“Education is the most powerful weapon which one can use to change the world.”

Nelson Mandela

For over 40 years this spirit has guided Equitas.
Our programs empower individuals and their communities to combat inequality, exclusion and other forms of human rights abuse. In other words, Equitas provides education that equips individuals and communities to change the world. And this year again, it was particularly gratifying to see the alumni of our training programs and our partners taking ownership of the tools offered by Equitas and to witness how they are spreading human rights knowledge, skills and values in their communities.

A Global Impact
The impact of Equitas’ education programs continues to grow and be felt around the world. We’re especially proud to report that during the past year:

- Haitian partners adapted Equitas tools and approaches to respond to the effects of the devastating earthquake and begin re-building a more democratic and inclusive country.
- Alumni of the International Human Rights Training Program in East and West Africa, the Middle East and North Africa and Indonesia continued to form networks to spread the use of Equitas’ participatory education methodologies and to train other grassroots organizations.
- Teachers in Jordan and Haiti used Equitas’ Play it Fair! toolkit to promote equality, respect and cooperation in schools and camps for displaced persons.
- Aboriginal and other communities in Canada integrated Play it Fair! into their existing programs for children.

- Community Centres in Montreal brought teenagers together to discuss human rights issues and values using the prototype of Equitas’ new Speaking Rights toolkit.
- Mrs. Margaret Sekaggya, United Nations Special Rapporteur on Human Rights Defenders, agreed to join the Equitas Honorary Board after attending our annual International Human Rights Training Program as a resource person.

Recognizing the Champions of Human Rights Education
Equitas launched a new award last year to celebrate exceptional—and often overlooked—contributions made in the field of human rights education. We were delighted that Phil Fontaine, one of Canada’s foremost aboriginal leaders, accepted the inaugural Equitas Award for Human Rights Education during our Annual Cocktail in March 2010 and look forward to this award continuing to grow in visibility and prestige over the coming years.

Facing the Challenges Ahead—Expanding and Diversifying our Funding Base
As we express our appreciation for all that has been contributed in the past, we are inviting existing supporters to renew their commitments and continued on page 4.

Cover: Responding to Devastation in Haiti
Following the earthquake, Equitas responded quickly to provide direct assistance to our Haitian alumni. Once our alumni, some of whom are pictured on the cover, indicated that they were ready, the focus shifted to developing strategies to ensure that the relief and reconstruction efforts would result in a more just and democratic society.

Message from the President and Executive Director

In April 2010, Executive Director Ian Hamilton (far right) and members of the Equitas team met with our partners in Haiti.

In April 2010, Executive Director Ian Hamilton (far right) and members of the Equitas team met with our partners in Haiti.

Depok, Indonesia.
36 human rights educators attended the 3rd annual Indonesian Human Rights Training program.

Play it Fair! day at Angrignon Park, Montréal.
Success Relies on Dedicated Partners, Supporters and a Professional Team
In the past year, Equitas’ work to build a global culture of human rights was made possible through the generosity of partners, friends and supporters around the world who have seen for themselves how the Equitas approach to education can bring real and lasting change. We recognize the trust our supporters put in us. This is why the Equitas team evaluates every activity and documents the examples of alumni working for change in their communities. Our success draws on the incredible commitment from our dedicated team on the staff, Board of Directors, Honorary Board, as well as our volunteers and interns. We would like to extend our sincere appreciation to all those who have contributed to making Equitas the world leader it is today in the field of human rights education.

In Haiti, in Cité Soleil, participatory techniques learned at the IHRTP have successfully engaged police officers in human rights training. “The policemen in our commune are interacting differently with the population.”

In Azerbaijan, since 2003, 16,000 internally displaced persons have received legal aid to resolve the problems caused by their status, such as obtaining or recovering personal identity documents, recovering property and claiming ownership rights, ensuring freedom of movement and access to social and medical services. “After the Equitas training we started to apply participatory methods in our trainings, giving people the opportunity to actively learn about their human rights. The number of participants has increased and people now are very open and active in demanding their rights.”

Thank you!

Robert Yalden, President of the Board of Directors

Ian Hamilton, Executive Director
Global Human Rights Education Program

The Global Human Rights Education Program (GHREP) was developed building on more than 30 years experience training human rights defenders as part of Equitas’ annual International Human Rights Training Program and launched in April 2008. It provides a systematic and strategic plan to equip the more than 3,000 alumni of Equitas programs and hundreds of future participants to become more effective agents of social change in their communities through the provision of specialized training programs, coaching and support and by fostering local ownership of Equitas’ innovative methodologies and approaches.

International Human Rights Training

The International Human Rights Training Program (IHRTP) has been delivered annually in June since 1980. In June 2009, this cornerstone of Equitas’ international programming brought together 114 human rights defenders and educators from approximately 60 countries. Over 3,000 participants have attended the IHRTP since its inception.

Advanced Human Rights Education Training

Advanced Human Rights Education Training Workshops permit selected alumni to develop specialized skills in the design and delivery of human rights training sessions.

In 2009–2010, workshops were organized for alumni in Haiti (before the earthquake), for alumni from Latin America in Quito, Ecuador and for alumni from Central and Eastern Europe and the Former Soviet Union in Kiev, Ukraine.

National or Sub-regional Human Rights Training

National or Sub-regional Human Rights Training Sessions are designed to respond to the needs of emerging alumni networks interested in creating their own training programs similar to the International Human Rights Training Program in Montreal. They are designed and delivered by the alumni with coaching and technical support provided by Equitas.

In 2009–2010, Human Rights Training Sessions were implemented in Indonesia, the Philippines and West Africa and work began on developing such a program in East Africa.

Sessions in East and West Africa, in South Asia and in South Asia and Central and Eastern Europe and the Former Soviet Union are planned in 2010–2011.

Equitas Community On-line

The on-line Equitas Community was launched in 2006. As of 2009, there were almost 1,500 registered users taking part in virtual conferences, on-line training courses as well as regional and thematic discussion groups.

Training for Human Rights Defenders and Educators in Canada

Equitas is a member of the Collectif pour le développement de l’éducation aux droits humains which is developing a human rights training program for community-based organizations in Quebec.

Training for Government Officials and National Institutions

Since the mid 1990s, Equitas has developed and delivered a number of programs around the world to provide specialized training to officials from national human rights institutions and government officials that focus on raising awareness of human rights principles and values and reinforcing the respect and fulfillment of Governments of their human rights obligations.

Continued on page 8.

In Bangladesh, former program participants are sharing their new knowledge with other NGOs.

“You will be happy to know that recently I conducted a training program on Advocacy and Rights Based Approaches” with managers of the Acid Survivors Foundation Bangladesh, Water Aid Bangladesh, Plan International and indigenous staff of Community Development Centre in Chittagong and Dhaka. I developed the training manuals by incorporating materials from the 2005 and 2009 IHRTP.”
In 2009–2010, Equitas worked with the Indonesian Ministry of Social Affairs to develop a training of trainers session on a Rights-Based Approach to Social Work. The session was delivered in Yogyakarta, Indonesia in May 2010.

Professional Services and Technical Support

Middle East and North Africa Program
The Middle East and North Africa Program was launched in collaboration with alumni of the IHRTP in 2006 to build the capacity of human rights educators and their organizations to more effectively promote human rights, democratic citizenship, peaceful conflict resolution and good governance in the region.

Phase 1: 2006–2010
Activities included regional training of trainers sessions and local human rights education activities delivered by the alumni in their own countries. In addition to the regional activities, there were also a series of training sessions and local activities specifically designed for Iraq.

Results
- 50 human rights educators (25 in Iraq) equipped in the use of participatory human rights education methodologies and with a deep understanding of gender equality, conflict resolution and civic participation.
- 30 local activities reaching over 1,000 people were implemented in Morocco, Egypt, Palestine, Jordan, Iraq, Yemen and Lebanon to empower local communities to claim their rights.
- 20 human rights educators from Jordan, Egypt, Morocco, Yemen, Iraq and Palestine trained in the use of Equitas’ Play it Fair! approach.
- The independent Arab Network for Human Rights and Citizenship Education (ANHRE) established and actively working to support human rights and citizenship education in the region.

Looking forward
Equitas plans to continue its work to reinforce human rights in the region. Specific initiatives are planned, including: training for organizations working with children and youth to assist them in integrating the Play it Fair! approach into their work; reinforcing the capacity of civil society to engage in citizenship education; and developing an annual Arab Human Rights Training Program. Equitas has signed a Memorandum of Understanding to continue to collaborate with ANHRE and its members in these and other initiatives.

More detailed information about Equitas programs and downloadable copies of our education materials can be found at www.equitas.org

In Yemen, alumni of the IHRTP and Equitas’ training activities in the region delivered the first Yemeni Human Rights Training Program. Modelled on Equitas’ Montreal program, it brought together 42 participants from 21 Yemeni governorates.

“The idea was born on the day I returned from IHRTP Canada in 2004, and was re-born every time a Yemeni alumni came back full of passion and great memories of the IHRTP.”
Human Rights Education for Children and Youth

Equitas re-launched its programming in Canada in 2004 with a focus on education programs for children and youth.

**Play it Fair! for children (aged 6–12) in Canada**

*Play It Fair!* is an innovative program that helps raise the understanding of children about human rights, diversity and intercultural issues while developing skills in peaceful conflict resolution. The educational toolkit contains information and age appropriate activities and games that reinforce the positive values and fundamental principles of human dignity and equality promoted in the Universal Declaration of Human Rights.

In 2009–2010, the program reached approximately 40,000 children and 2,000 child care workers in Vancouver, Winnipeg, Toronto, Montreal, Fredericton, Moncton and Dieppe. Work also began on developing new partnerships in Victoria, Halifax, Charlottetown and with a number of First Nations communities in Manitoba and British Colombia.

In Canada, kids are learning about human rights values through play.

"We use the *Play it Fair!* toolkit often. We use it in general to promote values like respect and cooperation. We use the games to intervene when there is a specific problem. The monitors played *The noisiest game in the world* because they thought that the kids were really not listening to them. They thought the game would help the listening skills and it did; the kids understood the importance of listening and being listened to. The counsellor felt that the children’s behaviours were better. For example, bullying diminished and the kids were more disciplined."

Camp counsellor, Montreal

**Speaking Rights for youth (aged 13–17) in Canada**

Following an extensive needs assessment, Equitas developed and piloted an educational program for youth in Montreal called *Speaking Rights* addressing the specific needs and issues of 13–17 year olds. The toolkit will be officially launched in the Fall of 2010. In 2009–2010, 81 youth workers from 39 organizations attended *Speaking Rights* training sessions.

**Play it Fair! International**

In 2009–2010, Equitas delivered a training session on the *Play it Fair!* approach and toolkit in Jordan in collaboration with Amnesty International. Alumni also began to pilot activities in Haiti and Indonesia. In coming years, Equitas intends to build on these experiences to expand *Play it Fair!* as an international program to complement ongoing activities in Canada.

More detailed information about Equitas programs and downloadable copies of our education materials can be found at [www.equitas.org](http://www.equitas.org)
**Equitas ended the year 2009-2010 with revenue of $3,613,908 and expenses of $3,612,656 for a surplus of revenue over expenses of $1,252.**

Compared to the previous year, revenue increased by 19% resulting from increased activities related to the Global Human Rights Education Program, the Middle East and North Africa Program and the Play it Fair and Speaking Rights programs in Canada.

Expenses increased at only 13% as prudent management ensured that the administrative expenses remained at the same level as in 2008-2009.

Equitas is continuing its efforts to increase revenue from non-government sources. During the year, donation revenue increased by 12% over the previous year and efforts are continuing to diversify and develop new sources of revenue.

---

**Financial Statements for the Year Ended March 31**

**Revenue and Expenses and Changes in Net Assets**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants, contributions and project revenue</td>
<td>$3,545,936</td>
<td>$2,977,389</td>
</tr>
<tr>
<td>Donations and special events</td>
<td>63,577</td>
<td>56,910</td>
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<tr>
<td>Interest revenue</td>
<td>4,395</td>
<td>5,938</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td>3,613,908</td>
<td>3,040,237</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Projects</td>
<td>3,164,286</td>
<td>2,747,902</td>
</tr>
<tr>
<td>Administrative and general expenses</td>
<td>434,272</td>
<td>431,733</td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>14,098</td>
<td>19,249</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>3,612,656</td>
<td>3,198,884</td>
</tr>
<tr>
<td><strong>Excess of revenue (expenses)</strong></td>
<td>1,252</td>
<td>(158,647)</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning of year</td>
<td>207,273</td>
<td>365,920</td>
</tr>
<tr>
<td><strong>Balance at the end of year</strong></td>
<td>208,525</td>
<td>207,273</td>
</tr>
</tbody>
</table>

**Balance Sheet**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>442,812</td>
<td>66,984</td>
</tr>
<tr>
<td>Term deposit</td>
<td>—</td>
<td>660,211</td>
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<tr>
<td>Accounts receivable</td>
<td>118,965</td>
<td>228,277</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>40,217</td>
<td>13,224</td>
</tr>
<tr>
<td><strong>Total Current assets</strong></td>
<td>601,994</td>
<td>968,696</td>
</tr>
<tr>
<td>Money market funds, at fair value</td>
<td>13,321</td>
<td>13,722</td>
</tr>
<tr>
<td>Capital assets</td>
<td>18,162</td>
<td>21,030</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>633,477</td>
<td>1,003,448</td>
</tr>
</tbody>
</table>

**Current liabilities**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade accounts</td>
<td>248,126</td>
<td>164,495</td>
</tr>
<tr>
<td>payable and accrued liabilities</td>
<td>—</td>
<td>5,331</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>434,272</td>
<td>431,733</td>
</tr>
<tr>
<td>Deferred contributions</td>
<td>14,098</td>
<td>19,249</td>
</tr>
<tr>
<td><strong>Total Current liabilities</strong></td>
<td>424,952</td>
<td>796,175</td>
</tr>
</tbody>
</table>

**Net assets**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internally restricted for endowment contribution</td>
<td>8,650</td>
<td>8,650</td>
</tr>
<tr>
<td>Unrestricted</td>
<td>199,875</td>
<td>198,623</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>208,525</td>
<td>207,273</td>
</tr>
</tbody>
</table>

**Total Liabilities and Net Assets**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>633,477</td>
<td>1,003,448</td>
</tr>
</tbody>
</table>

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

---

**Equitas would like to thank its funders for their generous support:**

- Canadian International Development Agency
- TD Bank Financial Group
- Multiculturalism Program of Citizenship and Immigration Canada
- City of Montreal
- Ministère de l’Immigration et des Communautés culturelles du Québec
- Department of Justice Canada
- Rights & Democracy
- Royal Ministry of Foreign Affairs of Norway
- International Development Research Centre
- The J.W. McConnell Family Foundation
- United Nations Office of the High Commissioner for Human Rights
- Foundation of Greater Montreal
- The Winnipeg Foundation
- Vancouver Foundation
- Telus Montreal
- NATIONAL Public relations for pro bono communications advice
**Administration**

Ian Hamilton  
Margareta Agop CGA  
Pego Brennan  
Carole Michaud  
Thérèse Palu  
Ronit Yarosky

Executive Director  
Controller  
Executive Assistant  
 Administrative & Program Assistant  
 Administrative Assistant  
 Fund Development Officer

**Education**

Vincenza Nazzari  
Amy Cooper  
Cristina Galofre  
Paul McAdams  
Annie Pettigrew  
Daniel Roy  
Pamela Teitelbaum  
Jean-Sébastien Vallée

Director of Education  
Education Specialist  
Education Specialist, Equitas Community  
Senior Education Specialist  
Education Specialist  
Senior Education Specialist  
Education Specialist (on leave)  
Education Specialist

**Programs**

Rob Shropshire  
Milagros (Bing) Arguelles  
Chris Bradley  
Laura Butler  
Geneviève Côté  
Gail Dalgleish  
Natalie Doyle  
Julie Kon Kam King  
Christine Messier  
Kim Smeyb  
Cecilia Thompson  
Elise Voyer

Director of Programs  
Program Officer, Asia  
Program Officer, IHRTP  
Program Officer, Canada (on leave)  
Program Officer, Canada  
Program Officer, GHREP  
Program Officer, GHREP  
Senior Program Officer, Canada  
Senior Program Officer, Middle East and North Africa  
Program Assistant  
Senior Program Officer, GHREP  
Program Officer, IHRTP

**Interns**

International Human Rights Training Program:

Laurence Deschamps-Léger, Jean-François Forget, Rachel Gotthilf, Whitney McWade,  
Cynthia Messina, Stéphanie Picard, Olga Tchernievska, Elise Voyer

Canada Program: Véronique Kena-Cohen, Angie Mapara, Nicole Robidoux

**Thank you to all the volunteers who donated their time to Equitas this year:**


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Eric Breiten, Treasurer  
André Beauleu  
Deborah Hinton  
Inez Jabalpurwala

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Louise Otis  
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William Schabas  
Margaret Sekaggya  
Stephen Toope  
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**Winner of the Equitas 2010 Photo Contest**

In a small village outside of Baghdad, Majida Salman Mohammad (IHRTP 2010) met three young boys playing in a landfill. When asked why they were not in school, they replied, “What is school?” She tracked down their mothers who explained that, having fled the violence in other parts of the country, their children weren’t eligible to attend the local school. Majida took this picture to highlight the plight of the internally displaced and of these children.

**Make a Donation Today**

Thousands of dedicated people around the world work daily to promote a more just, equitable and peaceful world. They are the heroes of the global human rights movement. Your donation will help Equitas empower these men, women, boys and girls to advance human rights in their communities. Your tax-deductible donation to Equitas supports programs that have a proven track-record in Canada and around the world.

For more information please contact Ms. Ronit Yarosky, Fund Development Officer. It would be her pleasure to speak with you. 514-954-0382 ext 241 ryarosky@equitas.org
Phil Fontaine receives the Equitas Award for Human Rights Education

Phil Fontaine, Canada’s foremost aboriginal leader of his generation was the first recipient of the Equitas Award for Human Rights Education. The award, which recognizes and celebrates exceptional contributions made in the field of human rights education, was presented to Fontaine on March 18, 2010 at a gala cocktail event in Montreal.

Thank you to our Gala Cocktail sponsors!

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Anonyme

Platinum Sponsors

Gold Sponsors

Silver
Anonyme

Bronze Sponsors
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