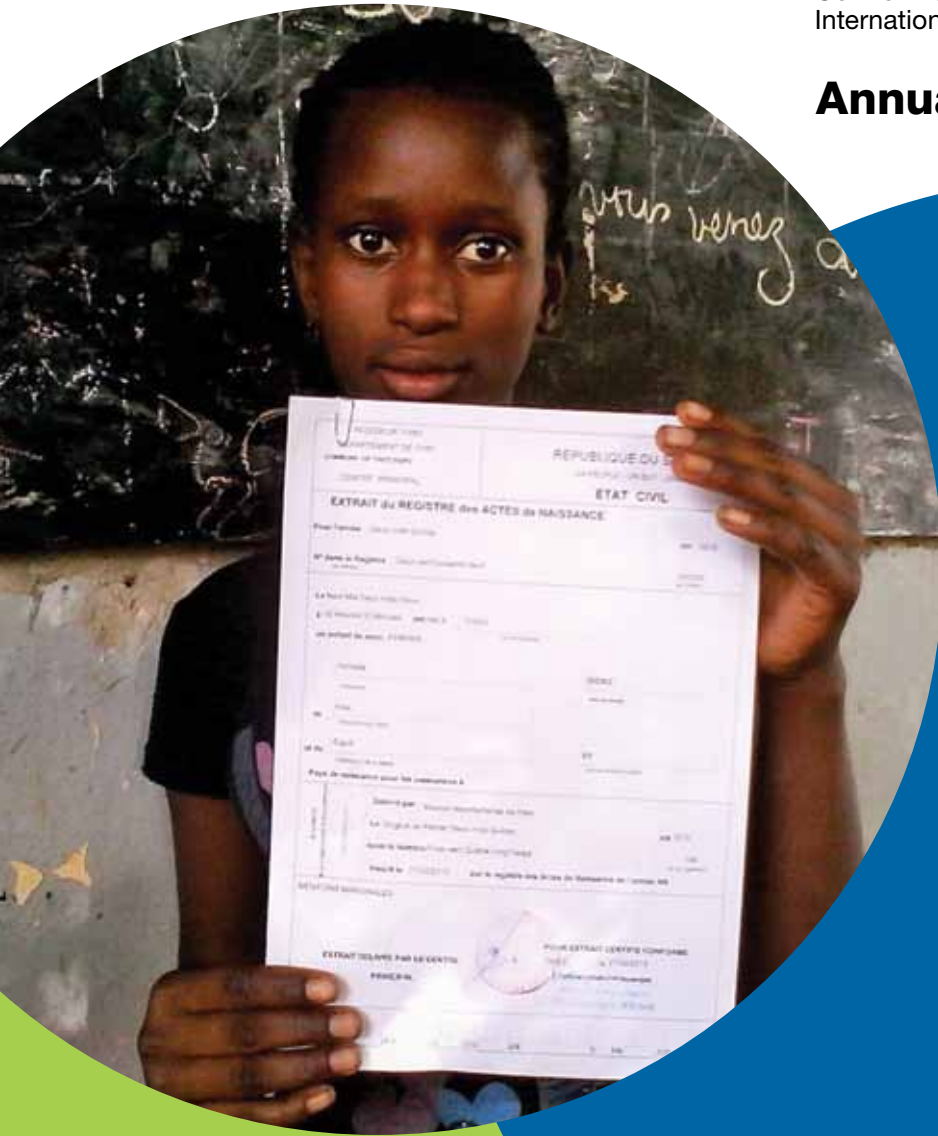




Centre international d'éducation aux droits humains
International Centre for Human Rights Education

Annual Report 2014–2015



**Empowering
the Next
Generation**

educate.
empower.
change.



EQUITAS – International Centre for
Human Rights Education
666 Sherbrooke West, Suite 1100
Montreal, Quebec, Canada H3A 1E7
Telephone: 514.954.0382
Fax: 514.954.0659
www.equitas.org
info@equitas.org

British Columbia Regional Office
102 – 1193 Kingsway
Vancouver, BC V5V 3C9
Telephone: 604.876.4881

Follow us!

 facebook.com/equitas

 @EquitasIntl

Make a donation today!

Visit our website at
www.equitas.org

COVER PHOTO: © Ndeye Yacine Fall,
Inspection d'Académie, Thiès, Sénégal

Aminata Dicko, a student at the top of her class risked
not being able to write her school exams as her birth
was never registered. However, with the help of the
Equitas network, Aminata received her birth certificate
giving her the chance to continue her education.

Equitas Global Impact

More than **5,000** human rights educators and
defenders trained in over **100** countries

More than **600,000** children and youth reached
in Canada in **34** communities

“Whereas recognition
of the inherent dignity
and of the equal and
inalienable rights of all
members of the human
family is the foundation of
freedom, justice and peace
in the world...”

*Preamble to the Universal Declaration
of Human Rights*

Founded by John Humphrey, one of the drafters of
these inspiring words, together with a group of other
prominent human rights champions in Montreal nearly
half a century ago, **Equitas – International Centre for
Human Rights Education** continues to work for the
advancement of equality, social justice and respect for
human dignity in Canada and around the world. Through
transformative human rights education programs, Equitas
provides individuals the necessary tools to shape attitudes
and positive behaviours, thus contributing to lasting
social change. Its human rights education programs have
measurable impacts and its methodology is recognized
around the world for its quality and innovation.

Equitas at a glance:

Founded **1967**

Staff **32**

Board members **16**

Operating Budget 2014–2015
\$3.5 million

Human Rights Education — Needed More than Ever

In a world where extremists increasingly
grab headlines, Equitas and its partners
work both at the front lines and behind the
scenes to promote the practice of equality,
social justice and respect for human dignity.
We build collaboration to build social change in
Canada and countries around the world.

Equitas equips local individuals and organizations
to champion important changes that result in
safer, more equitable and inclusive communities.
We establish spaces in Haiti for communities to
take charge of cholera prevention efforts; convene
community leaders in Senegal to provide birth
registration so children can attend secondary school;
and create opportunities for young people in the
Middle East, North Africa and across Canada to be
leaders in their communities.

These efforts would not have been possible
without the strong support of many of you and we
take this opportunity to thank all our partners in
the private and public sector, donors, volunteers and
friends who have helped us to support change.

As the issues shaping our world and Canada
shift, so do our responses. We are sharpening our
focus on making gender equality a reality and
prioritizing the creation of environments that
support meaningful child and youth participation
across our programming. In Canada, we are
piloting new partnerships and approaches within
the school system, and developing national and
local partnerships to support work in Aboriginal
communities.

As we edge towards celebrating our 50 years of
experience as the hub of an expanding network of
human rights educators in Canada and around the
globe, we are more active than ever sharing lessons
learned and good practices. Our knowledge agenda
encourages the adoption of human rights based
approaches, strategies to reinforce gender equality,

participatory education approaches and effective
evaluation methodologies that are shaping the global
human rights education movement.

We were delighted to see our work in Canada
recognized by Quebec's Commission des droits
de la personne et des droits de la jeunesse who
presented Equitas with their Prix Droits et Libertés
on November 20, 2014 to mark the 25th Anniversary
of the Convention of the Rights of the Child.

Equitas impacts people in Canada and around the
world. We invite you to discover some of these impacts
in the following pages and encourage you to subscribe
to our newsletter and follow us on social media. We
are building a global culture of human rights.

Join us!

Melissa Sonberg
Chairperson

Ian Hamilton
Executive Director



2014 – 2015 HIGHLIGHTS

APRIL 2014

31 human rights educators from Burkina Faso, Cameroon, Ivory Coast and Senegal attend two-week training session in Abidjan delivered by Equitas and our alumni in Francophone Africa

MAY 2014

Public event to celebrate success of **8 community action projects** undertaken by **120 Montreal youth** as part of *Speaking Rights*

Equitas Human Rights Education Award presented to Muhammad Yunus in Montreal

JUNE 2014

The International Human Rights Training Program (IH RTP) in Montreal welcomes 82 human rights educators from 50 countries



JULY 2014

National Training in Haiti

Vintage Trouble plays benefit concert for Equitas at the Corona Theatre in Montreal

AUGUST 2014

Play it Fair! reaches up to **100,000 children annually**, including summer day camps across Canada

Community action projects in Haiti

SEPTEMBER 2014

Play it Fair! expands to Northern Quebec with training for elementary and secondary schools within the Cree School Board in Chisasibi

National training session in Pikine, Senegal

OCTOBER 2014

Speaking Rights expands with new training sessions in Winnipeg, Toronto, Ottawa, and British Columbia

Launch of new programming activities in Tanzania, including consultations with 368 government officials, community leaders and beneficiaries



NOVEMBER 2014

Equitas receives the Prix Droits et Libertés from the Quebec Human Rights Commission for the excellence of its programming for children and youth

Equitas and its partners organize two Forums for 200 youth in Senegal and attend events parallel to the Sommet de la Francophonie in Dakar

DECEMBER 2014

Annual Toronto Cocktail takes place with the Right Honourable Paul Martin, Hon. Frank Iacobucci and Phil Fontaine to mark International Human Rights Day

Young Women, Young Leaders forum celebrates success of community action projects led by 60 young women in Montreal to address barriers to their participation in community life

JANUARY 2015

Community leaders in Colombo, Galle and Ampara engage in consultations and awareness-raising as part of the Religious Harmony and Inter-Faith Dialogue project in Sri Lanka

FEBRUARY 2015

Intercommunity Forum takes place on citizen participation in Hinche, Haiti

Annual Equitas Fundraising Gala at Cirque du Soleil

MARCH 2015

Community consultations in Tanzania

Launch of new program activities in Colombia



- IH RTP Participants
- Equitas Presence



Strengthening Human Rights Education Globally (SHREG)

Strengthening Human Rights Education Globally (SHREG) is a project that engages key actors in making communities safer, more equitable, more democratic and respectful of human rights.

The activities include the International Human Rights Training Program, an annual three-week event that reinforces the capacity of individuals and organizations to engage in effective human rights education; Regional Human Rights Training Sessions in East and West Africa; National initiatives in Tanzania, Senegal, Haiti and Colombia; as well as an important knowledge-sharing component.

.....
The Strengthening Human Rights Education Globally (SHREG) project is undertaken with the financial support of the Government of Canada provided through Foreign Affairs, Trade and Development Canada (DFATD).



Regional Training

In April 2014, 31 human rights educators from Burkina Faso, Cameroon, Ivory Coast and Senegal attended a two-week training session in Abidjan delivered by Equitas and our alumni in Francophone Africa. The training focused on the protection of the rights of women and girls, in particular on the role of civil society, governments and national institutions in the implementation of the recommendations of the Universal Periodic Review (UPR). The UPR is a mechanism of the United Nations Human Rights Council that examines the human rights performance of its Member States.

International Human Rights Training Program

The International Human Rights Training Program (IH RTP) is a central activity of the SHREG project. Held annually in June just outside of Montreal, this three-week training program is intended for representatives of non-governmental organizations, national and regional human rights institutions and government bodies involved in the advancement of human rights through human rights education.

The focus of the IH RTP is oriented towards strengthening the capacity of human rights organizations to undertake human rights education efforts (e.g., training, awareness campaigns, information dissemination, and policy dialogue). The Program uses a participant-centered approach that encourages reciprocal learning through an exchange of experiences among participants, facilitators and resource persons.

The 2014 International Human Rights Training Program welcomed 82 human rights defenders and educators from 50 countries.

.....
The success of the Program is made possible thanks to additional contributions from Aimia, the American Jewish World Service and the Donner Canadian Foundation.

“ I wish to extend my sincere gratitude for being a part of the 35th IH RTP ... it was a life experience for me ... and exposed me to wide knowledge and skills beyond my imagination.”

IH RTP Participant from Uganda

Participation and Protection of Women and Girls in Senegal

In Senegal, the Strengthening Human Rights Education Globally (SHREG) project aims to build safer and more equitable communities where key actors, including youth, women and children participate in decision processes to promote democracy and greater respect for human rights.

Equitas works on the ground with its partners – the Rencontre africaine pour la défense des droits de l’Homme (RADDHO), the Réseau Equitas Sénégal pour l’éducation aux droits humains (RESEDHU) and the Comité de lutte contre les violences faites aux femmes (CLVF) – and with government institutions and civil society organizations.

Senegal Activities 2014–2015

BASELINE DATA collection, consultation and project launch events organized with 510 community members and stakeholders in the communities of Pikine and Thiès.

TWO NATIONAL TRAINING SESSIONS on participation and the rights of women and girls in Pikine and Thiès.

TWO COMMUNITY CAMPAIGNS to promote girls’ enrollment in school through access to civic registration and two community campaigns to reduce physical violence in schools.

TWO YOUTH FORUMS, whose goals were to open new space for dialogue and networking to explore the barriers related to the civic participation of youth and violence against women and girls. More than 200 youth from Pikine, Thiès and Dakar took part in these forums.

2014–2015 results

- **45 community leaders trained**
- **200 youths participated in 2 Youth Forums**
- **8,500 community members sensitized to human rights issues**



In Thiès, citizens choose the “right to exist”

In many countries, citizens who do not have their birth registered with the state are blocked from exercising their fundamental rights. With no official piece of identity, in the eyes of the state, it is as if they do not exist.

In Thiès, Senegal, Equitas and its partners intervened so that those without proper documents, in particular young girls, would be able to register with the state and enjoy their rights as citizens, including their right to education. Equitas trainings helped participants analyze their challenges and plan for action. They worked together to lead an awareness campaign in the community. “Each year we are losing students because, without proper papers, they can’t write their exams,” said Yacine Fall of Inspection d’Académie who collaborates with Equitas in Senegal.

The group also reached out to the regional Attorney General who organized special public hearings that allowed for the resolution of 130 cases of missing birth certificates. This has helped many young girls, like Aminata Dicko (see front cover). A student at the top of her class, Aminata’s birth was never registered and she risked not being able to write her final exams. However, with the help of Equitas’ network, Aminata was registered, giving her the chance to continue her education.

.....
Additional funding for the project in Senegal provided by l’Organisation internationale de la Francophonie and Quebec’s Ministère des Relations internationales et de la Francophonie.

Citizen Engagement in Haiti

The Citizen Engagement program and its toolkit, *Je m'engage, ensemble nous bâtissons*, have been developed through close collaboration between Equitas and twenty Haitian partner organizations. It offers training, tools and coaching to equip community leaders in Haiti to identify the root causes of the problems in their community and find practical solutions to address local issues.

During the last year, we noted important results as local leaders applied the participatory approaches of the toolkit. It is encouraging to see women and youth taking on leadership roles as well as increased collaboration and solidarity being established between women, youth, peasants, people living with disabilities, diverse religious groups, journalists, human rights workers, rural development organizations and LGBTQI people as they engaged in joint community actions.

Since 2012, over 100,000 Haitians have benefitted from these efforts in over 80 communities.

Clean water and safer communities

Many communities in Haiti depend on wells for their drinking water. These wells often become a source of conflict and sites of assaults, causing turmoil in the community and to the detriment of the health of its citizens.

In La Victoire, a municipality strongly affected by cholera in 2013, members of the community worked together to restore a well that had been unused for 14 years. Thanks to their efforts, fifty families in La Victoire now have access to safe drinking water.

"Together, we can take control of our own development, even when the state is absent," says Paul Edex, a young leader and resident of La Victoire.



Preventing accidents and violence

In Gressier, the community pulled together to fix the treacherous access to a well and reduce conflict which often occurred at the wellhead. In Thomassique, where people travel up to two miles to find water, young girls are often victims of sexual assault on their way to fetch it. As a community action, 23 organizations carried out an awareness campaign against violence against girls and involved local authorities in their actions.

Similar community actions have shown how solidarity and teamwork can accomplish great things for the good of the whole community.

.....
Additional funding for the project in Haiti provided by American Jewish World Service and by Quebec's Ministère des Relations internationales et de la Francophonie.

2014–2015 results

- **23 community facilitators** trained
- **35 organizations from 3 communities** taking part in community forums **bringing together 247 people** to develop solutions to local problems
- **30 participants** in National Forum
- **17 Human Rights Education Coaches** receive further training

Confronting Gender-based Violence and Violence against Children in Tanzania

In 2014–2015, Equitas and its partner TUSONGE launched the SHREG project activities with a baseline study to examine the barriers to child and youth protection and participation in 3 communities in the Kilimanjaro region. Based on the results of the baseline study, it was determined that the project activities will focus on developing community-based models to address gender-based violence and other forms of violence faced by children and youth.

Innovative approaches for engaging the community

Following the baseline study, Equitas invited the 21 community leaders to help tell the story of the data collection process in the three communities — Msaranga, Biriri and Ivaeny — by using a Gallery walk at a public event in Moshi. The Gallery walk captured and displayed complex data in a clear, concise, but also engaging fashion through the use of posters which highlighted the results of the study. Gallery walks were subsequently undertaken in each of the three communities and attracted more than 500 community members. It is part of the Equitas approach to involve participants at every step, and

an animated Gallery walk with visual cues is one way to ensure engagement.

"I feel empowered. This is capacity building. The methodology of including participants was effective and the design and organization of the results were very well done," said Michael Reuben, an International Human Rights Training Program alumnus who helped facilitate the gallery walk and baseline study.

2014–2015 results

- **500+ members of 3 communities** engaged in project launch activities
- **21 community leaders** trained to produce a baseline study



Youth participation in Colombia

Equitas also launched the SHREG project activities in Colombia during 2014-2015, working in collaboration with two local community-based organizations, Plataforma Social Usme and Fundacion La Diaspora. The baseline study was launched to gain a better understanding of the dynamics of the civic participation of women, children and youth. It also identified barriers that have a direct impact on the participation of these key actors in decision-making in two communities—Usme in Bogota and Soacha in Cundinamarca—and at the national level.

Preliminary findings identified barriers to participation related to cultural practices of discrimination based on gender; stereotyping of and discrimination against youth; and the low levels of trust and weakness of social networks resulting from the prevalence of community violence and the legacy of the internal armed conflict.



2014–2015 results

- **2 Community Workshops**
- **8 focus groups** and **10 interviews**
- **129 children, women, youth and community leaders** involved

Promoting Religious Harmony and Inter-Faith Dialogue in Sri Lanka

Through research, dialogue, education, and community interventions in Sri Lanka, Equitas and its partner, the International Centre for Ethnic Studies are enhancing understanding between and amongst different religious groups, contributing to the reduction of inter-religious tensions and developing lessons for other societies experiencing similar conflict.

The project activities are taking place in Colombo, Galle and Ampara. Following a national training session in November 2014, each district group has been conducting meetings and dialogues in preparation for Community Action Projects that will raise awareness and engage community members in actions to foster tolerance and peaceful coexistence.

.....
This project is made possible thanks to the financial support from the Canadian Department of Foreign Affairs, Trade and Development.



2014–2015 results

- **22 Community and Religious leaders** trained to promote inter-faith dialogue
- **11 Community Meetings and Dialogues** conducted
- **248 Community members** from **3 districts** engaged

Young Human Rights Leaders Mobilizing for Change in Middle East and North Africa

Mosharka, meaning participation in Arabic, is a 3-year project that was launched in 2012 to equip youth with the necessary leadership skills to engage local and national decision-makers in dialogue around their human rights and social and economic opportunities. Mosharka is being implemented in Jordan, Egypt, Morocco, Tunisia and Yemen in partnership with the Arab Network for Civic Education (ANHRE), Horus Foundation for Development and Training, Change Academy for Democratic Studies, Association marocaine pour l'éducation de la jeunesse (AMEJ), Association des Femmes Tunisiennes pour la Recherche et le Développement (AFTURD) and the Youth Leadership Development Foundation.

The highlight of the year was the successful implementation of 14 youth human rights projects that were undertaken in the 5 countries, putting into practice the knowledge, skills and motivation developed from the training workshops during the first year of the project. These human rights projects tackled issues such as early marriage, child literacy, sexual harassment and the promotion of a human rights culture. We were inspired by the determination of the youth leaders who insisted on continuing their work despite the very challenging context in the region.

"We became more credible in the eyes of our community," said five Tunisian youth leaders during a focus group to discuss the impact of the project. Nawrass Elcharitti added that she found it hard to affect change in her community at first, but with the Mosharka project, things have become much easier.

.....
This project is funded by the European Union with additional funding from the Ford Foundation, the Organisation internationale de la Francophonie and the Canadian Fund for Local Initiatives (Jordan).



2014–2015 results

- **137 youth** developed greater leadership skills
- **14 youth human rights projects** undertaken in the **5 countries**
- **17 youth** developed new skills and knowledge through **internships**
- **1 web portal** created as a resource and exchange platform **www.mosharka.net**



Play it Fair!

In 2014-2015, *Play it Fair!* continued to grow, focusing on reinforcing a number of national partnerships and deepening our work with schools and school boards, and with organizations serving communities with significant First Nations, Inuit and Metis populations.

We strengthened our existing partnerships with the YMCA and Boys and Girls Clubs — where we work with over 80 partner sites nationally — through trainings and by co-developing new curriculum for the YMCA youth leadership program with the YMCA National Capital Region.

Using *Play it Fair!* to support youth leadership is an emerging theme across our partnerships. For example, 30 educators working with Youth Fusion in 15 Cree and Inuit communities in Northern Quebec and Nunavut were trained to use *Play it Fair!* with children to promote positive values, build leadership and tackle issues such as bullying. Subsequently, Equitas trained another 60 Cree youth to themselves lead *Play it Fair!* activities with younger children in their

2014–2015 results

- **100,000 children** reached
- **10,000 postcards** sent to Parliament
- **6,000 educators trained**, including **100+ young leaders** in Vancouver, Ottawa and **8 Cree communities** in Quebec
- **8 new communities** for a total of 34 communities
- A total of **550 partner organizations**

communities and worked with them to create video messages around what they wanted the world to know about Cree youth.

Engaging with schools and school boards has been another key area of growth in 2014-2015 in a large part thanks to our partnership with the Canadian School Boards Association. Equitas presented *Play it Fair!* at the annual conference of the Canadian School Boards Association and the Association helped out by using its networks to share *Play it Fair!* resources with its members for National Child Day. The 2014 National Child Day 'Postcards to Parliament' campaign helped over 10,000 children share their ideas about what children's rights mean to them with the Prime Minister.

.....
This program is made possible thanks to the generous support of TD Bank Group, the Canada Post Community Foundation, the Foundation of Greater Montreal, the ministère de l'Immigration, de la Diversité et de l'Inclusion (Québec), the City of Montreal and United Way of the Lower Mainland, British Columbia.

“This program is fantastic. It's a great way for TD, through Equitas and through this program, to encourage young generations to live and feel the importance of what it means to respect human rights, to be respectful within a group, and within a community. By supporting this program, we give a chance to the youth to prepare for their futures, feeling what it is to be respectful in an academic or professional environment.”

Annick Laberge

TD District Vice-President for Laval-North Shore



Speaking Rights

Speaking Rights cultivates opportunities with local community partners to encourage youth aged 13 to 18 to build their skills in critical thinking, conflict resolution and to speak up and be heard. Through educational activities, community action projects and an approach geared towards participation and respect for diversity, youth better understand their fundamental rights and responsibilities.

2014–2015 results

- **5,100 youth** participated in *Speaking Rights* activities
- **16 communities** across Canada
- **500 youth developed and led 31 action projects** showing leadership and innovation in promoting diversity in their communities

“Speaking Rights has helped create safe spaces for us to talk about indigenous and non-indigenous identities. If an issue comes up, especially trickier issues like discrimination and sexuality, we have to ask ourselves how we are going to address it. Through *Speaking Rights* we learn through play and I learn every time. The activities get people thinking in a different way.”

Youth Worker, Ottawa, Ontario



Speaking Up and Speaking Out

Youth in Toronto are fostering dialogue and creating safe spaces for LGBTQI youth

Fourteen students at the Central Technical School of Toronto, in collaboration with the 519 Community Center, established a Pride Club at their school to create a safe space and foster dialogue to raise awareness about LGBTQI and more specifically, transgender rights. This was their *Speaking Rights* Community Action Project: facilitating an exciting discussion series at lunch time including many *Speaking Rights* activities to foster conversation with the broader school population around LGBTQI rights, organizing a poster and button campaign on the rights to gender identity and gender expression and hosting a successful open house. The group felt pride in reaching the goals they set for themselves including the establishment of a gender neutral washroom at the school.

.....
This program is made possible thanks to the generous support of the RBC Foundation, the City of Montreal, the Ministère de l'Immigration, de la Diversité et de l'Inclusion (Québec), the Foundation of Greater Montreal, the George Hogg Family Foundation, the Ministry of Justice (British-Columbia), the Hamber Foundation and Coast Capital.

“We believe it's vital to build communities in which everyone can achieve their full potential. We've supported the Equitas *Speaking Rights* program since 2011, and we're pleased to support its national expansion into Aboriginal communities. *Speaking Rights* aligns with our commitment to diversity and inclusion because it helps youth develop knowledge, skills and tools so they can promote human rights and combat inequality.”

Jasmina Zurovac,
Director, Corporate Donations, RBC

YWYL

This year marked the conclusion of our very successful *Young Women, Young Leaders* (YWYL) project. Starting in 2012, 60 young women from 4 Montreal boroughs participated in 70 workshops to build their self-confidence, knowledge of barriers to their participation and skills for initiating change.

The local partners included the Maison d'Haïti in Saint-Michel, the Carrefour Jeunesse-Emploi Côte-des-Neiges, the Dawson Community Centre in Verdun and The Youth Committee of the Montreal Urban Aboriginal Community Strategy NETWORK, in partnership with Quebec Native Women INC.

Young Women, Young Leaders will be launched in Winnipeg and Vancouver in the fall of 2015 thanks to the generous support of the TELUS Vancouver's Community Board and the Winnipeg Foundation.

.....
This program was made possible thanks to the generous support of Status of Women Canada.

2014-2015 results

- **800+ community members** inspired and engaged
- **4 digital and paper resources** published to increase women participation
- **8 community events**
- **30 mentors** (women leaders themselves) supporting young women leaders



Aliyah's* story

Aliyah immigrated to Montreal a year ago. At the first YWYL workshop she told the group that she wasn't interested in participating. "This isn't my community, I don't want to be here."

But she came back the following week and she kept coming back. When Aliyah's group was asked to help organize and host a meeting for the other groups in the program, this became a major turning point for Aliyah.

She took leadership in their Action for Change project: "We are Fleurs de Force. We are a group of young leaders in the community. If you are a newly arrived immigrant and you feel lost about what to do next in your new country, come to us we can help with most problems faced. Our priority is to help immigrant women (...) who are looking for the right places and the right information to get what is suitable for their situation."

By the end of YWYL, Aliyah had found a place in her group and in Montreal.

*Name has been changed to protect identity

Thank you to all our supporters for two amazing evenings!



Let me say to Equitas: Congratulations! You have made a tremendous contribution to the Africa that I know, and you have reflected so well on your country".

Paul Martin

Celebrating International Human Rights Day in Toronto

On December 9, 2014, Equitas was delighted to hold its Toronto cocktail, generously hosted by TD Bank Group with the support of Tim Hortons, with the Right Honourable Paul Martin, the Honourable Justice Frank Iacobucci and Phil Fontaine as we recognized International Human Rights Day by learning how we can build bridges and greater understanding between Indigenous and other Canadians.

Celebrating with the Cirque du Soleil in Montreal

The 2015 Equitas Gala was a huge success! With a great silent auction, clowns and red noses, delicious food and a vibrant atmosphere, we elevated the Gala to a new level of incredible. We want to extend a big thank you to all our guests and sponsors who helped make the evening one to remember, including our M.C., Sue Montgomery, who spoke beautifully about her own personal journey and the importance of human rights education in raising awareness and combating violence against women. We also thank Kathleen Weil, Quebec Minister of Immigration, Diversity and Inclusion and Dimitrios Jim Beis, Montreal City Councillor who addressed our guests as well.

Thank you to our cocktail sponsors

TORONTO – TD BANK GROUP AND TIM HORTONS



Tim Hortons

MONTREAL

LEAD SPONSOR
TD BANK GROUP



GOLD SPONSOR
CGI



SILVER SPONSORS

Air Canada, Alcatel-Lucent, Amdocs, Bell, Huawei, Osler



Alcatel-Lucent



amdocs
embrace challenge eXperience success



OSLER
Osler, Hoskin & Harcourt LLP

BRONZE SPONSORS

A. Vogel, Cisco Systems Canada, Muse Entertainment, VIA Rail
SUPPORTERS
Hart Resource Development

TELUS

Providing education, empowerment and leadership opportunities for children and youth



Since 2009, the TELUS Vancouver Community Board and the TELUS Montreal Community Board have helped Equitas provide programming which has enabled more than 80,000 children and youth to assume leadership roles and promote respect, inclusion and acceptance with their peers, families, and communities. Support from the TELUS Community Boards has translated into concrete opportunities for children and youth, who may also face barriers to participation, to take part in innovative activities that build self-esteem, a sense of belonging, and equip them with the tools to reach their full potential. Over 200 youth have led community action projects addressing issues like bullying, discrimination, homophobia and violence, while promoting respect, acceptance, and healthy environments in their community because of TELUS Community Board grants.

With TELUS' support, locally grown ideas can take root. Community Boards in Vancouver and Montreal have helped to drive significant innovation,

partnerships and growth related to our *Play it Fair!*, *Speaking Rights*, and *Young Women, Young Leaders* Programs. In 2014 TELUS Vancouver employees ran the extra mile, by donating proceeds from their Amazing Race to support activities and partnerships across the BC Lower Mainland. We thank TELUS for working with us to make a real and measurable impact on the lives of children and youth in communities where we work.



At TELUS, we give where we live to improve the lives of youth and their communities. We are proud that together with Equitas we are opening doors and providing children and youth important opportunities for education, empowerment and leadership."

Nicole MacLellan,
Senior Community Investment Manager,
Community Affairs, TELUS



Thanks to the creative vision and endless energy of two of Equitas' most committed supporters, Alena Perout and Jon Peck, Equitas brought the high voltage music of the acclaimed band **Vintage Trouble** to Montreal fans, in a benefit concert on July 3, 2014.

PHOTO: Charles Richer



We're just happy to play for a good cause, and Equitas is definitely one of them!"

Guitarist Richard Danielson

Board of Directors 2014-2015

Executive Committee

Melissa Sonberg, Chair
André Beaulieu, Vice-Chair,
Fund Development and
Communications
Ross Hynes, Vice-Chair, Programs
Robert Yalden, Past President
Eric Bretsen, Treasurer
Inez Jabalpurwala, Secretary
Myriam Levert
Stanley Schmidt
Daniel Urbas

Members

Tara Collins
Sébastien Gignac
Lloyd Lipsett
Darin Renton
George Roter
Michelle Sullivan
Norma Tombari

Honorary Board

The Honorable Irwin Cotler
François Crépeau
Pearl Eliadis
Phil Fontaine
The Honorable Frank Iacobucci
William Schabas
Margaret Sekaggya
Stephen Toope

Thank you as well to our volunteer committee members:

Erin Aylward
Thérèse Bouchard
Michel de Salaberry
Thomas Ledwell
Louise Sansregret
Ron Wigdor

Our Staff

Administration

Ian Hamilton
Margareta Agop
Pego Brennan
Annie Billington
Rodrigue Koudoro
Ronit Yarosky

Executive Director
Controller
Executive Assistant
Communications Manager
Programs Administrator
Fund Development Officer

Education

Vincenza Nazzari
Amy Cooper
Heather de Lagran
Valérie Féquière
Cristina Galofre
Adriana Greenblatt
Sarah Lusthaus
Daniel Roy
Jean-Sébastien Vallée

Director of Education
Education Specialist
Education Specialist
Education Specialist
Education Specialist
Education Specialist
Education Specialist
Senior Education Specialist
Education Specialist

Programs

Frédéric Hareau
Julie Kon Kam King
Milagros (Bing) Arguelles
Marie-Pierre Arseneault
Nadjet Bouda
Isabelle Bourgeois (on leave)
Chris Bradley
Laura Butler
Laura Cliche
Gail Dalglish
Natalie Doyle (on leave)
Ela Esra Gunad
Rozlyn Jacques
Sawsan Kanhoush
Laura Martinez Lung
Ruth Morrison
Saltanat Sadykova
Cecilia Thompson

Director of Programs
Associate Director of Programs (Canada)
Program Officer, Asia
Program Officer, IHRTTP
Program Officer, Middle East & North Africa
Program Officer, IHRTTP
Program Officer, East Africa
Program Officer, Canada
Program Officer, IHRTTP
Program Officer, Haiti
Program Officer, West Africa
Regional Program Officer, British Columbia
Program Officer, British Columbia
Program Assistant
Program Officer, Latin America
Program Officer, Canada
Program Officer, SHREG
Senior Program Officer, Knowledge
and Evaluation
Program Officer, West Africa

INTERNS: David Aird, Diana Arghirescu, Arca Arguelles-Caouette, Jeff Cheng, Arielle Corobow, Casandra De Masi, Marian Deldelian, Alexandre Hureau, Stéphanie Jeremie, Erika Massoud, Giorgio Petmezaz, Hannah Quinn, Ian Roy, Daria Sleiman, Gail Toca

THE AIMIA COMMON GOOD TEAM: Rafael Alencar, Victoria Ebecz, Adrian Cole, Anne-Josée Laquerre, Patricia McManus, Paula Kae O'Campo, Hwafern Quach

THANK YOU TO ALL OUR VOLUNTEERS: Stéphanie Archambault-Lemire, Deborah Athanasopoulos, Olmer Betancourth, Emily Bolduc, Griffin Brooks, David Castrillón, Daciana Catalina Dumut, Angela Chang, Pacita Candelario, Michael Cooper, Ivan Arturo Escobar, Iris Esquivel Jose Fuca, Olivia Generalli, Gaele Gagnéux, Katie Gillis, Charlotte Goyer, Matthew Griffiths, Gayelle Haddad, Milan Hareau, Julie Hoang, Karen Hosker, Audrey Jobin, Luisa Kraft, Mallory MacLellan, Liam McMahon, Emma Mekies, Jon Moffatt, Dena Noël, Lara Pocock, Samara Prupas, Allie Rosner, Casey Rosner, Mikael Roy, Michelle Tappert, Kayla Vecera, Zineb Zellag

Thank you!

Equitas wishes to thank its financial partners, both Canadian and international, whose generous support enabled us to carry out our mission.

AIMIA

Air Canada Foundation

American Jewish World Service

Brian Bronfman Family Foundation

Canada Fund for Local Initiatives

Canada's Office of Religious Freedom

Canadian Missions overseas

Coast Capital Savings

Department of Foreign Affairs, Trade and Development Canada

Donner Canadian Foundation

European Union's European Instrument for Democracy & Human Rights

Ford Foundation

Foundation of Greater Montreal

George Hogg Family Foundation

Hamber Foundation

M.K. Fund for Social Justice

Ministère de l'Immigration, de la Diversité et de l'Inclusion (Québec)

Ministère des Relations internationales et de la Francophonie (Québec)

Ministry of Justice (British-Columbia)

Organisation internationale de la Francophonie

Peck Tech Consulting Ltd.

RBC Foundation

Status of Women Canada

TD Bank Group

TELUS Vancouver Community Board

United Way of the Lower Mainland, BC

Victoria Foundation

Ville de Montréal

Winnipeg Community Foundation

Equitas also thanks the following organizations with whom we worked in partnership in 2014–2015:

English Montreal School Board

Lester B. Pearson School Board

McGill University Arts Internship Office

Service Canada

Equitas also thanks all the individual donors who made a gift this year. We are truly grateful for your continuous support.

www.equitas.org

Financial Statements for the Year Ended March 31, 2015

STATEMENT OF OPERATIONS AND NET ASSETS

| Revenues | 2015 | 2014 |
|--|------------------|------------------|
| Grants | \$3,205,161 | \$1,787,245 |
| Tuition | 171,058 | 217,664 |
| Donations | 173,068 | 158,401 |
| Interest | 4,222 | 1,884 |
| Total Revenues | 3,553,509 | 2,165,194 |
| Expenses | | |
| Projects | 3,003,571 | 1,818,729 |
| Administrative and general expenses | 527,466 | 383,688 |
| Amortization of capital assets | 17,560 | 5,337 |
| Total Expenses | 3,548,597 | 2,207,754 |
| Excess of revenues over expenses (expenses over revenues) | 4,912 | (42,560) |

| | | |
|--------------------------------|------------------|------------------|
| Net assets, beginning of year | 214,634 | 257,194 |
| Net assets, end of year | \$219,546 | \$214,634 |

STATEMENT OF FINANCIAL POSITION

| | 2015 | 2014 |
|---------------------------|------------------|--------------------|
| Assets | | |
| Current Assets | | |
| Cash and cash equivalents | \$656,181 | \$745,506 |
| Short-term deposit | 8,650 | 8,650 |
| Accounts receivable | 162,680 | 281,187 |
| Prepaid expenses | 22,862 | 32,088 |
| | 850,373 | 1,067,431 |
| Capital assets | 37,344 | 9,347 |
| Total Assets | \$887,717 | \$1,076,778 |

Liabilities and Net Assets

| | | |
|--|----------|----------|
| Current liabilities | | |
| Accounts payable and accrued liabilities | \$87,502 | \$83,259 |
| Deferred revenue | 17,190 | 25,650 |
| Deferred contributions | 563,479 | 753,235 |
| | 668,171 | 862,144 |

| | | |
|---|------------------|--------------------|
| Net assets | | |
| Invested in capital assets | 37,344 | 9,347 |
| Restricted for endowment purposes | 8,650 | 8,650 |
| Unrestricted net assets | 173,552 | 196,637 |
| | 219,546 | 214,634 |
| Total Liabilities and Net Assets | \$887,717 | \$1,076,778 |

This financial information has been extracted from the financial statements audited by KPMG s.r.l./S.E.N.C.R.L.