



Annual Report 2016-2017

WHY HUMAN RIGHTS EDUCATION MATTERS





EQUITAS – INTERNATIONAL CENTRE FOR HUMAN RIGHTS EDUCATION

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Visit our website at www.equitas.org

OUR MISSION

Based in Montreal, Equitas is Canada's most recognized and active human rights education organization. We work for the advancement of equality, social justice and respect for human rights. Through transformative education programs, we empower people to challenge inequality and discrimination, and take action to make their communities better places to be. In the last 50 years, we have reached over 3.2 million people worldwide.

EQUITAS AT A GLANCE

- ▶ FOUNDED IN 1967
- ▶ STAFF OF 40 PEOPLE
- ▶ 18 BOARD MEMBERS
- ▶ AN OPERATING BUDGET OF \$5.4 MILLION IN 2016-2017
- ▶ MORE THAN 5,000 HUMAN RIGHTS DEFENDERS TRAINED FROM 140 COUNTRIES
- ▶ MORE THAN 800,000 CHILDREN AND YOUTH REACHED IN CANADA IN 45 COMMUNITIES

This year marked the end of the Chairmanship of the Equitas Board by Melissa Sonberg.

Over the past 4 years, Melissa has done outstanding work in bringing Equitas to what it is today, a strong and innovative organization recognized in Canada and around the globe. Under Melissa's leadership, new partnerships were fostered, public engagement was increased and financial stability was reinforced.

Strategic thinking, collaboration and passion for positive social change were at the heart of her stewardship, and are a part of her legacy as she continues to act as a Board member and, above all, remains a dear friend and supporter.

Thank you, Melissa!

COVER PHOTO:

Participants at the 2016 International Human Rights Training Program in Montreal, Canada.
© Mikael Theimer (www.mikaeltheimer.com)

WE ARE HUMAN RIGHTS CHANGEMAKERS

2017 is a big year for Equitas and we are excited about using our 50th Anniversary to propel us into the next half century. 50 years ago, human rights visionaries like John P. Humphrey, Thérèse Casgrain, Gustave Gingras, Harry Batshaw and Paul-André Crépeau came together to establish Equitas (originally the Canadian Human Rights Foundation) as an organization dedicated to education about the principles and values of human rights. We are proud today that we have stayed true to the vision of our founders and Equitas is recognized as a global leader in the field of human rights education and training.

Equitas continues to be rooted as a Montreal-based organization, with an important national and global impact. Our team of 40 delivers innovative human rights education programs in Montreal, in over 45 communities across Canada and in 11 countries overseas. Our programs benefit over 100,000 Canadian children and youth and over 250,000 people overseas every year.

Our success has been built over 50 years because of the dedication and hard work of our partners, supporters, volunteers, board and staff members. For this reason, we have chosen to mark our anniversary by documenting and sharing the stories of 50 of the many people who have been instrumental in helping us have such an important global impact. These inspiring stories spanning 5 decades showcase the concrete changes that result from human rights education and remind us that we can all be human rights changemakers. We take this opportunity to thank all the changemakers who are part of the Equitas community and everyone who is working to make the values of equality, inclusion and respect for diversity a reality for all.

2017 also marks the end of Equitas' most recent 5-year strategic plan and we are excited by the opportunities and challenges in front of us as we launch a new strategic reflection in 2018. Over the last 5 years, Equitas has focused on building the ability of women, girls, men, boys – particularly those from

groups that have been marginalized – to become leaders in their communities and to engage decision makers to bring about positive change. We've developed new programming to protect the rights of LGBTQI persons, built the leadership skills of young women and used new technologies to engage youth and build more welcoming communities for newcomers and refugees. We've also put in place new tools and approaches to evaluate the impact of our work and to share the wealth of knowledge and good practices emerging between our national and global networks of human rights educators.

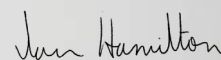
To cap off our 50th anniversary celebration year, we are bringing together over 300 human rights changemakers, as we host the 8th International Conference on human rights education in Montreal, at the end of 2017. This global forum will provide a platform for documenting good practices and will help to illustrate how human rights education can be a response to global challenges. The results of the Conference and partnerships that result will help to solidify Equitas' position as an innovator in the field of human rights education, ensuring we continue to play a leading role in the human rights movement for many years to come. We hope you will join us in this endeavor.

Sincerely,

André Beaulieu
Chair



Ian Hamilton
Executive Director



HIGHLIGHTS 2016-2017

Gender equality and a human-rights based approach are front and center in all Equitas human rights education programming.

Equitas launches its national youth engagement model (Speaking Rights) with 15 key partners. 6,000 youth (15-24 yrs) across Canada gain valuable knowledge about rights and responsibilities, and are active leading youth projects to build inclusive and welcoming communities nationally. The Government of Canada provides more than \$1 million in support.



In Montreal, the International Human Rights Training Program welcomes 100 human rights defenders from 50 countries dedicated to being drivers of social change globally.

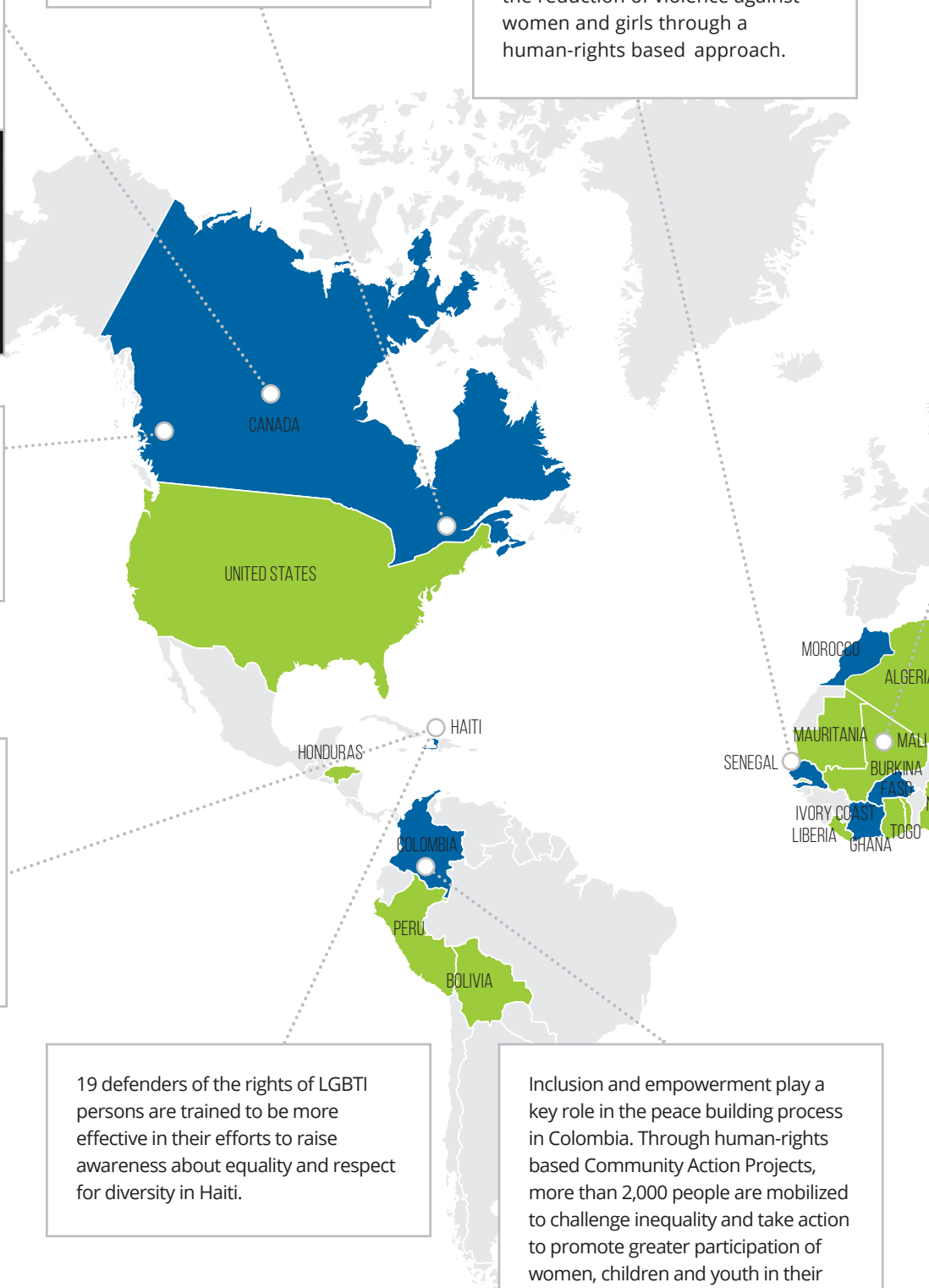
18 new coaches are trained in Senegal to support the implementation of Community Action Projects that promote access to education for girls and the reduction of violence against women and girls through a human-rights based approach.

Over 200 Syrian children participate in weekly Equitas activities aimed at building a sense of connectedness and belonging in their new communities in British Columbia.

71 community leaders and state actors commit to strategic actions during the National Policy Dialogue in Haiti to address human rights issues such as gender inequality, violence against children and marginalization of people living with disabilities.

19 defenders of the rights of LGBTI persons are trained to be more effective in their efforts to raise awareness about equality and respect for diversity in Haiti.

Inclusion and empowerment play a key role in the peace building process in Colombia. Through human-rights based Community Action Projects, more than 2,000 people are mobilized to challenge inequality and take action to promote greater participation of women, children and youth in their communities.



Close to 40 human rights leaders in Francophone Africa, including representatives from civil society, national human rights institutions, law enforcement authorities and governments, participate in the *Regional Training Session on Human Rights, Prevention of Torture and Promotion of Gender Equality* in Cameroon.



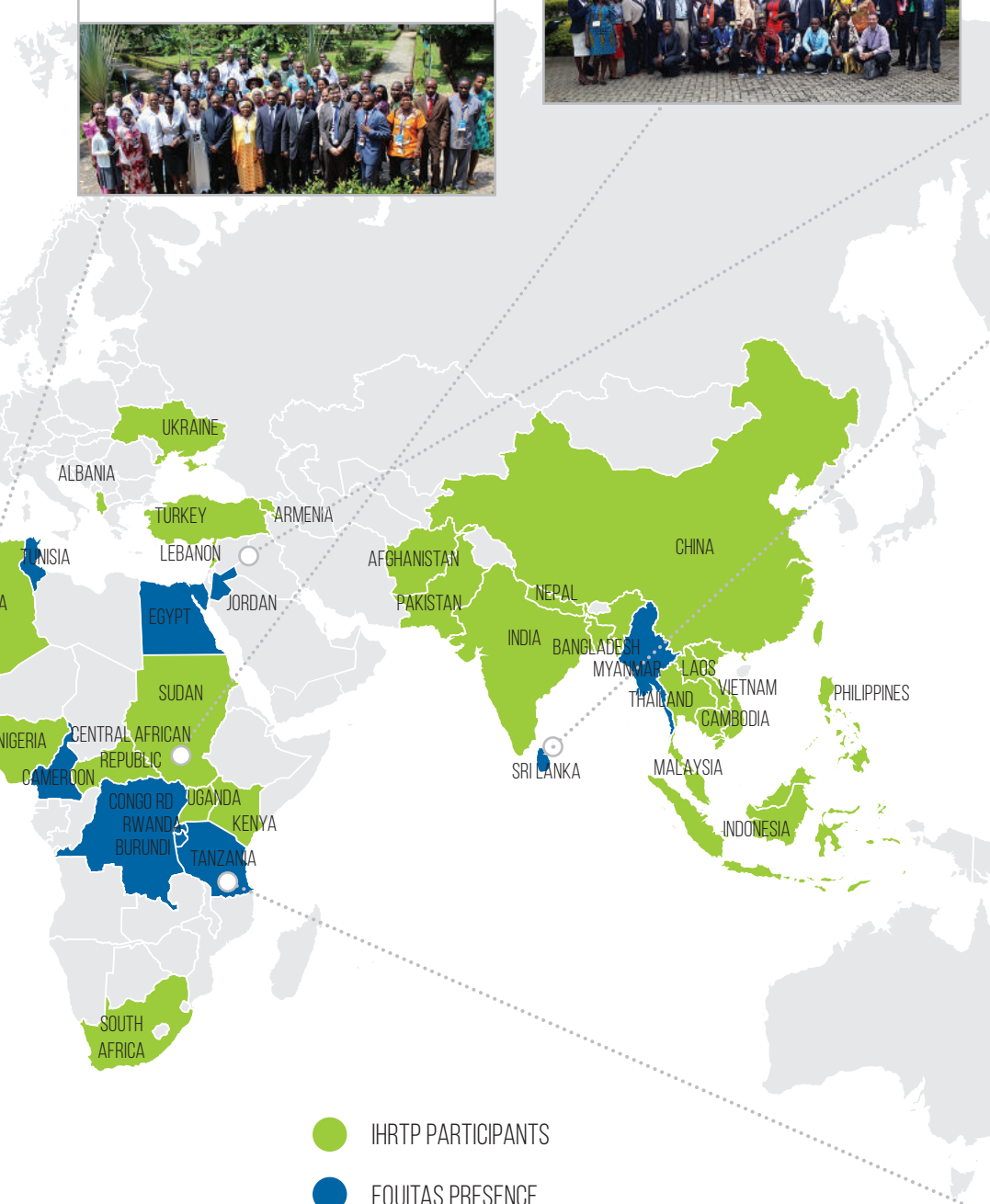
The 2016 *East Africa Human Rights Program* brings together 26 human rights defenders and educators working on a diverse range of issues from across the region. Participants came from Uganda, Tanzania, South Sudan, Rwanda, Kenya and Burundi.



Our *Joussour Project* provided opportunities for 93 youth – including 53 young women – and decision makers in the MENA region to collaborate to build more inclusive democracies. Youth leaders actively designed and implemented human rights Community Action Projects across the region.

Equitas programming in Sri Lanka focuses on promoting human rights, inclusion and religious harmony, and equipping communities to resist violent conflict. Canada's Minister of Foreign Affairs referenced Equitas at the United Nations in 2016 as an example of Canada's commitment to advancing inclusion and preventing inter-religious conflict in Sri Lanka, where communities are still trying to recover after the civil war.

After an Equitas training on how to use a human rights-based approach for social change, 19 organizations collaborate with community leaders and marginalized groups to tackle violence against women and children in communities in Tanzania.





WE PROVIDE INCREASED OPPORTUNITIES FOR WOMEN AND GIRLS TO BE AGENTS OF CHANGE

HOW CAN WE ENSURE WOMEN AND GIRLS HAVE EQUAL OPPORTUNITIES TO REACH THEIR FULL POTENTIAL? HOW CAN WE SUPPORT THE FULL PARTICIPATION OF ALL WOMEN, MEN AND LGBTQI PERSONS?

PROMOTING GENDER EQUALITY IS AT THE HEART OF HUMAN RIGHTS EDUCATION, AND IMPLEMENTED IN EVERYTHING WE DO.

Working in close collaboration with our partners in Canada and around the world, we use human rights education to:

- Analyze gender issues in communities and design innovative solutions to address inequalities;
- Increase the participation of women and girls in leadership and decision-making roles;
- Build the capacity of local organizations that advance gender equality, including the promotion and protection of the rights of LGBTQI persons;
- Train human rights defenders (women, men and youth) to advance gender equality;
- Engage with decision makers to address gender inequality and discriminatory norms, practices, policies and laws.

Strengthening human rights is essential to advancing gender equality.

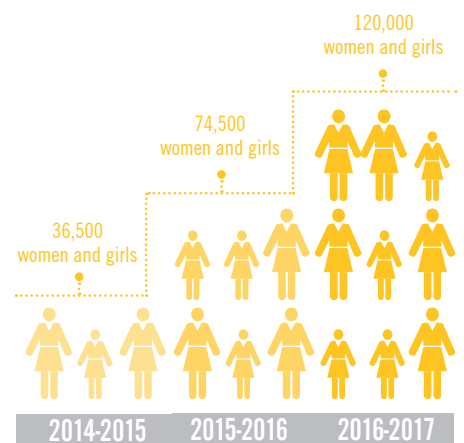
That's why more than **1,380 women and girls in Tanzania** used a human-rights based approach in 2016-2017 to challenge inequality. The Community Action Projects have empowered them to be more confident to report human rights violations, interact with local leaders on issues that affect them and participate in local decision-making.

In Senegal, over 230,000 people were reached by the Community Action

Projects of our local partners aimed at raising awareness about violence against women, and increasing girls' access to education beyond primary level by obtaining birth certificates. Public outreach included the distribution of 1,000 leaflets among non-profits, local authorities, schools, and 400 radio broadcasts in French and Wolof on these issues.

Giving women and girls equal opportunities means changing deep-rooted practices and behaviours. **Our work in Haiti** contributed to changing discriminatory attitudes by convening a National Policy Dialogue which, **for**

the first time, brought together state authorities and community members to find solutions to discrimination. More than 11,000 people – including **5,400 women** – were reached by the Community Action Projects following the Dialogue.



WOMEN AND GIRLS REACHED BY EQUITAS' INTERNATIONAL PROJECTS PROMOTING HUMAN RIGHTS AND GENDER EQUALITY.

WE CREATE LEADERSHIP OPPORTUNITIES WITH AND FOR YOUNG CANADIAN WOMEN

How can young women use their strengths and passions to make a difference on issues that matter to them?

Just ask Youveline Gervais,

ONE OF OVER

150 YOUNG WOMEN LEADERS

taking part in Equitas programs who, this year, was an eloquent and outspoken advocate for gender equality and youth participation in her community!



"For me, being a young leader means that you have noticed that something is wrong in your city or neighbourhood and you have been involved in making a change. These are injustices that affect me and that I want to fight."

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IMPACT STORY

When Montreal neighbourhoods Saint-Michel and Montreal North feature in the news, the stories are rarely positive. A recent study ranked these neighbourhoods as having the highest number of children in low socio-economic situations and at high risk. With the help of Equitas, la Maison d'Haiti and the youth they work with are changing the narrative in their community through programs that create a safe space for young women to learn and become changemakers in their community.

After participating in Equitas workshops, Youveline Gervais (14 yrs) and other young women in her community developed a plan for taking action on issues of gender equality, addressing hyper-sexualization of women in the media, and raising awareness around sexual exploitation and sexism. They interviewed people in their neighbourhood and made a series of videos to educate, sensitize and mobilize other young men and women, community members and decision makers in Saint-Michel to confront gender stereotypes and behaviour that impact on young women's ability to participate in community life.

"You are never too young to make a difference, no matter how old you are. It is important to be aware of issues. The most important thing we learned was to allow our voices to be heard and that there were people there to listen."

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Last year, Youveline appeared as a panelist at the World Social Forum, the Diversity Speaker Series, and the XII Metropolis World Congress. If you ask her what's next, she will confidently tell you: "the Prime Minister's Office!"

WE PROMOTE AND PROTECT THE RIGHTS OF LGBTQI PERSONS

GENDER EQUALITY AND THE RECOGNITION OF THE RIGHTS OF LGBTQI PERSONS REMAINS A CHALLENGE IN CANADA AND GLOBALLY. HUMAN RIGHTS EDUCATION IS A POWERFUL TOOL TO CONFRONT INEQUALITY AND DISCRIMINATORY BEHAVIOUR AND PRACTICES AT THEIR ROOTS, AND MAKE HUMAN RIGHTS REAL.

In Canada, our partner, Quebec Native Women (QNW), identified a need to re-visit their tradition and ensure the inclusion of LGBTQI/two-spirited Indigenous people. As part of a new youth-led initiative, in partnership with Equitas, QNW created more inclusive spaces by developing an anti-discrimination policy for their organizations and launching an awareness-raising campaign across the province of Quebec.

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"By offering a secure space where members of the LGBTQI/Two-spirited community could share their experiences and examples of best practices, we became a driving force for change in public opinion and within the Indigenous community regarding sexual minorities. Through the promotion of environments that are more inclusive and secure we will better ensure the security, integrity and dignity of all our people."

- Program Manager, Quebec

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In Haiti, Equitas is working to raise awareness of the rights of LGBTI persons and the responsibility of all citizens to ensure their rights are protected. This year, 19 groups and individuals from various sectors, including local authorities, have worked together to promote respect for the rights of LGBTI persons in over 9 communities across the country. This level of collaboration and solidarity has never been seen before in Haiti!



WE ENGAGE CHILDREN AND YOUTH TO BE LEADERS OF SOCIAL INNOVATION FOR HUMAN RIGHTS

HOW CAN WE ENSURE CHILDREN AND YOUTH ARE CHANGEMAKERS AND PLAY A KEY ROLE IN BUILDING MORE INCLUSIVE AND EQUITABLE SOCIETIES?

CHILDREN AND YOUTH REPRESENT A SIGNIFICANT PERCENTAGE OF THE POPULATION, BUT IN MANY PLACES WHERE WE WORK THEY FACE BARRIERS TO PARTICIPATION.

In their communities, many children and youth must confront discriminatory and exclusionary attitudes, behaviours and practices. Many do not see a future for themselves due to a lack of opportunities and limited access to quality education. Many feel their voices are not heard.

In 2016-2017, **Equitas engaged and supported children and youth through human rights education** to strengthen their leadership skills and initiate actions for change they want to see in their communities. Their energy, motivation and optimism, creative way of thinking, resourcefulness and capacity to challenge existing norms means they are making their place as social innovators in communities!

In Tunisia, youth leaders met with representatives of the Ministry of Labor and addressed the right to work for people living with disabilities. Youth leaders in Jordan worked closely with a school principal to reduce violence and bullying in Jabel al Nadeef in East Amman. Similarly, youth leaders in Yemen conducted a campaign to counter school dropouts in two schools in Sana'a. In Morocco, youth leaders sent hundreds of post cards to the Ministry of Justice calling for measures to be taken to end early marriage. In Upper Egypt, youth leaders addressed the issue of poor health services in two hospitals with local authorities.

Across the Middle East and North Africa, this year, youth engaged with Equitas were catalysts for change!

In Colombia, 440 community members established an intergenerational exchange between youth and adults to discuss greater respect of human rights and the right of youth to participate in shaping the future of their communities. These actions reached over **1,000 children and youth**.

"When I am invited to these kind of activities, I rarely have a chance to express myself, and when I do, those who do not share my point of view usually respond in a confrontational way. These activities haven't been like that. I have had an opportunity to express myself with confidence and freely, and without being aggressively challenged by those who disagree with me".

– Youth, Colombia

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"I realized that I was excluding some members of my community - children and youth - from my own processes. Before this project, I hadn't had a chance to share with them and appreciate the value of their ideas and opinions. I don't want to exclude them anymore".

– Community member, Colombia

WE CREATE SPACE FOR DIALOGUE AND YOUTH LEADERSHIP IN CANADIAN COMMUNITIES



What are the pressing issues children and youth face across Canada? How can they be supported to be leaders of change?

Engaging children and youth to play an active role in their communities is one of the most effective ways to tackle issues such as bullying, racism, homophobia and sexism, and build more welcoming and inclusive communities. That is why building children and youth's capacity as leaders of change is so critical.

This year, **more than 100,000 children and youth** participated in Equitas programs, deepening their understanding of inequality and discrimination, and defining how they would like to come together to take action.

Here's what they said about making a bigger impact:



"In this training, I gained a lot more than I originally expected, from the leadership skills to knowledge, networking, and facilitation skills. The opportunity to participate and be included was great."

– Youth Changemaker, Winnipeg

"There is no limit to our Community Action Projects when we have full support from others."

– Youth Changemaker, Victoria

"Inclusion was the key word. Indigenous youth finally had a place to meet other youth that are living the same sociopolitical aspects of being natives in Montreal."

– Youth worker, Montreal

"It is not only our organization and community that is motivated to see a positive change. It is something that is felt across Canada"

– Youth Worker, Winnipeg

IMPACT STORY - When Jennifer Reddy, an Engaged Immigrant Youth Coordinator at the Vancouver School Board (EIV-VSB) first participated in an Equitas training, she may not have known what an impact her use of the tools and of a human rights-based approach would have. As she became an advocate for the approach, it has spread throughout EIV-VSB and also in the Tri-Cities School District of British-Columbia where teachers were struggling to find ways to engage their students in meaningful class and after-class programs.

Now all EIV-VSB staff – including settlement workers supporting Syrian refugees and newcomer families – are trained in *Speaking Rights*. EIV-VSB has also opened up opportunities for newcomer youth to initiate Community Action Projects that included volleyball tournaments coupled with learning about their rights and health; community discussions on promoting a sense of belonging and countering gang recruitment; and most recently the development of a new *Fresh Start* magazine to "help the youth adjust to their new school environment and gain courage to overcome their fears of being in a new place."



WITH THE COLLABORATION AND SUPPORT OF UNITED WAY LOWER MAINLAND, EQUITAS IS HELPING TO ENSURE CHILDREN IN BRITISH COLUMBIA HAVE OPPORTUNITIES TO PARTICIPATE AND BELONG

The UWLM's support for our Play it Fair! program in British Colombia has meant that 30,000 children – including 200 newcomer refugee children this year – have participated in weekly rights-based activities. We thank UWLM for its commitment to supporting Equitas and making the Lower Mainland a better place to be for all children.

"Somebody said to me recently that children don't grow up in programming, they grow up in a community. I think Equitas embodies that."

– Kim Winchell, Director of Social Impact, United Way of the Lower Mainland (UWLM)



WE SUPPORT HUMAN RIGHTS DEFENDERS WORLDWIDE

HOW CAN WE HELP BUILD RESPECT FOR HUMAN RIGHTS IN CANADA AND AROUND THE WORLD?



"I have more ideas and strategies to put into use in my program than I could have imagined. From ways to promote gender equality to how to run an effective discussion and make sure that everyone participates. I can hardly wait to get started and will be referring to my notes and the manual for a long time to come."

- International Human Rights Training Program (IH RTP) participant, 2016

Equitas' transformative human rights education programs and tools equip frontline human rights defenders with the knowledge, skills and attitudes to become more effective in their work and make human rights a reality for all.

Supporting human rights defenders means engaging them as active agents of change, from training women defenders in conflict prevention and peacemaking, to building the capacity of defenders of the rights of LGBTQI persons, for example, to open civic spaces and protect vulnerable groups.

In 2016-2017, our Strengthening Human Rights Education Globally (SHREG) project trained and supported human rights defenders and educators from over 50 countries making communities safer, more equitable for women and girls, and more respectful of human rights. The **126 participants trained** at the International Human Rights Training Program and at our regional sessions in Africa have **reached more than 75,000 additional people**, as they stand up against inequality and discrimination, and reinforce respect for human rights in their countries.

Today, the Equitas alumni network is 3,600 people strong and is **one of the largest global communities of human rights leaders**.

Strengthening Human Rights Education Globally is funded by the Government of Canada through Global Affairs Canada.

Canada

WE CREATE KNOWLEDGE EXCHANGE AND LEARNING, PUTTING HUMAN RIGHTS EDUCATION ON THE MAP.

HOW CAN WE BETTER DOCUMENT THE IMPACT OF HUMAN RIGHTS EDUCATION AS A RESPONSE TO GLOBAL ISSUES AND SHARE BEST PRACTICES?

OUR INNOVATIVE EVALUATION TOOLS AND PRACTICES DEMONSTRATE THE COLLECTIVE IMPACT OF HUMAN RIGHTS EDUCATION IN CANADA AND ACROSS THE WORLD.

For example, take our 2017 consultation with partners, alumni and human rights practitioners in Sri Lanka. Knowledge generated through this process will inform the development of a Guide on mitigation strategies for addressing conflict. The first of its kind in the country, the Guide will include strategies and good practices, and offer an effective tool for community and national level actors to **use conflict mitigation strategies that incorporate a human rights-based approach**. The Guide and the learnings that underpin it will also be used in Myanmar next year.

In 2016-2017, Equitas published **over 25 human rights education materials**. **62 resources** related to themes such as gender equality and children's rights were also shared on Equitas' online community of practice for human rights defenders.

WE ENGAGE CANADIANS AND AUDIENCES WORLDWIDE IN DIALOGUE ON HUMAN RIGHTS ISSUES

► In the community

Our *Diversity Speakers Series*, launched this year in partnership with the Royal Bank of Canada (RBC), brought together over **100 RBC employees and community members** for its first edition in Montreal, Canada. This new series helps amplify the voice of inspiring young leaders who have made respect for diversity and inclusion central to who they are.

Equitas participated in **5 workshops on gender equality** as a member of the Gender Community of Practice (Association québécoise des organismes de coopération internationale - AQOCI). We have shared our expertise on using a **human rights-based approach** in development projects through the training of 21 Canadian representatives of development organizations. We presented outcomes of our work at 5 national and international conferences contributing to social engagement, networking and knowledge sharing in the field of human rights education and human rights.

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**Equitas models are also being recognized
and used in diverse contexts.**

In Colombo, Sri Lanka,

Equitas gave a *Young Women, Young Leaders* workshop at #FemParl, a regional dialogue organized by the Canadian embassy focused on empowering South Asian young women to become agents of change. It was a great opportunity to showcase our education tools and provide a concrete example of an innovative Canadian initiative to empower **young women worldwide**.



Our *Young Women, Young Leaders* program was awarded an Honorable mention in 2016 by the Canadian Race Relations Foundation. Equitas also received the British Columbia Multicultural Award 2016 in recognition of our work building welcoming and inclusive communities

in B.C. and across Canada.

► In the media

By sharing success stories, we illustrate the importance of inclusion, gender equality, and respect for human rights **in people's daily lives**. Equitas has increased awareness of human rights education by using traditional news channels as well as new social platforms to raise the profile of our work and that of our partners. For example, in 2016-2017, the media coverage of the International Human Rights Training Program alone reached nearly **4.5 million** (3 million in 2015).



1967-2017

— 50 YEARS OF HUMAN RIGHTS EDUCATION FOR CHANGE



**800,000 children
and youth reached in
45 canadian communities**

ensuring our schools
and communities are
more inclusive, more
welcoming and safer.



**Over 3.2 million people
worldwide**

sensitized about human
rights norms & values,
laying a foundation for
building more equitable
societies.



**More than
1,000 trainings**

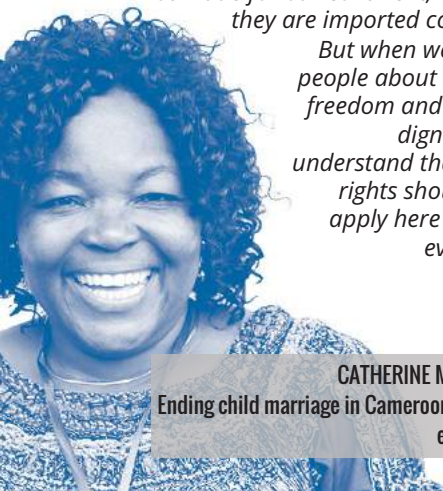
helping people and
communities be
empowered to come
together and build
peaceful environments
free of discrimination.



**More than 5,000 human
rights defenders trained
from over 140 countries**

making the Equitas
network one of
the largest global
communities of human
rights leaders.

“ There was a time in Africa when people said that human rights were not made for our continent, because they are imported concepts. But when we talk to people about respect, freedom and human dignity, they understand that these rights should also apply here and for everyone.



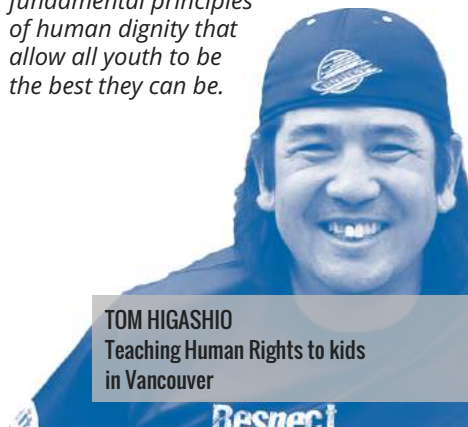
CATHERINE MOTO-ZEH
Ending child marriage in Cameroon through education

“ We have to do better, not only for one another out of a basic sense of humanity, but we also have to do better because if we don't, nobody else will.



ALAA MURABIT
Igniting the Spark for Women's Leadership and Engagement in Libya and around the Globe

“ Children's rights affect everyone. I wanted to find ways of reinforcing the positive values and fundamental principles of human dignity that allow all youth to be the best they can be.



TOM HIGASHIO
Teaching Human Rights to kids in Vancouver

FOR 50 YEARS EQUITAS
HAS HELPED HUMAN RIGHTS LEADERS
CHANGE LIVES AROUND THE WORLD.

DISCOVER THEIR STORIES

www.equitas.org

#Equitas50



“ Human rights are not a buffet where you can choose what you like and leave what you don't. It's a package, a whole.



CHARLOT JEUDY
Defending LGBTI rights in Haiti

“ Indigenous people should have access to education that reflects their realities and their culture and non-Indigenous people must also be educated about Indigenous issues



WIDIA LARIVIERE
Working for Indigenous youth engagement & participation in Canada

“ I want to help the women see things differently, to know their rights and understand their potential.



AGINATHA RUTAZAA
Empower Marginalized Women in Tanzania

WE ARE HUMAN RIGHTS CHANGEMAKERS #EQUITAS50

For 50 years, Equitas has worked with human rights leaders to change lives around the world.

The series **We are human rights changemakers** marks Equitas' 50th anniversary. We invite you to discover stories of 50 inspiring human rights changemakers. These are but a few of the thousands who have made a difference around the world through human rights education and Equitas' support.

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EQUITAS WOULD
LIKE TO THANK ALL
THE PERSONAL
HISTORIANS WHO
OFFERED GENEROUS
SUPPORT IN
DOCUMENTING
THESE STORIES.

We are human rights changemakers



#equitas50

@EquitasIntl

/equitas

50equitas
educate. empower. change.

WHY YOUR SUPPORT MAKES A DIFFERENCE

Our two fundraising events this year brought together more than 300 Equitas friends and partners in Toronto and Montreal. On the themes of children's rights and women's rights, these gatherings were an opportunity to learn from the leading voices of human rights in Canada while lending support for Equitas' education work in communities in Canada, Africa, South Asia, Latin America and the Caribbean, the Middle East and North Africa.

We thank our compelling speakers, Renu Mandhane and Lloyd Robertson (Toronto) and Cathy Wong and Francine Pelletier (Montreal) for sharing their insights on diversity, inclusion and equality and providing inspiration for building more inclusive and welcoming communities. To our engaged guests and sponsors, we thank you for helping us raise more than 118,000\$ during these events, and also for your generous support year round.

Together, we make a bigger impact in Canada and globally.



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SUPPORTERS - Program Support

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Amir and Yasmin Virani Family Foundation
Brian Bronfman Family Foundation
Canada Fund for Local Initiatives
Canadian Missions overseas
CKNW Orphan's Fund
Coast Capital Savings
Donner Canadian Foundation
Diamond Family Foundation
Edith Lando Foundation
European Union's European Instrument for
Democracy & Human Rights
Ford Foundation
George Hogg Family Foundation
Global Affairs Canada
Hamber Foundation
Heritage Canada
M.K. Fund for Social Justice

Ministère de l'Immigration, de la Diversité
et de l'Inclusion (Qc)
Ministère des Relations internationales
et de la Francophonie (Qc)
Ministry of Justice (British Columbia)
National Endowment for Democracy
Office du Haut-Commissariat aux droits
de l'homme en Haïti
Organisation internationale de la Francophonie
RBC Foundation
TD Bank Group
TELUS Montreal Community Board
TELUS Vancouver Community Board
United Way of the Lower Mainland
Ville de Montréal
Winnipeg Community Foundation

We also thank the following organizations with whom we worked in partnership in 2016-2017:

Concordia University Institute for Co-operative
Education
English Montreal School Board
Lester B. Pearson School Board
McGill University Arts Internship Office
Office of the High Commissioner for Human Rights
Public Relations Without Borders
Service Canada

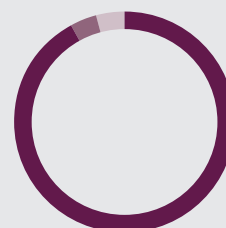
**Equitas thanks all the individual donors who
have made a gift this year. We are truly
grateful for your continuous support.**

FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2017

STATEMENT OF OPERATIONS AND NET ASSETS	2017	2016
REVENUES		
GRANTS	\$ 4,851,517	\$ 3,516,119
TUITION	377,988	266,501
DONATIONS	162,667	147,423
INTEREST	1,708	1,524
TOTAL REVENUES	5,393,880	3,931,567
EXPENSES		
PROJECTS	4,725,819	3,375,087
ADMINISTRATIVE AND GENERAL EXPENSES	632,682	519,854
AMORTIZATION OF CAPITAL ASSETS	19,735	14,643
TOTAL EXPENSES	5,378,236	3,909,584
EXCESS OF REVENUES OVER EXPENSES	15,644	21,983
NET ASSETS BALANCE AT BEGINNING OF YEAR	241,529	219,546
NET ASSETS AT THE END OF YEAR	\$ 257,153	\$ 241,529

STATEMENT OF FINANCIAL POSITION	2017	2016
ASSETS		
CURRENT ASSETS		
CASH AND CASH EQUIVALENTS	\$ 1,572,950	\$ 898,802
SHORT-TERM DEPOSIT	-	8,650
ACCOUNTS RECEIVABLE	389,531	275,908
PREPAID EXPENSES	32,460	17,860
	1,994,941	1,201,220
CAPITAL ASSETS	36,629	25,755
TOTAL ASSETS	\$ 2,031,570	\$ 1,226,975
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
ACCOUNTS PAYABLE AND ACCRUED LIABILITIES	\$ 73,565	\$ 78,185
DEFERRED REVENUE	-	118,527
DEFERRED CONTRIBUTIONS	1,700,832	788,734
	1,774,397	985,446
NET ASSETS		
INVESTED IN CAPITAL ASSETS	36,629	25,755
RESTRICTED FOR ENDOWMENT PURPOSES	8,650	8,650
UNRESTRICTED NET ASSETS	211,894	207,124
	257,153	241,529
TOTAL LIABILITIES AND NET ASSETS	\$ 2,031,570	\$ 1,226,975

Revenue allocation 2016-2017



- Grants (90 %)
- Tuition (7 %)
- Donations (3 %)

Expense allocation 2016-2017



- Projects (86 %)
- Admin (13 %)

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

WE BRING TOGETHER AN AMAZING TEAM OF PASSIONATE STAFF, BOARD, INTERNS AND VOLUNTEERS

Administration

Ian Hamilton
Margareta Agop
Annie Billington
Sawsan Kanhoush
Nadia Koromyslova
Brigitte Malenfant
Giorgiana Munteanu
Thierry Nyembo
Carlos Ospina

Executive Director
Controller
Communications Manager
Development and Communications Assistant
Project Manager – Communications
Fund Development Manager
HR Office Manager
Operation and IT Manager
Assistant Accountant

Education

Vincenza Nazzari
Hervé Boudou
Isabelle Bourgeois
Amy Cooper
Valérie Féquière
Cristina Galofre
Adama Kaba
Sarah Lusthaus
Daniel Roy
Marcello Scaronne
Jean-Sébastien Vallée
Myriam Zaidi

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

Programs

Frédéric Hareau
Julie Kon Kam King
Hayder Achouri
Milagros (Bing) Arguelles
Marie-Pierre Arseneault
Nadjet Bouda
Chris Bradley
Anne-Sarah Côté
Natalie Doyle
Gerardo Ducos
Ariane Duplessis
Rozlyn Jacques
Laura Martinez Lung
Ruth Morrison
Angie Osachoff
Dimitrina Raby
Nathalie Rodrigues
Ayoub Souna
Salta Sadykova
Claudia Sighomnou
Geneviève Talbot
Élise Voyer
Jenna Waniek

Director of Programs
Associate Director of Programs, Canada
Program Officer, Middle East & North Africa
Program Officer, Asia
Program Officer, IH RTP
Senior Program Officer, Middle East & North Africa
Senior Program Officer, East Africa
Program Officer, Canada
Senior Program Officer, West Africa (on leave)
Program Officer, Haiti
Program Officer, IH RTP
Program Officer, British Columbia (on leave)
Program Officer, Latin America
Program Officer, Canada
Senior Program Officer, British Columbia
Program Officer, West Africa
Program Management Officer
Program Financial & Administrative Assistant
Program Officer, SHREG
Program Officer, Canada
Program Officer, Francophone Africa
Senior Program Officer, Haiti
Program Assistant, British Columbia

BOARD OF DIRECTORS 2016-2017

André Beaulieu, *Chair*
Melissa Sonberg, *Former Chair*
Ross Hynes, *Vice-Chair, Programs*
Myriam Levert, *Vice-Chair, Communications*
Yves Lorange, *Treasurer*
Inez Jabalpurwala, *Secretary*
Erin Aylward
David Chemla
Tara Collins
Madeleine Fequiere
Peter Forton
Marc Girard
Lloyd Lipsett
Krista Pawley
Darin Renton
Norma Tombari
Robert Yalden
Tamara Zimmerman

Thank you to our volunteer committee members:

Ayman Al-Yassini
Nathasha Blanchet-Cohen
Fritz Junior Charles-Antoine
Ala'a Jarban
Widia Larivière
Thomas Ledwell
Jane Reichman
Michel de Salaberry
Chitra Sewsagur
Ron Widgor

Interns

Nina Andrews, Carl Bindman, Alex Chartrand, Juliette Deshormes, Anne Virginie Desmarais, Mathieu-Rosaire Fraser Arcand, Marko de Guzman, Tamara Ling, Shiva Mazrouei-Seidani, Dorothee Ménard, Holly Norris, Paule Portugais-Poirier, Kelly O'Connor, Ian Pelekis, Marie-Laure Saliah-Linteau, Grace Shakan, Chedine Tazi.

Thank you to all our volunteers:

Viet Anh Ho, Kathleen Barera, Michael Cooper, Ana-Maria Briota, Pacita Candelario, Alexia DeFrancesco, Bechir Djaby, Frederique Lefort, Tom Fennewald, Emilie Fontaine, Milan Hareau, Benjy Hareau, Antoine Kwey-Du Sablon, Jessika McLaughlin, Darena Muça, Sophie Noel, Komal Patras, Jane Reichman, Van Toch, Alejandra Rincón, Mikael Roy, Martina Rompala, Hani Sadati, Valerie Savaria, Emilie Salvi, Nirushaa Senthilnathan, Mikaël Theimer, Zoe Yalden.