



# equitas

educate. empower. change.

## **CHANGING THE WORLD WITH HUMAN RIGHTS EDUCATION**

**2018  
2019** ANNUAL REPORT





educate. empower. change.

## INTERNATIONAL CENTRE FOR HUMAN RIGHTS EDUCATION

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## Our Mission

Equitas is based in Montreal and is Canada's most recognized and active human rights education organization. We work to advance equality, social justice, and the respect for human rights. Through transformative education programs, we empower people to challenge inequality and discrimination, and to act to make their communities better places to live. In the last 50 years, our efforts have touched the lives of over 4 million people worldwide.

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## BY THE NUMBERS

**1967:** the year Equitas was founded

**42** staff members

**17** board members

**\$6 400 000** annual operating budget

**10** Indigenous communities reached across Canada

**54** communities reached across Canada

**40** International Human Rights Training Programs held

**140** countries where human rights defenders participate in our programs

**6 400** human rights defenders trained

**16 600** followers on social media

**250 000** children and youth reached through our programs in Quebec

**1 070 000** children and youth reached through our programs in Canada

**4 000 000** people reached through our programs around the world

# You too Can **Change the World**



**ANDRÉ BEAULIEU**, *Chair*



**IAN HAMILTON**, *Executive Director*

The past year has been an important opportunity for reflection and renewal at Equitas. The Board and staff took a step back to examine lessons learned, reflect on global human rights challenges, and chart our forward course for the next five years. Our new Strategic Plan and Theory of Change is the result of our efforts and it will propel us towards exciting new horizons that are true to our mission. Our Strategic Plan articulates how Equitas intends to make a greater contribution to the empowerment of people subject to discrimination, exclusion, and other forms of human rights violations—especially women, children, and youth.

Globally, human rights are in a precarious state and Equitas recognizes the pressing need to focus on gender equality and women's empowerment. People who identify as women and girls are often the targets of those who seek to diminish human rights; persistently high levels of violence against women and continued systemic inequalities require action now more than ever.

Through participatory human rights education and by using a human rights-based approach, Equitas builds and supports the local leadership capacities of women, girls, and their allies to enable action that promotes human rights and gender equality, both here in Canada and around the world.

We were pleased to launch our Advancing Equality through Human Rights Education project in April 2019. This 5-year project, funded by Global Affairs Canada, builds on existing programs and partnerships with a renewed emphasis on gender equality. It is an incredible opportunity to build the leadership of women and girls, support collaborative initiatives, and engage with decision-makers to bring about lasting change.

Equitas' programs have demonstrated their ability to shape positive social change. As we pursue our mission with renewed vigour and continue to empower changemakers around the world, we will need the support of partners, supporters and allies like you. Help contribute to creating change today by making a donation to Equitas, by partnering with Equitas to create lasting impact, and by becoming an ally for equality.

If you share our commitment to equality and our concern for the future, I hope you will continue to follow our progress and support us on this vital, global journey for the promotion and protection of human rights.

We can all be human rights changemakers!

Sincerely,

*André Beaulieu*  
*Ian Hamilton*

# Our Theory of Change



For 52 years and counting, Equitas' programs have been shaping positive social change. Using participatory human rights education, Equitas has built enduring programs that change attitudes and behaviours and provide the type of learning experiences that empower people to become human rights changemakers.

## Equitas' work contributes to a world in which :

- ▶ Positive values, such as non-discrimination, respect for diversity, gender equality, inclusion, and solidarity are shared and contribute to a sense of common humanity
- ▶ Individuals and groups are empowered with knowledge and skills to claim and defend their own human rights and the rights of others
- ▶ Barriers to participation are removed so that individuals and groups experiencing exclusion and discrimination, especially women, children, and youth have opportunities to reach their full potential
- ▶ Intersecting forms of discrimination and exclusion are understood and addressed
- ▶ Groups and individuals can effectively collaborate and network, strengthening global movements
- ▶ Local leaders influence decision-makers and hold governments accountable for their actions or inaction in relation to human rights
- ▶ Human rights education is part of a process of lifelong learning for all

Creating social change is a complex and long-term process. In order to ensure that Equitas' continued contributions to society have a significant impact in the coming years, we developed a new Strategic Plan for 2019-2024. Over the next 5 years, Equitas will continue to collaborate and engage in equitable partnerships with local organizations to deliver human rights education activities that empower groups that have been subject to discrimination, exclusion, and other human rights violations, with a special focus on women, children, and youth. We will strengthen our ability to work with human rights changemakers to bring about transformational and sustainable changes for individuals and groups experiencing human rights violations.

Since we know that achieving lasting change is not a linear process, our new Theory of Change adopts a holistic approach to advancing human rights and gender equality by building knowledge and skills, supporting collaborative efforts, and influencing decision-makers. ■



# equitas

## THEORY OF CHANGE

### ULTIMATE OUTCOME

Equitas human rights education programs contribute to the empowerment of groups subject to discrimination, exclusion and other forms of human rights violations, in particular women, children and youth

### RESULTS



Strengthened leadership in community life



Strengthened human rights movements



Improved practice of human rights educators to engage and influence decision-makers

### ACTIONS

KNOWLEDGE & CAPACITY BUILDING



FACILITATING COLLABORATION

POLICY DIALOGUE & ENGAGEMENT WITH DECISION MAKERS

### PRINCIPLES & APPROACHES

Human rights are universal & indivisible

Human rights-based approach

Intersectional approach

Gender equality

Participation

Partnership



# 7 Ways to Be an Ally for Equality

1. **USE YOUR VOICE.** Take advantage of the spaces in which you have privilege to spread the word and break down barriers that continue to enable inequalities.
2. **RECOGNIZE YOUR PRIVILEGE.** People have different amounts of privilege and opportunity based on diverse and cross-cutting factors such as race, gender, class, ethnic and religious identity, disability, age, and sexual orientation. It is easy to be unaware of your privilege and take its benefits for granted. Evaluate what advantages come from the privilege you have and consider how to transfer the benefits of your privilege to others.
3. **BE OPEN TO LEARNING.** As much as you may know about a particular subject, people with different experiences can teach you a lot. Consider whether your contribution is solicited and think about what you can learn from others by holding back and listening.
4. **GET COMFORTABLE BEING UNCOMFORTABLE.** Learning about the challenges others face can produce anxiety and discomfort. Taking the time to address these feelings is a good way to continue to learn.
5. **RECOGNIZE THAT EVERYONE'S EXPERIENCE IS DIFFERENT.** People have different experiences of exclusion, marginalization, and discrimination, and can be victims of the cross-cutting effects of discrimination based on their race, ethnic and religious identity, disability, age, class, and/or sexual orientation. Ask how you can give voice to other people's experiences if they want to be heard, instead of always speaking to your own.
6. **LISTEN UP.** Some voices are louder and more heeded than others. Seek out voices that are marginalized or muted and listen genuinely. Value the words you hear and the willingness to speak of those who shared them with you.
7. **BE AWARE OF BIASES.** Consider institutionalized inequalities such as sexism and racism and the ways they affect your worldview. Think critically about the damaging stereotypes that still exist and call attention to attitudes and practices that perpetuate frameworks of oppression.







<sup>1</sup> This is the name given to North America by some Indigenous Peoples, such as the Iroquois, Anishinaabeg, and other Northeastern nations. The term originates from their various creation stories.

## 5 Ways to Be an Ally in the Fight for Gender Equality

### 1. LEARN ABOUT GENDER INEQUALITIES.

Be proactive in educating yourself about the challenges women and gender non-conforming people face as a result of gender inequality, and take part in programs and discussions that promote equality. Accept that there is a lot to learn and unlearn and that everyone makes mistakes along the way.

### 2. VALUE DIVERSE PERSPECTIVES.

The results of any endeavor are strengthened when they represent diverse perspectives and experiences. Make an effort to be inclusive and create spaces where women from different backgrounds and gender non-conforming people can express themselves and be heard.

### 3. EXPAND YOUR VISION OF GENDER EQUALITY.

Gender equality encompasses more than just women's rights. When we talk about gender equality, we often refer to equality between

women and men. When we do this, we leave people who do not identify with these categories out of the conversation. These people face inequalities related to gender norms too. Include the rights of LGBTQI people in the gender equality movement.

### 4. REMEMBER THAT GENDER EQUALITY IS NOT ONLY A WOMEN'S ISSUE.

It is not solely the responsibility of women and gender non-conforming people to fight for gender equality. Male, heterosexual, and cisgender allies are crucial to promoting gender equality in gender-biased systems.

### 5. TAKE ACTION.

Think about what behaviors you can adopt that could help promote gender equality. How can you challenge attitudes and behaviors that reinforce inequalities? In what ways can you cooperate with, support, or advocate for women and other groups that face gender inequality?

## 5 Ways to Be an Ally in the Context of Reconciliation

*Excerpts from the Indigenous Ally Toolkit by Equitas' partner, the Montreal Urban Aboriginal Community Strategy Network.*

### 1. EDUCATE YOURSELF.

Educating yourself is an ongoing process. Change will not be easy and you will never truly be an expert on Indigenous challenges and realities, but you can work in allyship.

### 2. LISTEN TO THE EXPERTS.

Recognize that Indigenous Peoples have ownership, control, access, and possession of their information, knowledge, experiences, and stories.

### 3. BUILD RELATIONSHIPS.

Establish a direct line of communication – this could be through a friend who is directly involved or impacted by the struggles faced by Indigenous

communities or through a volunteer position at a community organization – and build relationships based on mutual consent and trust.

### 4. ACKNOWLEDGE THAT YOU ARE A GUEST ON THIS LAND.

Recognize that multiple nations exist within Turtle Island<sup>1</sup> and respect their cultural protocols and traditions.

### 5. RISK YOUR VOICE TO ELEVATE OTHERS.

This could entail calling others out and holding them accountable when they display oppressive behaviours.



# Driving Change

## Canada

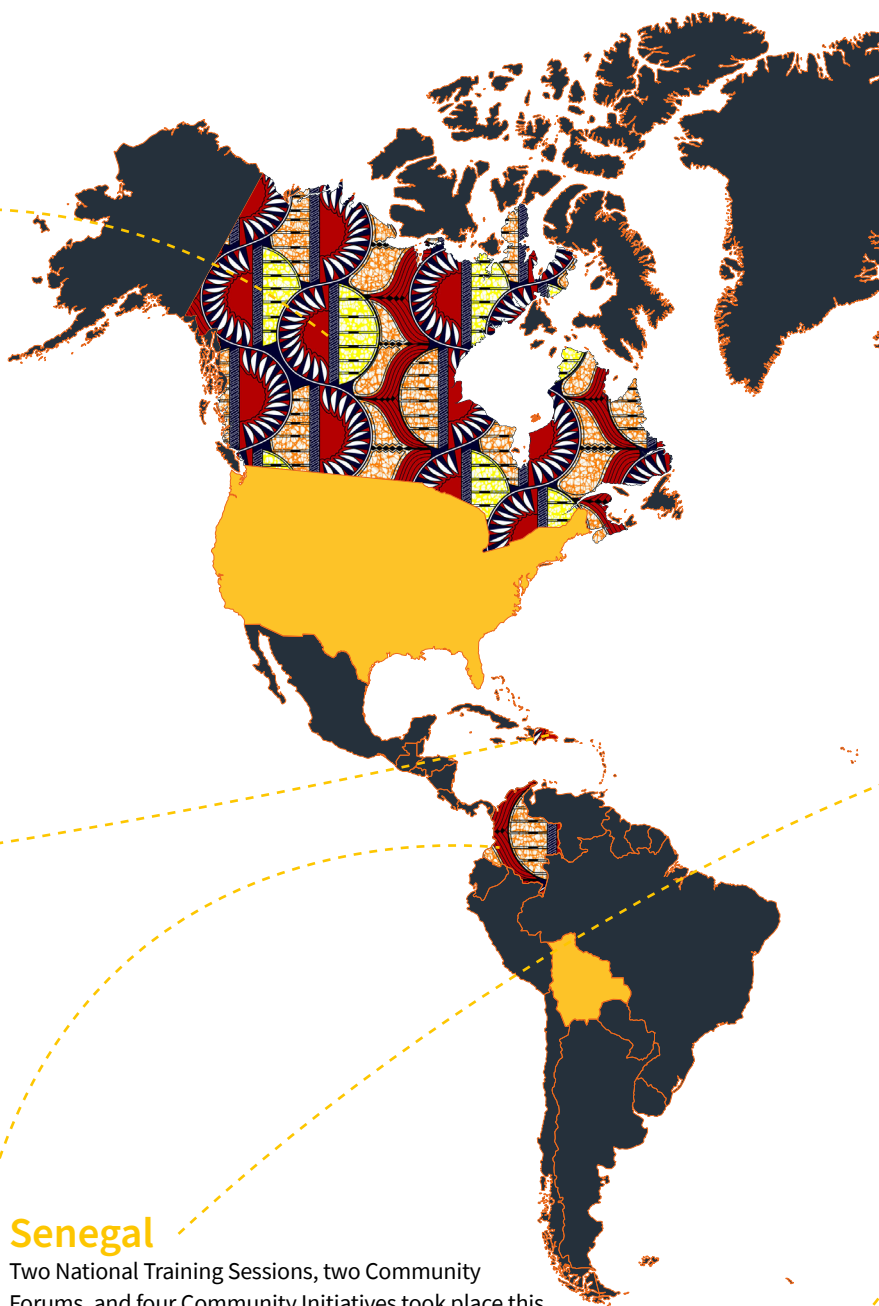
- More than 150 000 children and youth developed leadership skills and learned to better understand human rights. This contributed to making 54 Canadian communities more equitable and inclusive. Children and youth initiated and led Community Action Projects that addressed the topics they identified as priorities: racism, reconciliation, welcoming newcomers and refugees, addressing the needs of children living in poverty, promoting gender equality, and the rights of LGBTQI2S people.
- The International Human Rights Training Program equipped 96 human rights defenders from 48 countries with the knowledge and tools to fight more effectively against human rights violations and create global social change.

## Haiti

- In January, a policy dialogue brought 40 community leaders and 37 state actors together to promote and protect the rights of women, children, and marginalized people.
- In February, more than one hundred members of the LGBTQI community and their allies came together for two days to engage in the first National Dialogue about the protection and promotion of the rights of LGBTQI people as they pertain to health, justice, social integration, employment, and education. This discussion led to the publication of a best-practices guide that shares knowledge on these issues throughout the country. In spite of the pervasive homophobia in Haiti, many initiatives are making progress to ensure the respect of the rights the LGBTQI community in the country.

## Colombia

In July, community leaders and local organizations involved in Equitas' *Colombia al Derecho* project held a National Forum. It involved over 90 community members, civil society organizations, and local decision-makers from Soacha, Usme, and Ciudad Bolívar, and provided its participants with an opportunity to reflect and define concrete steps to ensure that women have equal participation and representation in local councils and that youth and children can become vocal participants in the local, district, and municipal platforms and services that serve them.



## Senegal

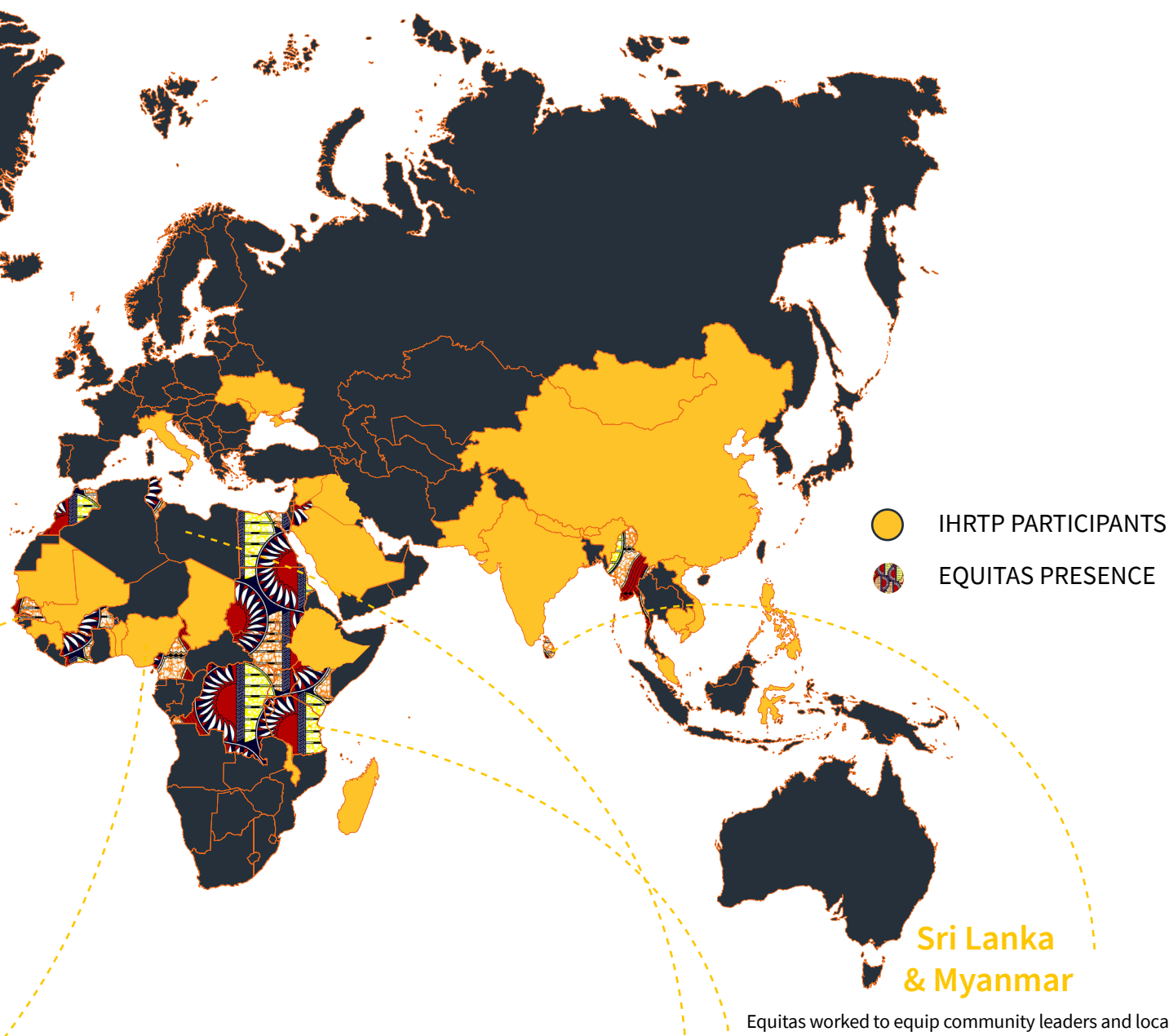
Two National Training Sessions, two Community Forums, and four Community Initiatives took place this year to generate widespread awareness aimed at lasting change in the lives of women and girls. The focus of these initiatives was to help to prevent violence against women and girls and encourage better access to civil registration, which will allow more girls to attend secondary school and enjoy their right to education.

## West & Central Africa

The regional project on torture prevention in Burkina Faso, Burundi, Cameroon, Ivory Coast, the Democratic Republic of Congo, Rwanda, and Senegal mobilized over 365 government representatives and 2640 police officers and security officials to stem the use of torture and enrich the knowledge and skills of over 350 human rights defenders.



For the first time this year, Equitas offered an online course to the general public in English, French, and Arabic. Over 1500 people from around the world joined the online Equitas Community to take *Put the World to Rights*, an introductory course which helps individuals identify ways they can take action to protect and promote human rights in their daily lives.



### Middle-East & North Africa

- An online Rawabet Educational Platform, *rawabet-equitas.org*, was launched in English and Arabic. It is an accessible hub for learning, networking, and knowledge-sharing among initiative participants, the public, and key stakeholders that promotes the respect of human rights in Tunisia, Jordan, Morocco, and Egypt by providing resources that enhance participation in democratic decision-making and influence public policy.
- Equitas collaborated with Egypt's National Council for Human Rights to design and deliver a Capacity Development Program that included a series of training workshops and toolkits on human rights education and awareness for children and youth.

### Sri Lanka & Myanmar

Equitas worked to equip community leaders and local government officials to apply a human rights-based approach to mitigating ethnic and religious conflict in Sri Lanka and Myanmar by organizing forums and skill-building activities that engaged 235 participants from government, civil society, and religious organizations. Three research projects on ethno-religious conflict were also published in Sri Lanka and Myanmar in collaboration with the International Centre for Ethnic Studies in Colombo.

### Tanzania

Twenty-five Equitas-trained organizations collaborated with local authorities in northern Tanzania to help to ensure a more effective implementation of the Tanzanian Government's National Plan of Action to End Violence Against Women and Children. ■



# Empowered Women Can Change the World

**W**omen and girls are among those who are most likely to experience discrimination and human rights violations and are more vulnerable to physical, sexual, social, economic, and political violence. Women and girls who live in situations of political instability, interracial conflict, corruption, war, and poverty are at higher risk of facing these injustices because their governments are unable to ensure the protection of fundamental human rights. Nevertheless, they are also powerful agents of change within and beyond their communities who work to slowly shift the status quo of gender inequality. Women and girls of intersecting identities around the world challenge systems, attitudes and behaviours that reinforce inequalities and, in doing so, generate real change. Human rights education is a powerful tool in the process of helping women and girls to understand and claim their rights and educate others to do the same. Human rights education supports women and girls by empowering and enabling them to cooperate, support, and advocate for women's rights and gender equality and to effectively instigate lasting change.

Promoting gender equality through human rights education is one of the key ways that Equitas achieves its mission. When it addresses questions related to gender equality, Equitas takes intersectionality into account; this means that, in addition to recognizing the various issues related to gender equality, we also consider the identity-factors that influence and transform the lived-experience of individuals, including – but not limited to – race, ethnicity, social class, ability, sexual orientation. Equitas favours a human rights-based approach that allows women, girls, and other agents of change to call into question the way that patriarchal societies function, to identify and determine their own needs, to formulate strategies and solutions that are adapted to their unique situations, and especially to use their skills and knowledge to promote the empowerment of women and girls in their communities. When women and girls are empowered, they create spaces that are safer and more inclusive for all of those who identify as women. Equitas works alongside women and girls around the world to reinforce their skills and to arm them with the tools that will allow them to take the action that will lead to social change in their communities.







## AROUND THE WORLD

### Taking Action for Sustainable Change

**In Tanzania,** Equitas works alongside TUSOGNE, a local organization run by women from communities in the regions of Kilimandjaro and Arusha, to raise awareness about the rights of women and girls and to encourage the greater participation of women in local government, community, and religious organizations. Equitas' involvement in these regions was instigated by the understanding that the exclusion of women and girls from decision-making reinforces the patriarchy and, consequently, increases the risk of gender violence in private and public spheres. The Tanzanian government is aware of this situation and developed a National Action Plan (NPA-VAWC) to put an end to the violence against women and girls. Our work in the region enables the effective realization of this plan. The partnership between Equitas and TUSONGE contributes to an increased respect for the rights of children, including girls, to education, the right of women to participate in decision-making within their communities, and the right of women and children, including girls, to be protected from all forms of violence, including child marriage and pregnancy.

**In Haiti,** many members of the LGBTQI community experience double or intersectional discrimination because of their sexual orientation, gender identity, and other factors. Discrimination, stigmatization, exclusion, and acts of violence towards LGBTQI persons are systemic problems that are widespread and normalized in Haiti. This situation clearly illustrates why Equitas' approach to gender equality has to go beyond the equality of the rights of men and women to include the full spectrum of gender identities. In Haiti, Equitas collaborates with Kouraj and many other organizations, community groups, and government agencies to ensure the dissemination and promotion of the human rights of marginalized groups. To reach our objectives this year, we organized a National Dialogue, community and national training sessions, and community initiatives in four target communities in the country. Equitas' efforts yielded success: we reinforced our partners' and coaches' ability to undertake gender-based analysis; we witnessed a noticeable improvement in sexist and homophobic behaviours and attitudes in target communities; we helped foster women's leadership – including a larger role for women in decision-making –; our education programs led to greater inclusion of members of the LGBTQI community through sensitization and acceptance; and we saw greater responsibility, active participation, and solidarity for LGBTQI people.



## HERE IN CANADA

### Uniting to Drive Change

Improving gender equality is something that concerns every country in the world. Here **in Canada,** one of our flagship programs, *Speaking Rights*, addresses this issue by allowing young people around the country to take part in conversations on themes like gender equality, inclusion, and diversity and to offer solutions to problems in their communities through Community Action Projects. For example, *The Girls' Caravan* is a space that was created for girls aged 14 to 25 **in Montreal** and the members of the Movement Against Rape and Incest. Their collaboration with Equitas through the *Speaking Rights* program allowed them to create a safe space in which they can take part in awareness and prevention training, discussions, and social justice initiatives. They provide support for girls who are survivors of sexual violence, organize educational activities for individuals, groups, and communities on the subject of sexual violence, and defend the rights of women through political action and activism. **In Toronto,** the *Mic Drop* project, another Community Action Project associated with *Speaking Rights*, is a conference organized by and for young people with the support of The 519 community centre that is devoted to ensuring the full participation and wellbeing of young people in the LGBTQI2S community. The very first edition of the conference took place in January 2019. It was led by and for youth and brought more than 150 high school students and their teachers together to exchange ideas about social justice and activism. ■





# Children and Youth Inspiring Change

**A**t Equitas, we know that children and young people have limitless potential that we should draw on to make our communities more equitable and inclusive. To this end, we believe in the importance of teaching the value of human rights at a young age so that young people can become true agents of change in their communities by putting human rights into action in their daily lives and teaching others about them. We are convinced that by mobilising younger generations on issues that affect their lives, they will become crucial players in the fight against all forms of discrimination, injustice, and inequality.



## HERE IN CANADA

### Contributing to Social Change

*Play it Fair!* is a program that has proven value for children aged 6 to 12 across Canada. In addition to promoting inclusion and living together in harmony, this program allows children to develop inter-personal skills such as self-expression, self-confidence, communication, and group work. *Play it Fair!* also seeks to promote harmonious intercultural relationships and diversity while also reinforcing the importance of inclusion in our communities by supporting community organizations and schools who welcome refugees and new arrivals to Canada. In November 2018, we brought 25 people from 16 different Canadian organizations together for a nation-wide Community of Practice. In order to promote the inclusion of young refugees and children who are new arrivals to Canada, one of the work groups involved in this initiative modeled itself on the *Play it Fair!* approach. This ensured that their organizations, which fostered a deeper respect for diversity in over 100 children from **Quebec, Manitoba, Alberta, and British Columbia**, were safe, welcoming, and inclusive spaces.

Thanks to Equitas' transformative youth programs, steps are taken each day around the country to build more equitable and inclusive communities. This year, thanks to the support of the Inclusion Fund, we had the opportunity to expand our youth programs to **Quebec City**. Equitas is proud to be partnered with 10 organizations in Quebec that play an active role in their community and seek to widen the impact of change in 12 community centres and schools. We achieved this change by launching 6 Community Action Projects this year that deepen inter-cultural understanding, promote youth leadership, and encourage dialogue about issues that affect the respect for diversity.

*The Speaking Rights* program is recognized around the country for its transformative effect on young Canadians from different backgrounds. Youth engage their communities and continuously break barriers by engaging in Community Action Projects that address the issues that directly affect them: racism, violence, bullying, etc. This year, the program allowed us to reach out to over 3,330 young people from 27 of Equitas' partner organizations and support 24 Community Action Projects

*“Being in this safe space and having outside organizations such as Equitas as allies, really helped me boost my confidence in this project. In addition, this experience has taught me the importance of youth creating opportunities for other youth and viewing each other as a community!”*

**Speaking Rights participant  
from Toronto**



in 32 communities across the country. These youth-focused projects are opportunities for them to shine by promoting human rights and the values that are associated with them. Whether these projects take the form of spaces that foster sharing and discussion or platforms for free expression, they all reinforce young peoples' ability to act by teaching them useful skills that will allow them to become the leaders of today and tomorrow.

One of these Community Action Projects was the Rural Youth Reconciliation Initiative, where youth from Equitas' national partner, Canadian Roots Exchange, created teams of Indigenous and non-Indigenous rural youth leaders aged 18-29 who worked together over 3 months to plan and implement community building initiatives. The teams in Lloydminster, **Alberta**, Kamloops, **British Columbia**, and Kangirsuk, **Quebec** completed a 4-day training outside of Montreal supported by Equitas.



## AROUND THE WORLD

### Winds of Change

In the **Middle East and North Africa**, the voices of young people and women are often unheard even though they are the primary agents of social change in their countries. Youth who are interested in taking an active role in the lives of their communities are, unfortunately, often excluded from decision-making processes and face numerous obstacles. Since the launch of the *Rawabet* initiative in March 2018, Equitas has been supporting the development skills and leadership of young people, women, and people living with disabilities in Jordan, Tunisia, Morocco, and Egypt to help them play a more active role in their communities and address the problems of social exclusion through community actions. This year, 3 training workshops in Jordan and Tunisia reinforced the skills of over 70 human rights educators. These workshops gave participants a chance to develop and run 6 Community Action Projects using a human rights-based approach and new technologies, which allowed them to address the issues that matter to them most. For example, **in Morocco and Jordan** child marriage is a practice that primarily affects the lives of girls who live in poverty. This is why young leaders in Fes and Amman decided to take action to fight against this harmful practice in their cities. Other key issues were the focus of other community initiatives, for example: ensuring that people living with disabilities have access to the labour market in Ben Arous, **Tunisia**; social security for women who work in agriculture in Siliana, **Tunisia**; and sexual harassment in Sohag, **Egypt**. Since our aim was to encourage discussions with key decision-makers, we laid particular emphasis on giving community leaders and members of local organizations the relevant knowledge and skills that would help them get results. ■





# Promoting Human Rights Dialogue

**H**uman rights education is a process of sharing values and knowledge with the aim of developing a culture of human rights where people are empowered to promote dignity and equality within their communities, societies, and all over the world. One of the ways Equitas practices human rights education is by engaging with communities and creating spaces that encourage dialogue about human rights issues, such as discrimination, racism, and violence. We ensure that the knowledge generated from our work, good practices, and success stories are made available to the general public through our online spaces, such as our websites, social media channels, newsletters, and our online Community of Practice for human rights defenders, an interactive and collaborative space that enables interactive learning and ongoing sharing. This past year, Equitas offered an online course to the general public in English, French, and Arabic, which allowed to over 1,500 people from around the world to join our online Community and participate in *Put the World to Rights*, an introductory course which helps individuals identify ways they can take action to protect and promote human rights in their daily lives.

Additionally, Equitas organizes events that contribute to networking and knowledge-sharing in the field of human rights. For International Women's Day, we hosted Roundtable Discussions in Toronto and Vancouver with leaders from academic, public, community, and corporate sectors in the field of diversity and inclusion. Public events followed these Roundtables to promote open dialogue on themes such as gender equality, anti-racism, and building connected communities. These events gathered hundreds of people to meet and hear from Rita Izsák-Ndiaye, a former IHRT participant and the former United Nations Special Rapporteur on Minority Issues. The event in Toronto was generously hosted by TD and moderated by Lloyd Robertson, former Chief Anchor at CTV; the event in Vancouver was hosted by Simon Fraser University and moderated by a diverse panel of experts. They were all occasions to celebrate women human rights defenders, support Equitas' educational work, and raise awareness about key human rights issues such as discrimination, racism, and social exclusion.

## In Collaboration with Other Organizations

We believe that lasting change is achieved through collaboration and equitable partnerships. For Equitas, equitable partnerships are based on a shared vision and are sustainable as well as mutually beneficial. Partners recognize and respect each other's knowledge and experience and provide a forum for mutual learning. This past year, Equitas participated in numerous activities in collaboration with other civil society organizations. ■







## Workshop & Presentations

- Training workshop for Global Affairs Canada staff members on implementing a human rights-based approach
- Information session on implementing a human rights-based approach for Global Affairs Canada senior management
- Workshop given to Canadian Council for Refugees
- Workshop given to Mobilisation des Porteurs des droits de l'enfant
- Workshop given to Concordia University students (Shaking the Movers)
- Presentation given to students at McGill University on strategic communications for non-profits
- Presentation given at Université de Montréal's Centre d'études et de recherches internationales
- Panel participation at Conference on human rights and the rights of migrants, organized by the City of Montreal, the Canadian United Nations Association of Greater Montreal, and UQAM's Institut d'études internationales de Montréal
- Participation in consultation organized by the UN Office of the High Commissioner for Human Rights on a preliminary Plan of Action for Youth, focus of the World Programme for Human Rights Education
- Workshop delivered during 9<sup>th</sup> International Conference on Human Rights Education in Sydney, Australia on the role of human rights education in advancing Sustainable Development Goals

## Networks & Community Tables

- Dignity Network
- Equal Rights Coalition's Donor Coordination Working Group
- Canadian Council of International Cooperation and its Working Groups
- *Association québécoise des organismes de coopération internationale*, including its Gender Community of Practice
- BC School Centred Mental Health Coalition
- Right to Education Working Group
- Building Connected Communities
- Tools of Peace and its Inclusion Fund Community of Practice
- PREVNet
- Child Rights Academic Network
- Canadian Coalition for the Rights of Children
- Alliance 2030



# Defending Human Rights

*"To me, the IH RTP lays the groundwork for building equitable societies living in harmony and in respect of human rights for a better world."*

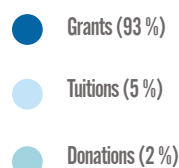
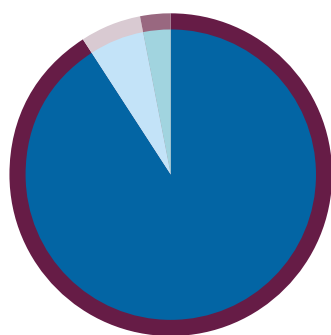
- Participant from Senegal

**C**hange happens one extraordinary, courageous person at a time. Professional conflict-resolvers, challengers of the status quo, fighters against violence and exploitation, and human rights defenders everywhere are the people who push our world forward with the goal of achieving equality, tolerance, and respect for human dignity. With the protection of universal human rights as a common goal, Equitas' innovative educational tools and eye-opening programs help advocate for social change by helping one person at a time. Building on a now 40-year-old network of human rights changemakers composed of over 4,500 alumni, all connected through our online Community of Practice, the change brought by these participants affects millions of people all around the world.

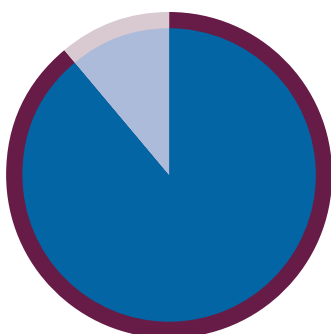
The International Human Rights Training Program (IH RTP), a one-of-a-kind program designed to empower human rights defenders, provides a participatory learning experience for human rights educators and takes place every June in Montreal. This past year, the IH RTP created change in 48 different countries by training 96 individuals from around the world and equipped them with the knowledge and tools to better protect the rights of marginalized and vulnerable groups and fight discrimination, inequality, and human rights violations. ■



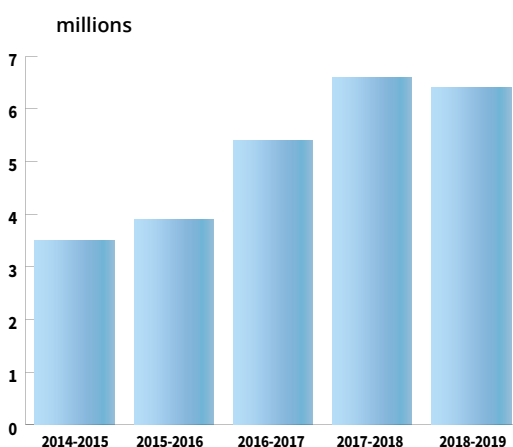
## Revenue allocation 2018-2019



## Expense allocation 2018-2019



## Operating budget over past 5 years



## Financial Statements for the Year Ended March 31, 2019

STATEMENT OF OPERATIONS AND NET ASSETS	2019	2018
<b>REVENUES</b>		
Grants	5,980,569	\$ 6,215,372
Tuition	281,203	309,848
Donations	150,480	145,446
Interest	92	174
<b>TOTAL REVENUES</b>	<b>6,412,344</b>	<b>6,670,840</b>
<b>EXPENSES</b>		
Projects	5,715,578	5,908,150
Administrative and general expenses	663,303	720,835
Amortization of capital assets	15,394	18,690
<b>TOTAL EXPENSES</b>	<b>6,394,275</b>	<b>6,647,675</b>
<b>Excess of revenues over expenses</b>	<b>18,069</b>	<b>23,165</b>
<b>Net assets, beginning of year</b>	<b>280,338</b>	<b>257,173</b>
<b>Net assets, end of year</b>	<b>298,407</b>	<b>\$ 280,338</b>

STATEMENT OF FINANCIAL POSITION	2019	2018
<b>ACTIF</b>		
Actif à court terme		
Trésorerie	668,041	\$ 619,335
Placement temporaire	8,650	8,650
Débiteurs	471,965	661,847
Frais payés d'avance	31,545	23,619
	1,180,201	1,313,451
<b>IMMOBILISATIONS CORPORELLES</b>	<b>33,990</b>	<b>43,524</b>
	<b>1,214,191</b>	<b>\$ 1,356,975</b>
<b>PASSIF ET ACTIF NET</b>		
Passif à court terme		
Créditeurs et charges à payer	146,984	\$ 80,553
Apports reportés	768,800	996,084
	915,784	1,076,637
<b>ACTIF NET</b>		
Investi en immobilisations corporelles	33,990	43,524
Reçu à titre de dotation	8,650	8,650
Non affecté	255,767	228,164
	298,407	280,338
	<b>1,214,191</b>	<b>\$ 1,356,975</b>

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



# Funding Transformative Change

It is thanks to the generous support of our loyal partners, socially responsible sponsors, and dedicated donors that Equitas is able to instigate change in the world. We raised over \$150,000 in the past year to help train human rights defenders, encourage young leaders to take action, and amplify the voices of people who are often unheard. Your continued engagement is the only way Equitas can carry on with this work, and together we can contribute to positive change in our world. By supporting our efforts, you too are a changemaker. We sincerely thank you for what you gave this past year, and for what you will give in the coming year. Your continued support is vital to Equitas' success and the fight for equal rights in Canada and in all the countries where our work promotes freedom and equality.

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

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- ~ Ministère des Relations internationales et de la Francophonie (QC)
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2018-2019

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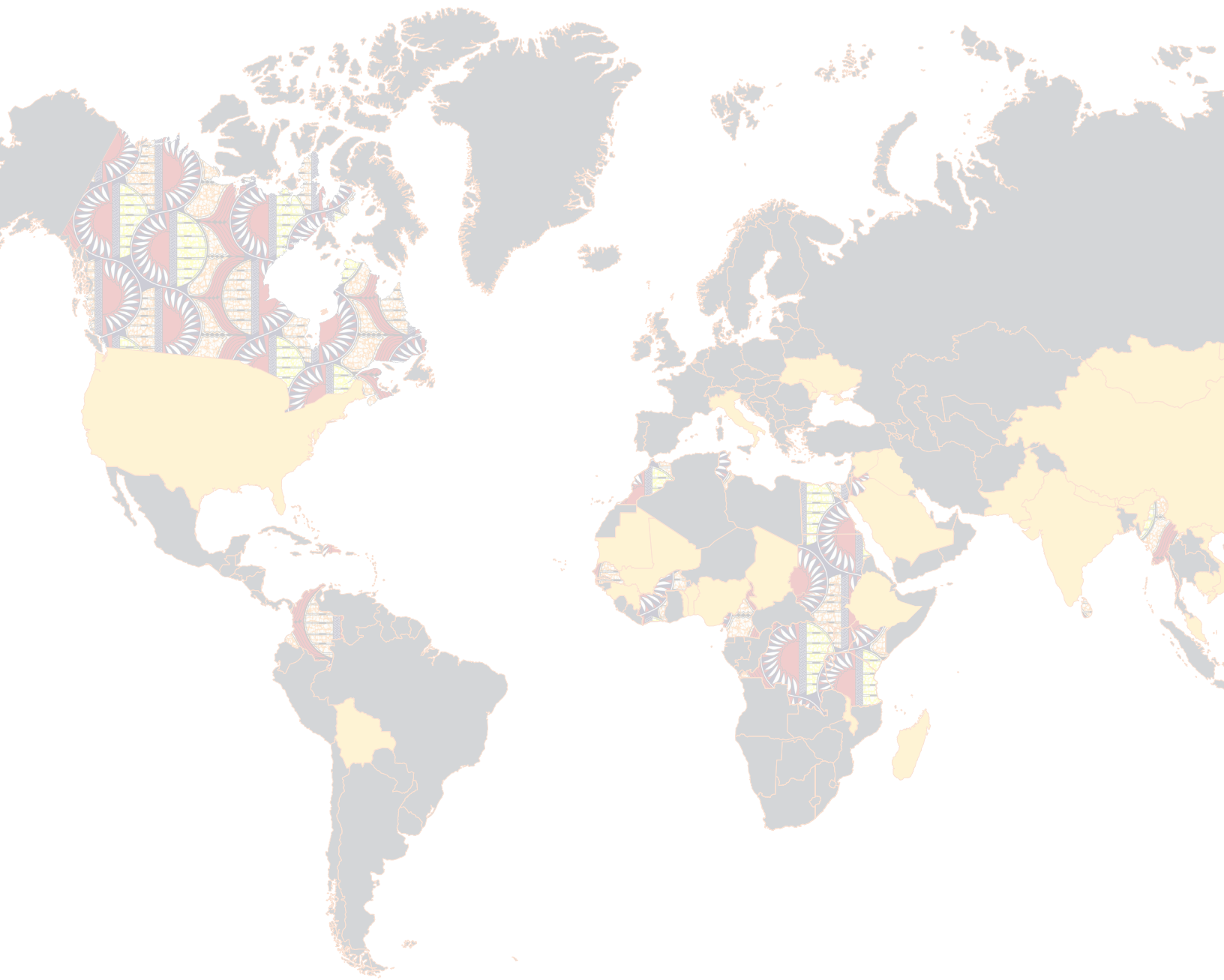
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