

equitas

educate. empower. change.

2017 2018

ANNUAL REPORT

HUMAN RIGHTS EDUCATION FOR EQUALITY & INCLUSION



EQUITAS AT A GLANCE

Founded in 1967

Staff of 43 people

17 Board members

An operating budget of
\$6.6 million in 2017-2018

More than 6,300 human
rights defenders trained
from 140 countries

More than 920,000 children
and youth reached in
52 communities in Canada

equitas

**EQUITAS – INTERNATIONAL
CENTRE FOR HUMAN RIGHTS
EDUCATION**

HEAD OFFICE

666 Sherbrooke West, Suite 1100
Montreal, QC, Canada H3A 1E7

Tél. : 514.954.0382
info@equitas.org


REGIONAL OFFICE

726 - 736 Granville Street
Vancouver, BC, Canada V6Z 1G3

Tél. : 604 876-4881

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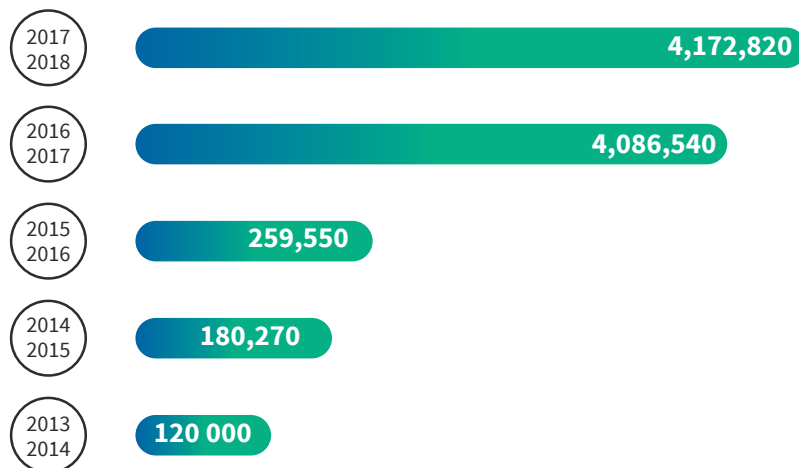
You can help provide support for
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Visit our website at
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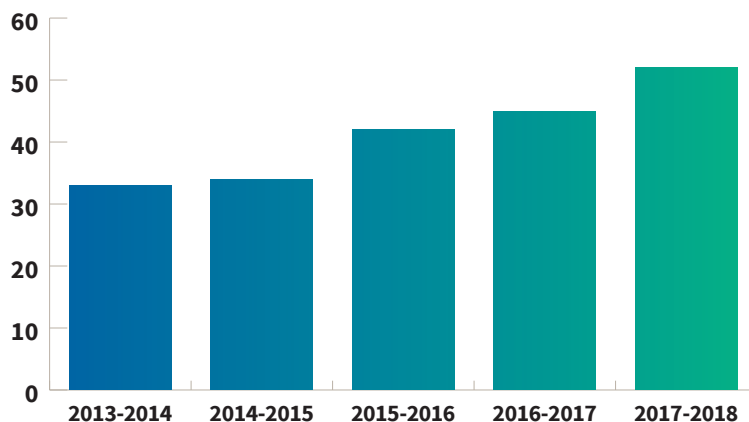
OUR MISSION

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 help 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.

Growth in reach over past 5 years



Number of Canadian communities we have worked in over the past 5 years



ALL HUMAN BEINGS ARE BORN FREE AND EQUAL IN DIGNITY AND RIGHTS

Article 1 - Universal Declaration of Human Rights



André Beaulieu, *Chair*



Ian Hamilton, *Executive Director*

At Equitas, we remain concerned by the persistence of inequality, exclusion and discrimination in today's world, as well as the resurgence of ideologies that thrive on fear and distrust of others. We believe it makes our mission even more relevant and our activities more needed than ever before.

As an organization, Equitas has always drawn inspiration from the Universal Declaration of Human Rights (UDHR). 70 years ago, this fundamental text, affirmed the inherent dignity and the equal and inalienable rights of all humans as the foundation of freedom, justice and peace in the world. While the rights outlined in the UDHR continue to resonate today, much work remains to be done to prompt governments to fully live up to their obligation to respect and protect basic human rights.

It is in this context that Equitas' work in human rights education continues to reach and help hundreds of thousands who strengthen civil society in some of the countries that need it most. While reading these pages, you will learn how our programs, both in Canada and around the world, provide knowledge and skills for those who face barriers to participation to help amplify their voices. Thanks to the generous support of Canadians and our many partners at home and abroad, we have been able to greatly expand the scope and reach of our programs over the last 3 years.

The human rights changemakers who make up our global network work to promote equality, respect for diversity and inclusion, often in difficult and dangerous circumstances. They are true heroes whose courage and commitment deliver real change for women, children and youth, as well as for groups that face discrimination and exclusion.

In 2017, Equitas celebrated its 50th anniversary. The year provided an opportunity to celebrate an incredible group of individuals who have contributed to our mission, from John P. Humphrey and Thérèse Casgrain who founded Equitas, to some of the amazing partners and alumni on the frontlines of human rights defense today. Our 50 Stories series not only recognized some incredible individual achievements, but also demonstrated the truly transformative nature of human rights education and confirmed that we can all be human rights changemakers in our own way.

This important milestone was also an opportunity to reflect on how Equitas should reposition itself in response to the challenges of today and tomorrow. In the fall of 2017, we convened over 300 human rights educators from 50 countries in Montreal for the International Conference on Human Rights Education. For 4 days, we shared best practices for building more inclusive communities in Canada and around the world. The Conference recommendations provided crucial material for our new strategic planning process officially launched in January 2018. Energized by the celebration of half a century of success and guided by the Conference findings, the new Strategic Plan will consolidate Equitas' position as a global leader in human rights education, taking into consideration the significant growth of the organization and its programming over the last 5 years.

More than ever, we aspire to make the UDHR's affirmation that "All human beings are born free and equal in dignity and rights" a reality for all. Your continued engagement is the only way Equitas can progress towards this aspiration. Together, we can contribute to the positive development of our world, and by supporting our efforts, you too can be a changemaker. We thank you for your generous support which is crucial to Equitas' success and the fight for equal rights in Canada and in all the countries where our work advances the cause of freedom and equality.

Sincerely,

A handwritten signature in black ink, appearing to read "André Beaulieu".A handwritten signature in black ink, appearing to read "Ian Hamilton".

HIGHLIGHTS 2017-2018

British Columbia

Over 200 children in BC take part in activities sharing their voices and ideas to write local Children's Charters based on the UN Convention on the Rights of the Child, engaging decision makers on what they would like their communities to look like.

Canada

Children and youth lead 47 Community Action Projects to advance equality and respect for diversity in 28 Canadian communities.

Montreal

~ The International Human Rights Training Program welcomes 95 human rights defenders from 52 countries who are dedicated to being drivers of social change globally.

~ In the fall, Equitas hosts the 8th International Conference on Human Rights Education.

~ During a National Youth Forum, 40 youth from across Canada exchange ideas on how to make their communities more inclusive, while developing strategies for engaging decision makers.

Haiti

~ More than 330 community leaders, local authorities and members of marginalized groups take part in 4 Community Forums aimed at identifying key human rights issues and devising strategic actions to tackle violence against women and children, marginalization of people living with disabilities and discrimination against LGBTQI people.

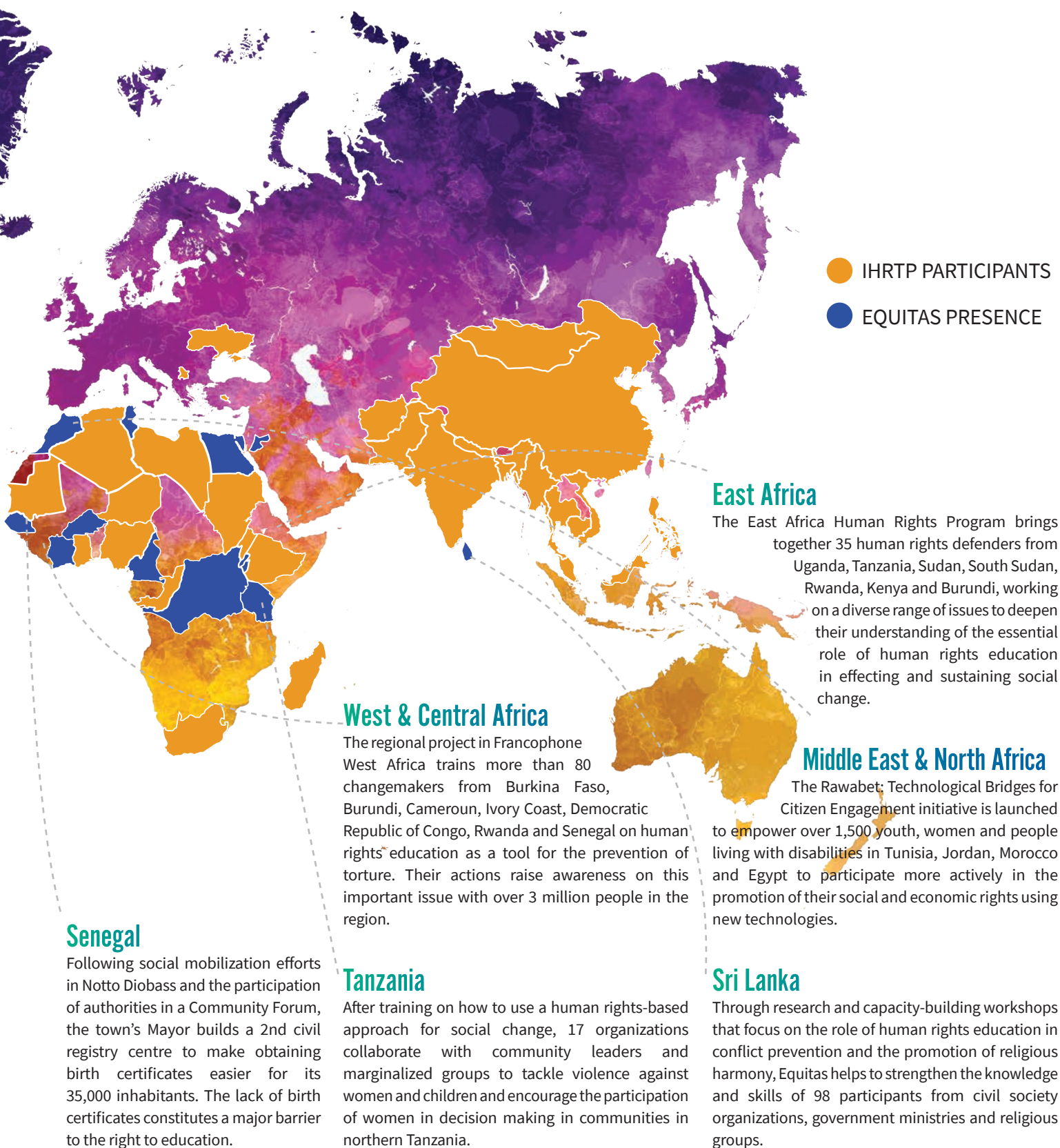
~ The 2nd National Training on the Rights of LGBTQI people in Haiti gathers 26 participants and LGBTQI organizations, civil society organizations and local authorities, including the Haitian National Police and the National Human Rights Institution.



Colombia

Inclusion, participation and empowerment play a key role in the peace building process in Colombia. Through Community Actions, more than 5,000 people mobilize to challenge inequality and to promote greater participation and inclusion of women, children and youth in decision-making spaces in their communities.

A human rights-based approach is central to all Equitas programming. We recognize that gender equality and respect for human rights are bound together, and work to address the multiple ways that marginalized identities can intersect with gender identity to disproportionately affect women and girls.



A portrait of a woman with long dark hair, wearing a purple patterned top, standing outdoors in front of a green field and trees. The image is used as a background for the title section.

THE ROLE OF HUMAN RIGHTS EDUCATION IN ADVANCING GENDER EQUALITY

© Olgat Shareef

Because women's rights are human rights, gender equality is at the heart of Equitas' work.

Advancing gender equality is central to human rights discourse. Gender equality is both a human rights issue and a precondition for, and indicator of, sustainable people-centered development. Unequal power relations are often an underlying cause of social, economic, political and cultural discrimination that adversely affect women across all societies. Women and girls are more likely to experience poverty, food insecurity, economic violence, and physical or sexual violence.

Human rights education is a powerful tool to increase our capacity to take action for advancing gender equality. For example, human rights education can empower victims of sexual and gender-based violence. By providing them with the skills to seek justice

through legal mechanisms, human rights education raises broader awareness of systemic violence used against women as a means of oppression and denial of their rights. **In Tanzania** for example, where 1 in 2 women experiences some form of violence, our work focuses on promoting inclusion of marginalized individuals and equipping communities to address gender-based violence, as well as violence against children. Through training using a human rights-based approach, we supported civil society organizations in the Kilimanjaro and Arusha regions to undertake community actions to support the Government's National Plan of Action to End Violence Against Women and Children.

Using a human rights-based approach, we integrate gender analysis in all our work and look at the different impacts of gender on people's opportunities, social roles and interactions. Additionally, a human rights-based approach considers how individuals experience human rights violations in different ways based on gender and intersectionality. We recognize that women and men, girls and boys, or any person who does not ascribe to culturally and socially constructed gender roles, may experience not only discrimination on the grounds of sex, but also because of the compounding effects of race, ethnic and religious identity, disability, age, class, sexual orientation.

Advancing the Rights of LGBTQI Persons through Human Rights Education

Promoting gender equality through human rights education also means changing discriminatory cultural practices and behaviours related to sexual orientation and gender identity. In Haiti, stigma, discrimination, exclusion and violence against LGBTQI persons is a systemic and widespread phenomenon. Our work with local partners there strengthens the movement against homophobia and aims to create a social and political environment conducive to respect for diversity and the protection and promotion of the rights of the LGBTQI community. Through a National Training Program which brought together 26 participants, and local initiatives in 7 different communities, we facilitated the development of alliances between the LGBTQI community, civil society organizations and state institutions for the protection of the rights of LGBTQI persons.

« On a personal level, the project allowed me to develop tolerance and value diversity. As a police officer, I believe in human rights and I am much more aware of these issues now. I already held this awareness towards other groups, but now I generalize the importance of it to all groups. »

Police officer and participant of the National Training on the Rights of LGBTQI Persons in Haiti

Supporting Young Women and Girls in Canada

Through our local programs, Equitas strengthens movements to advance gender equality and the empowerment of women and girls in Canada. In this past year, 78% of the 3360 youth reached through our Speaking Rights Community Action Projects were young women and girls. For example, Equitas collaborates with Quebec Native Women (QNW), an organization that defends the interests of Indigenous women and confronts issues that have historically and continue to have an impact on Indigenous women's lives in Canada. QNW provides tools and resources to support young women's leadership and to create dialogue among youth on important issues such as understanding identity, preventing violence and bullying, confronting discrimination and increasing youth participation in organizational decision making. After a Speaking Rights Training, QNW integrated tools and learning to better understand how young women experience violence and intimidation in their communities and launched a new bullying prevention project based on traditional Indigenous methods of conflict resolution. Equitas also joined a new Advisory Group for the project and continues to collaborate on this initiative.

Additionally, as part of a new youth-led initiative and partnership with Equitas, QNW is working to create more equitable spaces through an anti-discrimination policy for their organizations to ensure greater inclusion of LGBTQI/two-spirited Indigenous peoples in communities across Quebec.

« 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 Aboriginal community regarding sexual minorities. Through the promotion of environments that are more inclusive and secure, we will better insure the security, integrity and dignity of all our people. »

Program Manager, Quebec Native Women

9 WAYS EQUITAS ADVANCES GENDER EQUALITY THROUGH OUR PROGRAMMING AND IN OUR ORGANIZATIONAL PRACTICES

(and how you can too!)



WORDS MATTER!

Terminology affects how we view the world, so using masculine pronouns by default reinforces socio-cultural gender divisions. Equitas created a Gender and Sexual Identity Lexicon, as well as a User Guide for Inclusive Language to standardize use of gender inclusive language within projects and programs and to ensure our communications reflect our worldview.



MAKE EQUAL SPACE AT THE TABLE!

At the inception phase of each of our programs, we conduct a baseline analysis to better understand which barriers prevent women, girls and other marginalized groups from fully participating in their communities. To address these barriers, we strive for equal representation of women and men in program activities, while ensuring that women's specific needs are being taken into account in decision making and project design.



RECOGNIZE INTERSECTIONALITY!

The persistence and prevalence of discrimination and sexism in the daily lives of women is undeniable. Many women are victims of the cross-cutting effects of discrimination, based on their race, ethnic and religious identity, disability, age, class, and/or sexual orientation. Working to advance gender equality, we always consider intersectionality and ensure the most marginalized can fully participate in our programs.



OPEN UP THE DISCUSSION!

Too often, women speak exclusively with other women about the inequalities they face, and in general, men speak about it far too little. Internally, we conduct staff-wide discussions and training and develop tools to better integrate gender equality into our work, such as implementing our Gender Equality Action Plan and Gender Policy. Through our programs, we integrate gender equality as a central component in community mobilization and policy dialogues and include not only women but also men in discussions about gender inequality.



FACILITATE WOMEN'S PARTICIPATION!

Women often miss out on opportunities for many reasons, such as systemic barriers leading to exclusion and marginalization, and internalized socially constructed barriers. To change this, the community initiatives carried out by our project partners focus on increasing political participation of women, promoting spaces for them to participate in activities traditionally reserved for men, increasing access to education for girls and giving visibility to initiatives conducted by women in the community.



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CREATE SAFE SPACES!

People are more likely to confront issues like sexual harassment, which 1 in 4 Canadian women has faced in their workplace, if it is made clear that it is not tolerated. We make evident our stance on inequality and encourage conversation by having a Sexual Harassment Policy that is applied internally and in all our programs, and by being committed to making sure that the systems and mechanisms are put in place to ensure its implementation.

BE GENDER SENSITIVE!

Gender-segregated washrooms can be difficult places to navigate for people who do not conform to traditional gender binary divisions. In our offices, and whenever possible in our activities, we provide gender-inclusive washrooms that anyone can use regardless of their gender identity or expression.


ACCOMMODATE MOTHERS!

On average, women in Canada spend more than double the time per week on unpaid child care than that spent by men. In our Canadian programming, we try to ensure that our activities are accessible to young mothers, by pre-emptively asking them how we can facilitate their participation, and in our international programs, we do gender-based analysis at the start of our programs to identify barriers that affect women's participation and how to address these.

TALK ABOUT IT!

Through our online community and specific tools like Equitas Shares it!, we document and share best practices on integrating gender equality into programs and projects using a human rights-based approach as well as share success stories of women changemakers from Canada and around the world.

CHILDREN AND YOUTH ARE HUMAN RIGHTS CHANGEMAKERS



Children and youth around the world play a key role in building more inclusive and equitable societies. They are motivated to lead change on issues that are important to them. They create safe spaces that enable them and others to feel like they belong and to actively participate. They recognize that when they work together, they have the potential to make a real difference in their communities.

Youth Transforming Communities in Canada – from Coast to Coast to Coast

Through training, tools and by creating innovative spaces for collaborative dialogue with decision makers and community members, Equitas supports children and youth to be the leaders of today and tomorrow.

« Thanks to our project, my peers and I are better informed and more aware of citizen initiatives to combat racism. Also, we started a conversation on racism and exchanged our points of view. »

Young participant, Montreal

In Canada, over 20 youth and 20 program staff from 24 organizations representing communities from across 8 provinces and territories, came together in Montreal for a 4-day Youth Forum in December. During the Forum, they reinforced collaborative relationships strengthening the Speaking Rights program across Canada and built knowledge and skills to take action on relevant issues in their communities. The Youth Forum coincided with the International Conference on Human Rights Education, giving youth an opportunity to engage with decision makers and influencers on themes related to their Community Action Projects, as well as on issues that matter most to them.

Through a new interactive online space, SpeakingRights.ca, youth across Canada are taking part in national conversations on equality, inclusion and diversity and learning how to respond to issues in their communities. The site provides a venue for youth to find inspiration, share their motivation, investigate issues related to human rights, and plan actions as changemakers in their communities. In the past year, the site had over 9,900 visits and counting!

Through 39 Community Action Projects led by children and youth in Canada this year, Equitas supported young changemakers to build knowledge and skills to take action on issues that affect them directly, such as gender inequality, discrimination, violence and bullying, and identity and community connection.

Still today, children and youth face increasing barriers to participation, particularly girls and young women, newcomers and refugees, children and youth from religious or ethnic minority groups and Indigenous populations, as well as those living in poverty. During the past year, Equitas has reached over 120 000 children and youth across Canada to help them break down barriers and have a real voice in their communities.

In the wake of the tragic events that took place in Québec City in January 2017, Quebec's financial community joined forces to establish the Inclusion Fund, a philanthropic Fund dedicated to support projects aimed at promoting values such as openness, inclusiveness and equality. Equitas was honored to be selected as a grant recipient and will



use this Fund to further our work supporting children and youth leadership in building more equitable and inclusive communities and to strengthen our work in Montreal and other communities across the province, starting with Québec City.

Prize Winning Initiative to Make Schools More Inclusive

Working with Equitas, the English Montreal School Board (EMSB) Before and After School Enriched (BASE) Daycare Program has engaged 300 elementary students from 8 schools to develop Community Action Projects to make their schools more inclusive. With the support of high school students trained in our *Play it Fair!*, children came up with creative projects to address issues in their schools, such as: videos to encourage others to make school environments more inclusive; a photo exhibit on children's rights; and games to counter bullying and promote peaceful conflict resolution.

Through this initiative, high school students and children alike build leadership skills and learn how to take action to make their playgrounds, classrooms and communities better places for all. The projects were so impactful that the EMSB children and youth won 2 prizes for their amazing work: the Quebec English School Board Association's 2018 Innovation in Teaching or Program Delivery Award and the 2017 Equitas *Play it Fair!* Award.

Creating change around the world

Youth and women are key drivers of positive social change in the Middle East and North Africa region. Despite their desire to engage with their communities, they often face tremendous barriers to participate. This year in **Tunisia, Jordan, Morocco and Egypt**, Equitas organized 4 focus groups through the Rawabet initiative with youth leaders, women and persons living with disabilities to encourage them to participate more actively in the promotion of their social and economic rights using new technologies. Participants particularly highlighted the inclusive approach of the focus groups, which was based on the participants' experience, critical analysis and reflection and led to the development of strategies for action.



In Sri Lanka, though a capacity-building workshop on our *Play it Fair!* program, we trained 53 teachers, staff from community-based organizations that work with children and government officials on the importance of human rights education for children in order to promote reconciliation and unity. After the training, 18 learning transfer plans were implemented and 2 Community Action Projects were developed. The projects used *Play it Fair!* in Sunday schools of 4 different faiths to promote human rights values.

In Senegal, 2 Youth Forums brought together 134 youth from both urban and semi-rural communities and 11 municipal decision makers and traditional leaders, as well as state representatives. They shared lessons learned and good practices to counter violence against women and girls, and to improve access to education by facilitating the acquisition of birth certificates. Additionally, activities from our *Play it Fair!* program were implemented in 7 schools and organizations that offer informal educational services to children. Many of the young participants were from underprivileged areas and families living in poverty. Some of them were also victims of violence or traditional child labour. Over 200 children, of which more than half were girls, benefited from these activities promoting human rights values.

« I learnt how to solve problems and how to participate in the development of my community. »

- Youth Forum participant, Senegal.

6 WAYS EQUITAS INCREASES CHILDREN AND YOUTH PARTICIPATION

(and how you can too!)



CREATE OPPORTUNITY!

Children and youth are more capable than you might think. Our Community Action Projects are fully developed and led by children and youth, which gives them the space and opportunity to contribute in their own way to the change they hope to see in the world.



GIVE THEM THE MIC!

We encourage participation and action by supporting children and youth to share their ideas and thoughts. At the Youth Forums in Senegal, the moderator roles for the discussions were given to youth, enabling them to take leadership, as well as build their capacity and confidence.



GET TO THE POINT!

In all our work with children and youth, we use language that is inclusive, simple and straightforward, so that it is accessible and ensures that young people feel they can engage in thoughtful discussions. Our *Play it Fair!* program uses games to promote basic human rights values, like respect, fairness and acceptance, and to encourage discussions around children's feelings, thoughts, attitudes, behaviours and actions in relation to these values.



BE CREATIVE!

The use of art-based practices creates spaces for young people to express themselves and facilitate the co-creation of ideas and strategies with adults. One of our Speaking Rights partners, Graffiti Art Programming, uses street art to create dialogues on human rights issues in Winnipeg. This year, over 1,000 Manitobans attended a music festival they organized on the theme of gender equality and the diversity of voices in hip-hop.



GO TO THEM!

Equitas thinks that meeting children and youth in their spaces (face-to-face or online), where they feel comfortable, safe and have the confidence to share their ideas, is an important way to increase participation. Our new Speaking Rights website was created with a Youth Advisory Committee to ensure that the site reflects their needs and ideas and facilitates youth engagement.



AMPLIFY THEIR VOICES!

As part of their Equitas Community Action Project, a group of young women from La Maison d'Haiti published a toolkit on equal relationships, conjugal violence, harassment and sexual assault. The momentum of the project led to the creation of a committee with community and political leaders in Montreal to address issues of sexual violence and gender inequality in schools. Since, the project and committee have had significant media coverage and community support.



SUPPORTING HUMAN RIGHTS DEFENDERS WORLDWIDE



Supporting human rights defenders means helping them to be changemakers in their communities.

Courageous people around the globe dedicate their lives to building a just, equitable and peaceful world. They are the champions of the global human rights movement, struggling against great odds to overcome discrimination, intolerance and violence, and building communities that embrace equality, non-discrimination and respect for human dignity. These brave global citizens are the changemakers Equitas supports through its unique programs and innovative educational tools. Just this year, Equitas' participatory programs have trained over 1,300 human rights defenders from over 50 countries. These participants and their amplifying initiatives then reached over 4 million additional people, sensitizing them on human rights issues ranging from gender equality to prevention of torture. Today, the Equitas online alumni community includes over 2,900 people and is one of the largest online global networks of human rights educators.

The International Human Rights Training Program (IH RTP) is a world leading program on human rights education that takes place every June in Montreal. Through the IH RTP and Regional Training Programs in East and West Africa, Equitas equips frontline human rights defenders with the knowledge and tools to be more effective in their work advancing gender equality and fighting discrimination, inequality and violence. Following their participation in Equitas

trainings, human rights defenders are better able to protect the rights of marginalized and vulnerable groups and help promote change in their communities.

« The IH RTP completely changed my life. I am using what I have learnt from Equitas, such as the human rights-based approach and the participatory approach, to develop trainings to empower vulnerable youth from the most marginalized and impoverished communities in Thailand. »

- 2017 IH RTP participant, Thailand

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The training of human rights defenders is funded primarily by the Government of Canada through Global Affairs Canada in the context of the Strengthening Human Rights Education Globally Program.

Canada

BRIDGING OUR DIVERSITIES



8th International Conference on Human Rights Education

November 30th to December 3rd 2017 - Montreal, Canada



From November 30 to December 3, Equitas hosted the 8th International Conference on Human Rights Education in Montreal, the first time the event was ever hosted by an NGO. The Conference gathered hundreds of human rights educators and experts from around the world to further develop approaches and strategies in human rights education to respond to current global challenges and to promote understanding, respect, inclusion, equality and reconciliation.

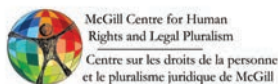
CONFERENCE THEMES

- ~ Human rights education as a fundamental response to global challenges, for Reconciliation with indigenous peoples and in achieving gender equality
- ~ Human rights education good practices for building equitable and inclusive communities
- ~ Human rights education tools and tactics to ensure impact

There were 2 principal outcomes of this largest gathering of human rights educators in 2017.

- ~ **The Conference Declaration and Recommendations** were compiled to document existing commitments and strategic actions that can reinforce the practice of human rights education globally.
- ~ **The Compendium of Good Practices in Human Rights Education** is being produced in collaboration with the Office of the United Nations High Commissioner for Human Rights. It is a compilation of good practices that were shared during the Conference and a resource that will provide human rights education practitioners with usable and sustainable tactics and strategies promoting understanding, respect, inclusion, equality, and Reconciliation.

Conference organized
in cooperation with:



Cocktail reception hosted by the Mayor of Montreal



3.5 days

FORMAT

70 sessions

A participatory approach
requires the active engagement
of participants



Plenary
sessions



Panel
presentations



Parallel
workshops



Poster
presentations



TECH + SOCIAL
#ICHRE2017



Live-streaming



Conference app – facilitated
discussion, information
sharing and networking



98% of participants
surveyed said they
had a positive
experience



10 million people reached



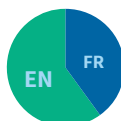
14 000 video views



PARTICIPANTS



350 participants from 51 countries



municipal, provincial, national and
international public authorities



civil society representatives



activists and private sector representatives



academic professionals



youth representatives

EQUITAS IS A HUB FOR KNOWLEDGE BUILDING AND SHARING IN CANADA AND GLOBALLY



In 2017-2018, Equitas published 33 human rights education materials. Additionally, 115 resources related to themes such as gender equality and prevention of violence against children were also shared on Equitas' online community of practice for human rights defenders, an interactive space that enables ongoing sharing. Equitas also communicates its most recent practices, tools and tips in human rights education through our *Equitas Shares it!* This year, we made available 8 *Equitas Shares it!* documents on our website. Everyone is encouraged to access and use these valuable resources.

Evaluating the Impact of Human Rights Education

As measuring the impact of our work is essential, this year Equitas collaborated with the Office of the High Commissioner for Human Rights to create a new evaluation tool. *Evaluating the impact of human rights training – a guidance tool on developing indicators* was designed primarily for human rights educators working with adults in non-formal education contexts. This innovative tool fills a gap and helps human rights organizations to more precisely measure the changes that occur as a result of their human rights education work and their collective impact in Canada and across the world.

Encouraging Dialogue on Reconciliation in Canada

Equitas participates in and organizes events that contribute to networking and knowledge sharing in the field of human rights.

In Montreal, 3 community events were organized in collaboration with the Conseil Interculturel de Montréal and Canadian Roots Exchange to promote participation and open dialogue through a series on Reconciliation between Indigenous and non-Indigenous people. These events, which gathered over 100 people, created discursive spaces to explore existing connections and solidarity with marginalized groups, such as refugees and black communities, and touched on themes of reclamation of culture and heritage, community resilience and recognition of rights.

Engaging Communities through Social 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 social platforms to raise the profile of our work and that of our partners. For example, through our 50 Stories for 50 Years initiative, We are Human Rights Changemakers, we reached over 205,000 people on Facebook and 261,000 people on Twitter. Through this initiative and the International Conference on Human Rights Education, Equitas reached over 10 million people on social media last year.

Collaborating with Civil Society Organizations

Equitas presented our approach in human rights education in Haiti, and how it contributes to the movement against homophobia at *Egalité et légalité – conférence internationale sur la diversité sexuelle et la pluralité des genres dans la Francophonie*.

Equitas is an active member of the Gender Community of Practice of the *Association québécoise des organismes de coopération internationale*, and in this role delivered a workshop on the rights of LGBTQI persons.

Equitas also participates in the Dignity Network by contributing to knowledge sharing on global LGBTQI human rights issues and supporting advocacy efforts both nationally and internationally, including with the Canadian government.

Additionally, Equitas delivered 3 workshops in Ottawa, Toronto and Vancouver on implementing a human rights-based approach, which were hosted by the Canadian Council for International Co-operation (CCIC) and its sister organizations. The goal of the workshops was to increase the capacity of civil society organizations and improve the effectiveness and impact of their development initiatives. We also presented outcomes of our work at the CCIC Annual Conference.

YOUR SUPPORT MATTERS IN THE FIGHT FOR EQUALITY

Every year, the generous support from Equitas' partners and donors allows us to continue our work. Through different events, we raise awareness on key human rights issues. This year, Equitas celebrated International Women's Day in Toronto. *A Woman's Journey for Human Rights*, hosted by TD Bank Group, brought together over 100 individuals to meet Alice Nderitu, IH RTP past participant, 2017 Global Pluralism Award recipient and one of Africa's most accomplished peace mediators. Moderated by Lloyd Robertson, former Chief Anchor for CTV, the event created an opportunity to talk about the ground-breaking work of human rights leaders and to support Equitas' educational work.

Equitas' generous partners also supported us in hosting the 8th International Conference on Human Rights Education, which welcomed 350 participants from over 50 countries and allowed practitioners, policymakers and human rights defenders to come together to propose innovative solutions to global challenges.

Thank you to everyone who helped make these events a success and to our dedicated donors who gave generously to our annual campaign - we raised more than \$ 148,000! Together, we can maximize our impact in Canada and around the world.

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

PROGRAM SUPPORTERS

- ~ American Jewish World Service
- ~ Amir and Yasmin Virani Family Foundation
- ~ Brian Bronfman Family Foundation
- ~ Canadian Missions overseas
- ~ CKNW Orphan's Fund
- ~ Coast Capital Savings
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- ~ George Hogg Family Foundation
- ~ Global Affairs Canada
- ~ Hamber Foundation
- ~ Heritage Canada
- ~ Inclusion Fund
- ~ McConnell Foundation
- ~ 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 (BC)
- ~ National Endowment for Democracy
- ~ Organisation internationale de la Francophonie
- ~ Power Corporation
- ~ RBC Foundation
- ~ TD Bank Group
- ~ TELUS Montreal Community Board
- ~ United Way of the Lower Mainland
- ~ Ville de Montréal
- ~ Winnipeg Community Foundation

OUR COLLABORATORS

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

SPONSORS



GOVERNMENT PARTNERS



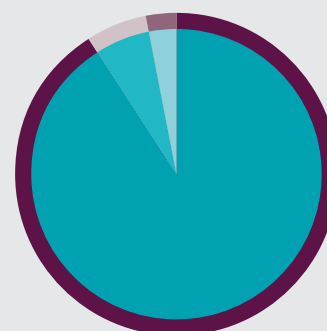
Financial Statements for the Year Ended March 31, 2018

STATEMENT OF OPERATIONS AND NET ASSETS	2018	2017
REVENUES		
Grants	\$ 6,215,372	\$ 4,851,517
Tuition	309,848	377,988
Donations	145,446	162,667
Interest	174	1,708
TOTAL REVENUES	6,670,840	5,393,880
EXPENSES		
Projects	5,908,150	4,725,819
Administrative and general expenses	720,835	632,682
Amortization of capital assets	18,690	19,735
TOTAL EXPENSES	6,647,675	5,378,236
Excess of revenues over expenses	23,165	15,644
Net assets balance at beginning of year	257,173	241,529
Net assets at the end of year	\$ 280,338	\$ 257,173

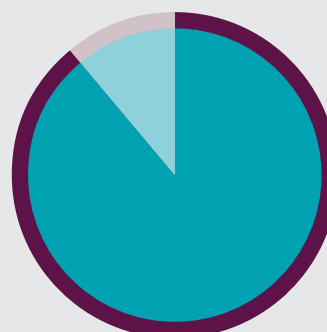
STATEMENT OF FINANCIAL POSITION	2018	2017
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 619,335	\$ 1,572,950
Short-term deposit	8,650	-
Accounts receivable	661,847	389,531
Prepaid expenses	23,619	32,460
	1,313,451	1,994,941
CAPITAL ASSETS	43,524	36,629
	\$ 1,356,975	\$ 2,031,570
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 80,553	\$ 73,565
Deferred contributions	996,084	1,700,832
	1,076,637	1,774,397
NET ASSETS		
Invested in capital assets	43,524	36,629
Restricted for endowment purposes	8,650	8,650
Unrestricted net assets	228,164	211,894
	280,338	257,173
	\$ 1,356,975	\$ 2,031,570

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

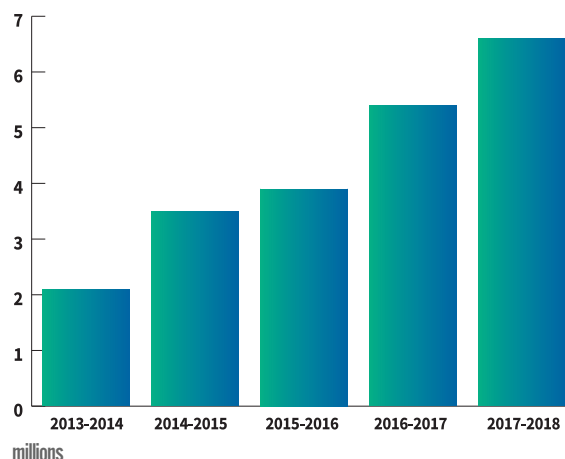
Revenue allocation 2017-2018



Expense allocation 2017-2018



Operating budget over past 5 years



2017-2018 EQUITAS HAS A DEDICATED TEAM

STAFF

Administration

Ian Hamilton	Executive Director
Margareta (Sylvia) Agop	Financial Controller
Annie Billington	Communications Manager
Sawsan Kanhoush	Development & Communications
.....	Assistant
Brigitte Malenfant	Fundraising Development Manager
Giorgiana Munteanu	Office Manager
Thierry Nyembo	Operations & IT Manager
Carlos Ospina	Finance Assistant

Education

Vincenza Nazzari	Director of Education
Hervé Boudou	Education Specialist
Isabelle Bourgeois	Education Specialist
Amy Cooper	Senior Education Specialist
Cristina Galofre	Education Specialist
Adama Kaba	Education Specialist
Sarah Lustaus	Education Specialist
Daniel Roy	Senior Education Specialist
Marcello Scarone	Education Specialist
Jean-Sébastien Vallée	Senior Education Specialist
Myriam Zaidi	Education Specialist

Programs

Frédéric Hareau	Director of Programs
Julie Kon Kam King	Associate Director of Programs, Canada
Milagros (Bing) Arguelles	Program Officer, Asia
Marie-Pierre Arseneault	Program Officer, IHRT
Nadjet Bouda	Senior Program Officer, MENA
Chris Bradley	Senior Program Officer, East Africa
Anne-Sarah Côté	Program Officer, Canada
Natalie Doyle	Senior Program Officer, West Africa
Gerardo Ducos	Program Officer, Haiti
Ariane Duplessis	Program Officer, IHRT
Ela Esra Gunad	Regional Program Officer, BC
Marwa Khanafer	Program Assistant
Crystal Leach	Speaking Rights Coordinator, Winnipeg
Frédérique Lefort	Program Assistant, Canada
Laura Martínez Lung	Program Officer, Latin America
Ruth Morrison	Program Officer, Canada
Taylor Morton	Program Officer, Canada
Angie Osachoff	Senior Program Officer, BC
Dimitrina Raby	Program Officer, West Africa
Nathalie Rodrigues	Program Management Officer
Ayoub Souna	Program Financial & Admin. Assistant
Salta Sadykova	Program Officer, SHREG
Claudia Sighomnou	Program Officer, Canada
Geneviève Talbot	Program Officer, Francophone Africa
Élise Voyer	Senior Program Officer, Haiti
Jenna Waniek	Program Assistant, BC

Board of Directors

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Ross Hynes	Vice-Chair, Programs
Myriam Levert	Vice-Chair,
.....	Communications
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David Chemla	Darin Renton
Tara Collins	Melissa Sonberg
Madeleine Féquière	Norma Tombari
Peter Forton	Robert Yalden
Lloyd Lipsett	Tamara Zimmerman

Volunteer committee members

Ayman Al-Yassini	Thomas Ledwell
Nathasha Blanchet-Cohen	Jane Reichman
Sebastien Gignac	Michel de Salaberry
Ala 'a Jarban	Chrita Sewsagur
Widia Larivière	Ron Wigdor

Interns

Ala 'a Jarban, Nina Andrews, Lucie Belzile, Tanvi Bhatia, John Chedid, Isabelle Dufresne-Lienert, Anna Hunt, Chidera Ihejirika, Marwa Khanafer, Nathalie Laflamme, Frédéric Lam, Rachel Lauzier, Cindy Martinez Perez, Jessica McLaughlin, Kelly O'Connor, Amisha Parikh-Friese, Kosara Petkova, Micheli Werner

Thank you to our volunteers

Lawrencia Ameh, Kaela Anderson, Lilia Andrianah, Shehrazade Bakarally, Joseph Bankole, Camille Barzinger, Nadège Beaulieu Celestin, Lucie Belzile, Rania Ben Mansour, Sarah Bernier, Audrey Blackburn, Sophie Blanchard, André Blondel Tonleu Mendou, Ruchana Botat, Annette Boulet, Laurence Bourcheix Laporte, Ana-Maria Briota, Camille Buffet, Pacita Candelario, Myriam Carmona, Zachary Carmosimo, Michael Chiribau, Laura Cistera McEwen, Michael Cooper, Jenna Daley, Sydney Daoust-Filiatrault, Juliette Deshommès, Frema Engel, Carle Evans, Sylvain Fete, Gabriel Fournier-Filion, Bazid Fouzia, Alexia de Francesco, Samanta Garcia Fialdini, Dylan Gould, Martha Granados, Camila Grossi, Tareq Hardan, Milan Hareau, Rindra Ilialisoa, Torkhani Imène, Sarah Jesmer, Jessica Christèle Joseph, Anissia Klimova, Harshita Kumar, Gifty Kwaofio, Jennifer Lachance, Frédéric Lam, Frédérique Lefort, Alexia Lemieux, William Loweryson, Farzane Mahmoudi, Fatoumata Maiga, Blandine Maindiaux, Khanafer Manar, Lauren Manoukian, Alexandra Marchand, Erika Massoud, Leila Mèrabet, Kourouma Misseny, Graham Mitchell, Ismael Moleka, Thierry Muhgoh, Nadia Naffi, Aishwarya Nandakumar, Sunny Jane Nash, Ardeth Neal, Amélie Normandin, Madeleine Northfield, Kelly O'Connor, Joseph Olou Bankolé, Satoko Ota, Komal Patras, Leah Sarah Peer, Ian Pelekis, Gabrielle Péloquin-Skulski, Valérie Piché, Juliette Prié, Indina Remy, Tanja Riikonen, Serina Sabbagh, Hellan Said, Hojjat Salehi, Shaké Sarkhanian, Samuel Schmidt, Grace Shakan, Kara Sheppard-Jones, Rahul Singhal, Varainja Stock, Zach Su, Camila Suchomel, Mariam Tarabichi, Manon Thepault, Gabrielle Vendette, Sahana Vijayabaskaran, Ilona Vincenti, John Vincent Vitulli, Viet-Anh Vo, Zoe Yalden, Heidi Yane, Emma Yim



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