

2012 International Human Rights Training Program (IH RTP)

Program Information

June 3 – June 22, 2012

Montreal, Canada

International Application deadline: November 21, 2011

Application deadline for Canadian residents and citizens March 28, 2012

The International Human Rights Training Program

The International Human Rights Training Program (IH RTP) is at the heart of Equitas' activities. Now in its 33rd year, this annual three-week education event brings together over 120 participants from approximately 60 countries. The IH RTP is an intermediate-level program. It provides a unique opportunity for human rights workers and educators to deepen their understanding of human rights and of the essential role of human rights education in effecting social change.

The IH RTP is an integral part of Equitas' Global Human Rights Education Program (GHREP) which in addition to the IH RTP includes follow-up human rights education initiatives with selected IH RTP alumni in their home regions.

Participants in the IH RTP include representatives of non-governmental organizations (NGOs), national and regional human rights institutions and government bodies. If you feel you and your organization meet the selection criteria and the program objectives meet your respective needs, I invite you to complete the attached application form.

Ian Hamilton
Executive Director

Program Goal

The goal of the IH RTP is to strengthen the capacity of human rights organizations to undertake human rights education efforts (e.g., training, awareness campaigns, information dissemination, and advocacy) aimed at building a global culture of human rights.

To this end, the Program places a strong emphasis on the transfer of learning and on follow-up activities. Participants attending the Program develop an Individual Plan for putting their learning into action as part of the training. Therefore, when submitting their application, both organizations and Candidates nominated should consider how the transfer of learning might take place within and beyond the organization after the Program. (See Individual Plan section below for some examples)

Program Objectives

By the end of the IH RTP, participants should be able to:

- use a framework based on internationally accepted human rights standards and principles to analyze the issues and situations encountered in the work of their organizations
- identify ways in which human rights education can increase the effectiveness of their human rights work
- indicate appropriate ways for putting their learning from the IH RTP into practice in the work of their organizations
- explore networking opportunities essential for furthering the cause of human rights
- determine strategies for promoting gender equality in their human rights education work
- employ a basic evaluation process for assessing the results of their human rights education work

Curriculum Model

The participatory curriculum design model of the IH RTP is based on principles of adult experiential learning. The underlying principle is that much of the content will come from the participants and that the Program will serve as a framework for drawing out this content. Participants and facilitators commit themselves to engage in a process of mutual teaching and learning. The emphasis is on practical application and on the development of strategies for action. Continued reflection and evaluation are central to the learning process.

Participants work for the most part in groups of about 15 with a facilitator whose role is to provide guidance in achieving the Program objectives. The facilitators are skilled in adult education methods, knowledgeable about human rights and experienced in working with diverse groups. Internationally recognized human rights experts are invited to give presentations and participate in panel discussions throughout the three-week program.

Program Content

The IH RTP is an intermediate-level program focusing on international human rights standards, current human rights issues and human rights education strategies. The exploration of human rights principles and instruments, ongoing critical reflection and inquiry, as well as extensive sharing of experiences allows participants to strengthen their capacity to engage in effective human rights education leading to social change.

Week 1

Week 1 focuses on the current human rights context and defining what positive social change looks like. Participants will get to know the members of their working group and engage in activities that lay the groundwork for developing a productive group dynamic based on mutual respect. They begin a process of reflection on human rights in their societies, the human rights work of their organizations and their own role within those organizations. They will also explore the global human rights context and how it influences and is influenced by issues at the local level. Principles and values of the Universal Declaration of Human Rights and their importance in human rights education will be examined as well as the key elements of a culture of human rights. Using systems analysis, participants will then look at the role of human rights education in the process of social change and compare their roles as human rights activists/educators. Participants will end the week by examining how personal values and deeply held assumptions about “right and wrong” influence the actions and reactions of individuals.

Week 2

Week 2 focuses on actions for social change in line with human rights values and principles. Participants begin the week by exploring the universality of human rights and effective human rights education strategies for dealing with culturally sensitive issues in their work. They explore how adopting a human rights-based approach can help ensure that actions undertaken by governments, civil society and communities can help lead to positive social change and make human rights a reality in their societies. Through case studies and discussions, participants are introduced to a number of key international human rights instruments and the potential relevance in their work.

Week 3

Week 3 focuses on skills building for action. For a number of activities, participants are grouped by geographic region, giving them an opportunity to work together to examine key components of effective monitoring and advocacy and the role of these activities in human rights education. They also become familiar with methods of evaluating

educational activities. Participants also have the opportunity during this final week to further hone their training skills through the “HRE Activities Exchange” session, which involves participants developing and demonstrating human rights education activities as well as evaluating the activities developed by others. Participants will also be introduced to new trends in the use of information and communication technologies (ICTs) for human rights and human rights education work.

Individual Plan for Putting Learning into Action

During the program, every participant is required to prepare an Individual Plan for putting their learning into practice once they return to their home organizations. By reflecting on the content of each Stream of the Program, the Individual Plan helps the participants determine how content is transferable to their own context, resulting in a planned integration of this new knowledge in the future activities of their organization. Throughout the Program, participants will have opportunities to discuss their Individual Plans with other participants, their facilitators and Equitas staff for feedback. Examples of past activities developed in Individual Plans and carried out afterwards include: organization of training sessions based on certain components of the IH RTP, integration of participatory methodology in training sessions, translation of training manuals, the creation of networks and the development of new programs and partnerships.

Organization and Participant Profile

Organizations and Candidates are carefully selected in order to maximize the benefits from the IH RTP.

Organizations which nominate Candidates must:

- have a demonstrated commitment to the protection and promotion of human rights
- have an established record for effective action
- be involved in human rights education activities such as training sessions, workshops, public awareness campaigns, advocacy, monitoring
- be committed to providing opportunities for their Candidate to apply the knowledge and skills gained in the Program within the organization

The IH RTP is primarily designed for representatives of non-governmental human rights organizations (NGOs), national human rights institutions and government departments who have undertaken some human rights education training activities. In a limited number of cases, consideration will also be given to Candidates affiliated with other types of organizations involved in human rights education and corresponding to the above profile, such as educational institutions.

Candidates from qualifying organizations must:

- be active employees / volunteers with their organization for at least two years
- be in a position to influence the human rights education work of their organization
- have knowledge of human rights principles and major international instruments
- be committed to transferring knowledge and skills gained during the Program to colleagues and to others with whom they work
- be sensitive to the issues which arise when working in multicultural groups, and respectful of diversity

Language Requirement

The IHRTP requires participants to actively engage in group work and read extensively. Therefore, all participants must be fluent in either English or French.

Selection Process and Bursaries

A Selection Committee will review all applications. In addition to the requirements previously listed, consideration will also be given to overall gender balance and geographic representation. Given the number of applications and limited space available, we are unable to accept many worthy Candidates. Your understanding is greatly appreciated.

International Candidates:

Through the support of the Canadian International Development Agency (CIDA), Equitas has funding to award a **limited** number of bursaries to selected International Candidates. A bursary includes full tuition fees (including room and board) for the 3-week training program as well as travel expenses. Once eligibility has been determined, the Selection Committee will award the bursaries to the Candidates who best meet the requirements. Due to the limited number of bursaries available, there is no guarantee that the selected Candidates will receive funding.

Therefore, we strongly urge all Candidates to immediately begin seeking funding from other sources. Completed applications must be returned to Equitas by **November 21, 2011** and all Candidates will be notified of the results of the selection by the end of **March 2012**.

Canadian Candidates:

Historically, Equitas has had funding to award a **limited** number of bursaries to selected Canadian Candidates. We believe that we will be able to confirm funding this year again. Once eligibility has been determined, the Selection Committee will award the bursaries to the Candidates who best meet the requirements. Due to the limited number of bursaries available, there is no guarantee that the selected Candidates will receive funding. **Therefore, we strongly urge all Candidates to immediately begin seeking funding from other sources.** Completed

applications must be returned to Equitas by **March 28, 2012** and Canadian applicants will be notified by the end of **April 2012**.

Equitas will also award the *Ruth Selwyn Bursary for Achievement in Empowering Women and Girls* to a selected candidate who meets the additional criteria:

- Shown a sustained commitment to the empowerment of women and girls; and
- Through the use of innovative methods, including education has advanced the rights of women and girls.

Please refer to the Equitas website for more information on this bursary: www.equitas.org.

Participation Fee

The IHRTP participation fee is 5,430\$ CAD. This amount covers:

- tuition;
- program materials;
- accommodation;
- meals; and
- emergency medical insurance.

Participants are responsible for any extra expenses such as entertainment and meals purchased outside of the cafeteria.

Program Preparation

To maximize the benefits of the IHRTP, it is crucial that accepted Candidates prepare themselves prior to the training. These preparations include:

- returning a completed pre-training assignment
- exploring ideas for possible human rights education follow-up activities to be implemented by their organization after completion of the IHRTP (see Individual Plan for Putting Learning into Action on page 2)
- reviewing the content of international human rights instruments and bringing copies in their native language, where available
- collecting human rights education materials to share with other participants

Accommodation

The IHRTP is held in Ste-Anne-de-Bellevue, a small community in suburban Montreal, 45 km from the city centre. Participants stay in shared apartments at John Abbott College. Each apartment has separate bedrooms (one person per bedroom), one bathroom, a sitting room and a kitchenette.

Meals are served in the campus cafeteria during the Program. Although every consideration is made to accommodate the needs of participants, it is difficult to cater to all dietary preferences. Your understanding in this matter is greatly appreciated.

Application deadlines

The completed applications must be returned to Equitas by :

- **November 21, 2011** for the International Candidates;
- **March 28, 2012** for Canadians residents and citizens.

Please send all documents for applications, **preferably by email**, to: ihrt-pifdh@equitas.org or by fax to: 1-514-954-0659. If you haven't received an application form number by **December 2, 2011**, please contact us immediately.

Your application must include:

- The completed Application Form (Part A completed by the Director of the Candidate's organization; Part B completed by the Candidate)
- The **Memorandum of Agreement** duly signed by the Candidate **and** the director of the Candidate's organization
- Two supporting letters** from national and/or international human rights organizations (**other than the Candidate's**) familiar with the Candidate's work and/or the work of his or her organization
- A **brochure** (and/or mission statement) describing the Candidate's organization

*If you haven't received an application form number by **December 2, 2011**, please contact us immediately.*

Equitas- International Centre for Human Rights Education

Equitas has been engaged in human rights education in Canada and around the world since 1967. Our innovative programs provide frontline human rights defenders and educators, government officials as well as children and youth with the knowledge skills and attitudes required to empower themselves and their communities and to find the most effective strategies to combat inequality, exclusion and other forms of human rights abuse. Equitas programs are recognized internationally because of our methodological expertise, the global reach of our networks and a history of success.

Equitas programs translate international, regional and domestic human rights standards into highly effective tools for empowerment, particularly for marginalized or vulnerable groups, and opens important avenues for all groups in society to participate more effectively in the decision-making processes that affect their lives and to hold governments more accountable for their actions or lack of action.

Equitas programs are being implemented in Africa, the Americas, Asia, Canada, Central and Eastern Europe and Central Asia/Former Soviet Union and the Middle East and North Africa. National-level programs are operating in Haiti and Indonesia.

Innovative elements of the Equitas approach to human rights education:

- Promotion of human rights based approaches in response to challenges regarding human rights abuses, sustainable development, democratic governance and conflict;
- Education focused on building knowledge, skills and positive values;
- Participatory learning approaches/methodologies;
- Follow-up and support for practical application of learning;
- Ongoing evaluation,
- Engaged partnerships and networking that include systematic sharing of expertise and methodologies.

For further information about Equitas and its activities, please visit our website at www.equitas.org or contact us at the address below:

Equitas - International Centre for Human Rights Education

666 Sherbrooke St. West, Suite 1100
Montréal, Québec, H3A 1E7, Canada

Telephone: 1-514-954-0382 Fax: 1-514-954-0659 Email: ihrt-pifdh@equitas.org