte, a long-time member of our Board of Directors and an Honourary Board member at the time of her death. She will be remembered as a passionate, committed and warm woman whose involvement and contribution to Equitas were deeply appreciated.

YEAR IN REVIEW

HIGHLIGHTS 2007-2008

- APRIL** • Preventing Racism and Discrimination: Preparing Canadian Children to Engage in a Multicultural Society: National Training of Trainers, Montreal, Canada
- MAY** • International Human Rights Education Evaluation Symposium, Montreal, Canada
- Equitas celebrates its 40th anniversary!
 - Combating Violence against Women in the South Caucasus: Regional Consultation with the United Nations Special Rapporteur on Violence Against Women, Tbilisi, Georgia
- JUNE** • International Human Rights Training Program (IH RTP): Participation of 130 human rights educators from 60 countries, Ste-Anne-de-Bellevue, Quebec
- Building a Culture of Human Rights in Iraq, the Middle East and North Africa: Exposure week for participants from the Middle East & North Africa, Montreal & Ottawa
 - Health and Human Rights: Launch of a resource kit and training with the Open Society Institute, Cape Town, South Africa
- JULY** • Strengthening Human Rights Protection in the Tsunami-affected Regions of Indonesia: Advanced Training of Trainers of the Ministry of Law and Human Rights, Cisarua, Indonesia
- Play it Fair! program in use in 107 day camps in Montreal and piloted in 20 day camps across Canada
- AUG** • IH RTP follow-up: Training of Trainers, Ouagadougou, Burkina Faso
- SEPT** • IH RTP follow-up: Local human rights education activity evaluation meetings with alumni: South and South East Asia; and Central and Eastern Europe and Central Asia
- OCT** • Building a Culture of Human Rights in Iraq, the Middle East and North Africa: Regional Working Session with program partners, Aqaba, Jordan
- NOV** • Strengthening Human Rights Protection in the Tsunami-affected Regions of Indonesia: Evaluation Workshop, Jakarta
- Indonesia Annual Human Rights Training Program: Curriculum design workshop, Jakarta
 - Equitas' annual fundraising cocktail with guest speaker Ishmael Beah
- DEC** • Publication of Proceedings of International Symposium on Human Rights Education Evaluation
- JAN** • IH RTP follow-up: Funding of local human rights education projects in Francophone Africa
- FEB** • IH RTP follow-up: Training of Trainers, Montrouis, Haiti
- Indonesian Annual Human Rights Training Program: two-week training program, Jakarta, Indonesia
 - Monitoring Women's Human Rights and Gender Equality in Kazakhstan: Training Workshops, Almaty & Astana, Kazakhstan
- MAR** • Building a Human Rights Culture in Iraq, the Middle East and North Africa: Training of Trainers, Rabat, Morocco
- Preventing Racism and Discrimination: Preparing Canadian Children to Engage in a Multicultural Society: Training of Trainers, Montreal, Canada



INTERNATIONAL HUMAN RIGHTS EDUCATION EVALUATION SYMPOSIUM, MONTREAL, CANADA



INTERNATIONAL HUMAN RIGHTS TRAINING PROGRAM, MONTREAL, CANADA



TRAINING OF TRAINERS, OUAGADOUGOU, BURKINA FASO



TRAINING OF TRAINERS, MONTROUIS, HAITI



TRAINING OF TRAINERS, RABAT, MOROCCO

THE IMPACT OF EQUITAS PROGRAMS

STORIES FROM THE FIELD

IN CANADA

FROM A SUMMER DAY CAMP IN MONTREAL

In 2007, camp counsellors reported how Play it Fair! helped young children - in the 6-8 age group - understand that they had more in common than what divided them. They started the camp exchanging racial insults with each other. Even after playing only one of the games from our Play it Fair! kit- *Hello from Around the World*, a game that focuses on the theme of respect, they changed. The insults stopped. They started to cooperate with each other.

INTERNATIONALLY

FROM INDIA

We heard from a 1996 IH RTP participant, a public school teacher, who returned home and began teaching his students about the rights of children. One of the children in his class went home and told his parents that they didn't have the right to kill his unborn baby sister. In this part of India, infanticide of baby girls was common. This conversation led to a conversation within his family, then his extended family and finally throughout his village. Today this village no longer practices infanticide. And, the baby sister is now twelve years old.

FROM KENYA

A 2002 IH RTP participant credits the program with strengthening his abilities as a human rights educator and defender. He was able to use these skills to help hundreds of thousands of Kenyan children attend school for the first time. The IH RTP helped him to understand the importance of working with the people, not just for the people.

FROM THE DEMOCRATIC REPUBLIC OF THE CONGO

We heard from a 2005 IH RTP alumna who has used the knowledge and skills she learned to train 150 people to investigate crimes against humanity in Eastern Congo. Her efforts sensitized local chiefs and the community at large about the importance of seeking justice for victims of the armed conflict, particularly for women who had been raped or suffered other forms of sexual violence.

Feedback from International Human Rights Training Program (IH RTP) participants

"The International Human Rights Training Program (IH RTP) exposed me to more techniques in human rights education that I expect to use in the course of my duties. It was such a wonderful experience, meeting participants from around the world with different experiences and expertise. No wonder, the world is now a global village... Thanks so much for giving me the opportunity and keep the fire burning."

- Participant from Uganda

"What an opportunity being provided through the IH RTP. It was a great time for learning, sharing and fun as well. Truly, the IH RTP has added to my knowledge, enhanced my skills and has guided me towards improving the human rights education program at home."

- Participant from Pakistan



CHILDREN LEARN ABOUT RIGHTS AND RESPONSIBILITIES AT A MONTREAL DAY CAMP

I HAVE ATTENDED A NUMBER OF INTERNATIONAL CONFERENCES BUT WHAT I SAW AT THE IH RTP WAS UNBELIEVABLE. PLEASE KEEP UP THE GOOD WORK. I AND MY TEAM ARE WORKING HARD TO PUT INTO USE ALL THE KNOWLEDGE AND SKILLS WE ACQUIRED AT THE TRAINING.

- PARTICIPANT FROM UGANDA



CHILDREN REFLECT AFTER A GAME IN MONCTON

THANK YOU VERY MUCH FOR SELECTING ME FOR THE IH RTP. DURING THIS WONDERFUL PROGRAM, I LEARNED LOTS OF THINGS ABOUT HUMAN RIGHTS THAT I DID NOT KNOW. NOT ONLY THAT, I LEARNED LOTS OF THINGS FROM OTHER INTERNATIONAL PARTICIPANTS. I AM SHARING WHAT I GAINED WITH MY FRIENDS, STAFF, AND THE PEOPLE.

- PARTICIPANT FROM SRI LANKA

OUR PROGRAMS 2007 - 2008

IN CANADA

PLAY IT FAIR!

Using games and interactive activities, this program helps children aged 6-12 develop a deeper understanding of the importance of respecting human rights and diversity and learn new skills in conflict resolution. Its focus is on summer day camps run by municipalities and community-based organizations and is currently being implemented in Montreal, Toronto, Vancouver, Winnipeg, Moncton, Dieppe and Fredericton. To date, 1,350 camp counsellors and city employees have been trained in the use of the Play it fair! toolkit reaching over 20,000 children.

INTERNATIONAL HUMAN RIGHTS TRAINING PROGRAM (IHRTTP)

This world-renowned training program strengthens the ability of human rights organizations to engage in human rights education such as training, awareness campaigns, information dissemination and advocacy.

Launched in 1980, this three-week training program is held annually in June in Montreal with around 130 participants from around the world. Extensive follow-up programs provide additional training and support to alumni in Africa, the Americas, Asia, Central and Eastern Europe and the Middle East. The online Equitas Community allows alumni to share lessons learned, discuss human rights education experiences and exchange information about events, resources and human rights education materials.

INDONESIA

Strengthening human rights protection in the tsunami-affected regions

Equitas worked with the Directorate General for Human Rights Protection of the Indonesian Ministry of Law and Human Rights to strengthen its capacity to implement its National Action Plan for Human Rights.

Annual Human Rights Training Program - Pelatihan Hak Asasi Manusia Tahunan

The goal of this 2-week training program is to contribute to the strengthening of the capacity of educators and activists to undertake effective human rights education aimed at developing a culture of human rights in Indonesia.

MIDDLE EAST & NORTH AFRICA

Human Rights Education: A Pathway to Building a Human Rights Culture in Iraq, the Middle East and North Africa

Equitas is increasing respect for human rights, advancing democracy and good governance and seeking to reduce conflict by building the capacity of civil society organizations to engage in human rights education. While the program is regional in its scope, there is a particular focus on Iraq.

CENTRAL AND EASTERN EUROPE AND CENTRAL ASIA

Equitas is working to increase the capacity of organizations to more effectively monitor State compliance with national and international standards for the protection and promotion of women's rights and gender equality.



ALL ABOARD THE HUMAN RIGHTS TRAIN AT THE IHRTTP

THE IHRTTP IS JUST AWESOME. IT GAVE ME THE OPPORTUNITY TO MEET WITH ALL THE PARTICIPANTS WHO ARE WONDERFUL PEOPLE. IT WAS SO ENRICHING FOR ME TO BE INTERACTING WITH PARTICIPANTS FROM DIFFERENT COUNTRIES AND CULTURES AND LEARNING FROM THEIR EXPERIENCES!

- PARTICIPANT FROM MOROCCO



TRAINING OF TRAINERS, RABAT, MOROCCO

I ACQUIRED KNOWLEDGE THAT ALLOWED ME TO HOLD TRAINING SESSIONS WITH WOMEN IN PREPARATION OF OUR ELECTIONS.

- PARTICIPANT FROM CAMEROON



ANNUAL HUMAN RIGHTS TRAINING PROGRAM, JAKARTA, INDONESIA

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BOARD OF DIRECTORS 2007-2008

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Cecilia Thompson	Senior Program Officer, GHREP (on leave)

PROGRAMS

Rob Shropshire	Director of Programs
Bing Arguelles	Program Officer, Asia
Chris Bradley	Program Officer, IHRTTP

Fotouh Younes	Program Coordinator, Middle East and North Africa
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INTERNS

IHRTTP: Jocelyn Chouinard, Laura Cliche, Mathieu Lassalle, Émilie Paquin-Holmested, Cassandre Pérusse, Gaël Pétilion, Perri Ravon, Nadia Roy, Élise Voyer

INDONESIA PROGRAM

Pia Bustos

CANADA PROGRAM

Katy Homeniuk, Hanifa Kassam, Reynold Fast, Manju Varma Joshi

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ISHMAEL BEAH WITH EQUITAS STAFF AND VOLUNTEERS

TREASURER'S REPORT

INCREASED REVENUES

In 2007-2008, Equitas experienced a second consecutive year of significant revenue growth. The revenue of \$3,303,168 for 2007-2008 is an increase of 27% compared to the preceding year. At the same time, expenses increased by only 23% to \$3,204,714. The net result of the year was a surplus of revenue over expenses of \$98,454.

The overall increase in revenue resulted from increased programming activity, particularly related to the annual International Human Rights Training Program (IHRTP) and its related follow-up activities, the Middle East and North Africa Program and the Canadian Program.

As described in previous reports, Equitas continues the practice of declaring all revenues generated by tuition paid by participants who attend the annual IHRTP in the year in which they attend the program. However, due to operational constraints, it is not always possible or strategic to use these funds during the year in which they are earned. As a result of this practice during the two previous years, an amount of \$65,810 was remaining in Equitas' unrestricted net assets at the beginning of the 2007-2008. As the organization committed last year, these funds were allocated to cover expenses associated with the delivery of the IHRTP and follow-up activities in 2007-2008.

In 2007-2008, an amount of \$108,655 of revenue from tuition was not matched against expenses incurred during the year. Recognizing commitments to Equitas' funders to use funds generated as a result of the IHRTP to achieve the expected results of the program, the Board of Directors of Equitas has designated this amount of \$108,665 as restricted net assets (effective March 31, 2008). These funds will be dedicated for the purpose of implementing the 2008 IHRTP and related follow-up activities that are part of the new Global Human Rights Education Program during fiscal year 2008-2009.

The organization's results at the end of the 2009 exercise will reflect a deficit of the same amount, subject to the actual operational results for the period. However, when taken into account along with this year's surplus, the overall result will not have any net impact on the financial health of the organization.



Eric Bretsen
Treasurer

FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31

REVENUE & EXPENSES & CHANGES IN NET ASSETS

REVENUE

Grants, contributions and project revenue	3,227,040 \$	2,567,893 \$
Donations	53,595	23,249
Other revenue	22,533	13,805

3,303,168	2,604,947
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EXPENSES

Projects	2,774,223	2,220,357
Administrative and general expenses	412,983	375,365
Amortization of capital assets	17,508	15,526

3,204,714	2,611,248
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EXCESS OF REVENUE (EXPENSES)

Net assets at beginning of year	267,466	273,767
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365,920	267,466
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BALANCE SHEET

CURRENT ASSETS

Cash	973	310,186
Term deposit	201,000	326,136
Accounts receivable	677,683	310,594
Prepaid expenses	11,453	10,494

891,109	957,410
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Money market funds, at cost	13,649	13,493
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Capital assets	25,854	27,653
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930,612	998,556
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CURRENT LIABILITIES

Trade accounts payable and accrued liabilities	194,583	167,134
Deferred revenue	10,662	39,993
Deferred contributions	359,447	523,963

564,692	731,090
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NET ASSETS

Investis en immobilisation	25,854	27,653
Reçus à titre de dotation	8,650	8,650
Affectés aux activités futures en vertu d'affectations d'origine interne	108,665	-
Non affectés	222,751	231,163

365,920	267,466
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TOTAL LIABILITIES AND NET ASSETS

930,612	998,556
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PARTICIPANTS AT THE 28TH ANNUAL INTERNATIONAL HUMAN RIGHTS TRAINING PROGRAM,
JUNE 11 TO 30, 2007, STE-ANNE-DE-BELLEVUE, QUEBEC

EQUITAS WOULD LIKE TO THANK ITS INSTITUTIONAL DONORS:

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 Ministère de l'Immigration et des Communautés culturelles du Québec
 Office for Democratic Institutions and Human Rights of the Organization for Security and Co-operation in Europe
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 The J.W. McConnell Family Foundation
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 Ville de Montréal

AND THANKS TO OUR DONORS AND SPONSORS:

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