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 (IHRTP). Our plan to have our alumni apply lessons learned during the IHRTP to their work was confirmed the tremendous potential for Equitas to use on-line strategies to enhance the impact and reach of our programming in the future.

**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 IHRTP a success, together with careful planning for the future of the program and effective communication concerning the ways in which IHRTP 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 IHRTP 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.

**MESSAGE FROM THE PRESIDENT AND THE EXECUTIVE DIRECTOR**

Robert Yalden, President
Ian Hamilton, Executive Director

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.

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.

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
Three highlights are shown:

- **International Human Rights Training Program (IHRTP)**: Combating Violence against Women in the South Caucasus: Regional Consultation with the United Nations Special Rapporteur on Violence Against Women, Tbilisi, Georgia
- **Equitas celebrates its 40th anniversary!**
- **International Human Rights Education Evaluation Symposium, May**

**JULY**
- Strengthening Human Rights Protection in the Tsunami-affected Regions of Indonesia: Advanced Training of Trainers of the Ministry of Law and Human Rights, Cianuur, Indonesia
- Play it Fair! program in use in 107 day camps in Montreal and piloted in 20 day camps across Canada

**SEPTEMBER**
- 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
- Strengthening Human Rights Protection in the Tsunami-affected Regions of Indonesia: Regional Working Session with program partners, Araba, Jordan

**OCTOBER**
- Building a Culture of Human Rights in Iraq, the Middle East and North Africa: Regional Working Session with program partners, Araba, Jordan
- Strengthening Human Rights Protection in the Tsunami-affected Regions of Indonesia: Evaluation Workshop, Jakarta
- Equitas Annual Human Rights Training Program: Curriculum design workshop, Jakarta
- Equitas’ annual fundraising cocktail with guest speaker Ishmael Beah

**DECEMBER**
- Publication of Proceedings of International Symposium on Human Rights Education Evaluation
- IHRTP follow-up: Funding of local human rights education projects in Francophone Africa
- 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
- 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

**2007-2008 Highlights**

- **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!

- **JUNE**
  - International Human Rights Training Program (IHRTP): Participation of 130 human rights educators from 60 countries, Sté-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, Cianuur, Indonesia
  - Play it Fair! program in use in 107 day camps in Montreal and piloted in 20 day camps across Canada

- **AUGUST**
  - IHRTP follow-up: Training of Trainers, Ouagadougou, Burkina Faso

- **SEPTEMBER**
  - IHRTP follow-up: Local human rights education activity evaluation meetings with alumni: South and South East Asia, and Central and Eastern Europe and Central Asia
  - Building a Culture of Human Rights in Iraq, the Middle East and North Africa: Regional Working Session with program partners, Abqaba, Jordan

- **OCTOBER**
  - Strengthening Human Rights Protection in the Tsunami-affected Regions of Indonesia: Evaluation Workshop, Jakarta
  - Equitas Annual Human Rights Training Program: Curriculum design workshop, Jakarta
  - Equitas’ annual fundraising cocktail with guest speaker Ishmael Beah

- **DECEMBER**
  - Publication of Proceedings of International Symposium on Human Rights Education Evaluation
  - IHRTP follow-up: Funding of local human rights education projects in Francophone Africa

**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 IHRTP participant, a public school teacher, who returned home and began teaching his students about the rights of children. He learned that children in his class went home and told his parents that they didn’t have the right to kill their own baby sister. This conversation led to a discussion 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 IHRTP 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 IHRTP 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 IHRTP 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 (IHRTP) participants**

- “The International Human Rights Training Program (IHRTP) 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 IHRTP. It was a great time for learning, sharing and fun as well. Truly, the IHRTP has added to my knowledge, enhanced my skills and has guided me towards improving the human rights education program at home.” - Participant from Pakistan
**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 (IHRTP)**

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.


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.

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**OUR STAFF**

**ADMINISTRATION**

- Ian Hamilton: Executive Director
- Margaret Aqop: Controller
- Pepe Bierman: Executive Assistant
- Thelma Fau: Fund Development Officer
- Ronit Yarovsky: Development Officer

**EDUCATION**

- Vincenza Nazari: Director of Education
- Amy Cooper: Education Specialist
- Rand Gagnon: Education Specialist
- Paul McAlmonds: Education Specialist
- Annie Pettigrew: Education Specialist
- Daniel Roy: Education Specialist
- Pamela Tcheluba: Education Specialist

**PROGRAMS**

- Rob Steglovie: Director of Programs
- Bing Argoulis: Program Officer, Asia
- Chris Bradley: Program Officer, IHRTP

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**BOARD OF DIRECTORS 2007-2008**

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- F. Leslie Seidle: Vice-President
- Eric Brison: Treasurer
- Nicole Morin: Member
- D. Andrew Wilson: Member
- Nandini Rama-raman: Past President

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- Danielle Grenier: Inez Jalalpurwala
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- Louise Otis: Monica Patten
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- Pearl Elkins
- William Schabas
- Max Yalden

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- Philippe Lablanc
- Lida Pena
- Bob Wright

**INTERNS**

- IHRTP: Jocelyn Chouinard, Laura Clique, Mathieu Lasalle, Émilie Paquin-Helmstedt, Candissie Pinace, Gail Petillon, Peri Ravon, Nadia Roy, Elisa Voyer

**INDONESIA PROGRAM**

- Fia Rutvics

**CANADA PROGRAM**

- Kathy Horneman, Harita Kasam, Reynold Fast, Manju Varna Jothi

**VOLUNTEERS**

- Gay Alton, Arca & Claude Argoulles-Couette, Ede Benatar, Cynthia Brassard-Boudreau, Facila Candelario, Cynthia Cyr, Tareq Hijabi, Anna Harding, Barbara Hynes, Greg Isenberg, Regina Lee, Melissa Leiter, Carol Michael, Zahra Moloo, Magdalena Mize, Luz-Clare Mlągara, Melisa Nichols, Kristen Pochtarci, Gabrielle Rochon, Seidesh Sabati, Jade Swanson, Annette Tardy-Cyr, Tang Toan, Devon Willis, Jean Yang

---

**ANNUAL HUMAN RIGHTS TRAINER PROGRAM, JAKARTA, INDONESIA**

**ISMAIL BEAT WITH EQUITAS STAFF AND VOLUNTEERS**

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**ALL ABOARD THE HUMAN RIGHTS TRAIN AT THE IHRTP**

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**THE IHRTP 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**
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.

This financial information has been extracted from the financial statements audited by Petrie Raymond, a copy of which may be obtained from Equitas.

### REVENUE & EXPENSES & CHANGES IN NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>REVENUE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants, contributions and project revenue</td>
<td>$3,227,040</td>
<td>$2,567,893</td>
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<tr>
<td>Donations</td>
<td>$53,595</td>
<td>$23,249</td>
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<tr>
<td>Other revenue</td>
<td>$22,533</td>
<td>$13,805</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$3,303,168</strong></td>
<td><strong>$2,604,947</strong></td>
</tr>
<tr>
<td>EXPENSES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Projects</td>
<td>$2,774,223</td>
<td>$2,220,357</td>
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<tr>
<td>Administrative and general expenses</td>
<td>$412,983</td>
<td>$375,365</td>
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<tr>
<td>Amortization of capital assets</td>
<td>$17,508</td>
<td>$15,526</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$3,204,714</strong></td>
<td><strong>$2,611,248</strong></td>
</tr>
<tr>
<td>EXCESS OF REVENUE (EXPENSES)</td>
<td><strong>$98,454</strong></td>
<td><strong>$6,301</strong></td>
</tr>
<tr>
<td>Net assets at beginning of year</td>
<td>$267,466</td>
<td>$273,767</td>
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<tr>
<td>Net assets at end of year</td>
<td><strong>$365,920</strong></td>
<td><strong>$267,466</strong></td>
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### BALANCE SHEET

#### CURRENT ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
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<td>$310,186</td>
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<tr>
<td>Term deposit</td>
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<tr>
<td>Accounts receivable</td>
<td>$677,683</td>
<td>$310,594</td>
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<tr>
<td>Prepaid expenses</td>
<td>$11,453</td>
<td>$10,494</td>
</tr>
<tr>
<td>Money market funds, at cost</td>
<td>$891,109</td>
<td>$957,410</td>
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<tr>
<td>Capital assets</td>
<td>$13,649</td>
<td>$13,493</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$930,612</strong></td>
<td><strong>$998,556</strong></td>
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</table>

#### CURRENT LIABILITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade accounts payable and accrued liabilities</td>
<td>$194,583</td>
<td>$167,134</td>
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<tr>
<td>Deferred revenue</td>
<td>$10,662</td>
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<tr>
<td>Deferred contributions</td>
<td>$359,447</td>
<td>$523,963</td>
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<td><strong>Total Current Liabilities</strong></td>
<td><strong>$564,692</strong></td>
<td><strong>$731,090</strong></td>
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#### NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
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</thead>
<tbody>
<tr>
<td>Investis en immobilisation</td>
<td>$25,854</td>
<td>$27,653</td>
</tr>
<tr>
<td>Reçus à titre de donatión</td>
<td>$8,650</td>
<td>$8,650</td>
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<tr>
<td>Affectés aux activités futures en vertu d'affectations d'origine interne</td>
<td>$108,665</td>
<td>-</td>
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<tr>
<td>Non affectés</td>
<td>$222,751</td>
<td>$231,163</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$365,920</strong></td>
<td><strong>$267,466</strong></td>
</tr>
</tbody>
</table>

### TOTAL LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$930,612</strong></td>
<td><strong>$998,556</strong></td>
</tr>
</tbody>
</table>
EQUITAS WOULD LIKE TO THANK ITS INSTITUTIONAL DONORS:

Canadian International Development Agency
Canadian Heritage
la fondation du Grand Montréal
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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