

A woman with long dark hair, wearing a teal hooded raincoat, is shown from the chest up. She is looking upwards with a joyful expression, her mouth slightly open as if smiling. Her face and the raincoat are covered in water droplets. The background is dark with many small, out-of-focus light spots, creating a bokeh effect that suggests rain or a night scene with distant lights.

equitas

educate. empower. change.

ANNUAL REPORT

**2019
2020**

**WHY THE WORLD NEEDS
HUMAN RIGHTS EDUCATION**



educate. empower. change.

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www.equitas.org

Our mission

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 dignity through transformative education programs. We empower people to address inequality and discrimination, and to work to build more inclusive and rights-respecting communities.

For more information, visit www.equitas.org.

BY THE NUMBERS

1967 : the year Equitas was founded

46 staff members

15 board members

\$5 180 000 annual operating budget

13 Indigenous communities reached across Canada

56 communities reached across Canada

40 International Human Rights Training Programs held

144 countries where human rights defenders participate in our programs

6 600 human rights defenders trained

25 200 followers on social media

255 000 children and youth reached through our programs in Quebec

1 220 000 children and youth reached through our programs in Canada

4 152 000 people reached through our programs around the world



ANDRÉ BEAULIEU, Chair



ODETTE MCCARTHY,
Executive Director

In these times of uncertainty and disruption, Equitas' mission of human rights education is more relevant than ever. COVID-19 is exacerbating inequalities between those who hold privilege and those who do not. It has limited access to education, aggravated gender-based violence, and compromised the livelihood of millions. Through our human rights education work, we enable the empowerment of the most vulnerable among us to claim their rights in the face of discrimination, exclusion, and other human rights violations. The cornerstone of our work has always been supporting those who struggle to gain respect for their basic human rights.

Together with our partners, Equitas supports human rights changemakers as they work with and for many of the most marginalized communities in Canada and around the world. As this pandemic shakes the globe, the need for a sense of common humanity has become all the

The Need for a Common Sense of Humanity

more apparent. Through human rights education, Equitas inspires this crucial sense of community.

Although anticipating and adapting to change have always been a part of Equitas' landscape, the scope, speed, and depth of the impacts of COVID-19 have forced us to redefine change. The pandemic has altered the way that we live and work. At Equitas, we have had to quickly adapt the way that our own organization functions and collaborates with others. In this unprecedented context, we and our partners are reinventing our implementation model and reflecting on new ways to work with changemakers across Canada and the globe.

As anti-Black and anti-Indigenous racism becomes more visible, we are vividly reminded that systemic racism is a very real problem. For more than five decades, Equitas has enabled human rights defenders – from educators to activists – to engage in dialogue about human rights and non-discrimination and act to address human rights issues. This past year, youth across Canada led 26 Community Action Projects supported by Equitas, many of which directly addressed racism and discrimination. We also know that our organization, which operates in a society where systemic racism is a ubiquitous reality, is not immune to the issues we help others to address and are actively examining our own internal biases and external accountability.

As communities become more aware of social, political, and economic justice issues, there is a greater need for dialogue about non-discrimination and equality.

Equitas creates the space that fosters this dialogue. This year, we celebrated the 40th anniversary of our International Human Rights Training Program where we were honoured to host the United Nations High Commissioner for Human Rights and the first female president of Chile, Michelle Bachelet. Our *EquiTalks* series, we bring together experts from academic, public, corporate, and community sectors to raise awareness about how we can work together to build more inclusive and rights-respecting communities.

The past year marked an important milestone in Equitas' continued support of lesbian, gay, bi-sexual, trans, queer, two-spirited and intersex (LGBTQ2I) persons: Equitas began work on the new *Act Together for Inclusion Fund* (ACTIF) to enhance the protection and fulfillment of the human rights of LGBTQ2I persons in the Global South with funding from Global Affairs Canada and in collaboration with Dignity Network Canada.

Equitas' work around the world would not be possible without the combined strength of our committed team, board of directors, partners, funders, donors, volunteers, interns, and hundreds of collaborators across the world. We thank you for your generous support, which is crucial to Equitas' success and to the fight for equal rights. It is this generous spirit and commitment that inspires hope for a more just world.

In solidarity,

André Beaulieu *Odette McCarthy*

A year of transition

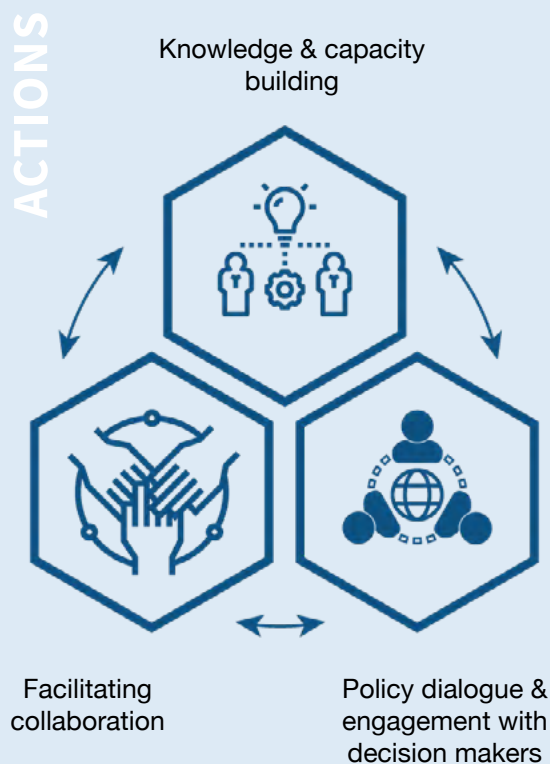
This year, we said goodbye to Ian Hamilton who served Equitas for 23 years (16 of which he was Executive Director). We would like to thank him for his leadership and his great loyalty to Equitas. In June 2020, Ian worked closely with the board of directors to facilitate the transition of our new Executive Director, Odette McCarthy.

Our Theory of Change in Action

Creating social change isn't easy – it's a complex and long-term process. Yet, shaping lasting positive social change, by creating equitable partnerships and empowering groups that have been subject to discrimination, exclusion, and other human rights violations is what Equitas strives to do. Guided by our Theory of Change, Equitas programs contribute to changing attitudes and behaviours and providing the type of learning experiences that empower people to become human rights changemakers.



STRENGTHENING LEADERSHIP IN HAITI



RESULTS



Strengthened leadership in community life

Following the tragic loss of Charlot Jeudy, a former International Human Rights Training Program (IH RTP) participant, exceptional LGBTI activist, and President of Equitas' partner in Haiti, Kouraj, the organization had to transition to new leadership. Charlot learned the importance of strengthening leadership within the LGBTI movement from partnering with Equitas and Haitian human rights organizations. It was because of the inclusive and participatory approach Charlot had to teambuilding that his colleagues were ready to take on leadership roles after his passing. Now with Hétéra Estamphil and Stephenson Meus as President and Director, respectively, Kouraj is continuing their important work through the pandemic. Discrimination against the LGBTI community has only increased during the public health crisis, and Kouraj's work, supported by Equitas, is becoming even more essential as they focus on combatting stigma, lobbying human rights organizations in Haiti to recognize LGBTI rights, and developing their network of allies to support new leaders in the LGBTI movement.

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.



HOW SOCIAL MEDIA IS STRENGTHENING HUMAN RIGHTS MOVEMENTS



Strengthened human rights movements

In Tunisia, Deaf and Hard of Hearing people were being excluded from government communications on COVID-19 that did not incorporate sign language and subtitles. Concerned by this denial of the right to access to information for Deaf people, youth from Equitas' Rawabet program decided to act. Alongside Equitas' partner, Centre Tunisien méditerranéen, Rawabet youth, empowered by their training about how to use new technologies to promote social rights, used social media to flood social platforms and fight for the rights of persons living with disabilities to have access to information related to COVID-19. The movement quickly built viral momentum by engaging actors all over the country; it culminated in the decision to simultaneously translate the President's speech into sign language for the first time in Tunisian history. This crucial step and heightened awareness of the rights of Deaf people is a momentous win for persons living with disabilities in Tunisia.



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USING HUMAN RIGHTS EDUCATION TO ENCOURAGE CHILDREN TO ENGAGE WITH DECISION-MAKERS



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

From Quebec City to Vancouver, Canadian youth celebrated the 30th anniversary of the Convention on the Rights of the Child (CRC) with Equitas' Tree of Rights activity. Children across the country learned about key rights in the CRC by identifying those most important to them, such as the right to give your opinion and be heard. Children and youth made individual children's rights leaves to create a Tree of Rights. One group of youth in Quebec City went one step further and actually put their right to be heard into action by walking to the Quebec Legislative Assembly and presenting their Tree of Rights to Premier François Legault and Mathieu Lacombe (the Minister of Families). ■



A Human Rights-Based Approach:

5 Ways to Tackle the Challenges of Racial Discrimination

By addressing issues of racial discrimination with a human rights-based approach (HRBA), we achieve better and more sustainable results. A human rights-based approach includes 5 key principles: participation and inclusion, accountability and transparency, non-discrimination and equality, empowerment and links to human rights. Addressing the underlying causes of inequality requires looking at situations and challenges holistically and drawing on international human rights standards and principles. Thanks to an HRBA, rights holders can better assert their rights and duty bearers can better fulfill their obligations. Human rights education is indispensable to this effort.

1. **PARTICIPATION AND INCLUSION. PROMOTING THE MEANINGFUL PARTICIPATION OF PEOPLE OF COLOUR:** People of colour have to take part in the decisions that concern them. It is, therefore, essential to create inclusive spaces, promote their full participation, and, above all, amplify their voices.
2. **ACCOUNTABILITY AND TRANSPARENCY AN APPEAL TO OUR INDIVIDUAL AND INSTITUTIONAL RESPONSIBILITIES:** After we have examined our privileges and made a decision to act, we must mobilize those around us to spark change with the means we have at our disposal, for example, calling someone out when they make prejudicial remarks in our presence, even if that person is a member of our family. On a larger scale, being responsible also means being attentive and demanding that our government and institutions be accountable whenever we witness human rights violations or when the rights of marginalized groups are not taken into account in public policy.
3. **NON-DISCRIMINATION AND EQUALITY ADOPTING AN INTERSECTIONAL APPROACH:** All forms of discrimination should be prevented and eliminated. Each person of colour has a completely different experience of discrimination based on their unique combination of identities which may include gender, age, sexual orientation, social class, status, and (dis)ability.
4. **EMPOWERMENT EXAMINING PRIVILEGE:** It is not enough to profess to be anti-racist. We must know and understand human rights, examine our privileges, and take concrete action to fight racism. Everyone has the power to make a difference. It is a difficult task that sometimes requires us to reflect on whether or not we are part of the problem and whether our actions – or inactions – reinforce the systems of racial privilege.
5. **LINK TO HUMAN RIGHTS RACISM IS OPPOSED TO THE PRINCIPLES OF HUMAN RIGHTS:** The Universal Declaration of Human Rights stipulates that all human beings are born free and equal in dignity and in rights. Whenever you observe discriminatory practices or behaviour, refer to the Declaration as a reference or refer to the laws of your country.

Human Rights Education:



10 Principles to Promote Equality in a World Facing COVID-19

- 1. HUMAN BEINGS AT THE CENTER OF ATTENTION** Human rights education is a process of transformation that begins with the individual and expands to include society as a whole. This process puts a greater focus on the particular needs of human beings, the context in which they live, and the realities that prevent them from flourishing. This means that we have to recognize the various forms of oppression that marginalized groups experience and ensure that we have the resources that we need to eradicate them.
- 2. LISTENING TO EVERY VOICE** Respecting fundamental human rights, especially those of the most vulnerable, also means creating spaces and tribunals for the latter to share the realities that only they can truly speak to. During COVID-19, the voices of many vulnerable groups have been muffled or simply ignored in the public sphere.
- 3. EDUCATION IS EVERYONE'S BUSINESS** If we know about human rights, we can hold our government accountable and take action when rights are violated. This knowledge also helps us to more easily recognize failures to respect human rights in our daily lives and to become allies to the most vulnerable among us.
- 4. INTERSECTIONALITY: LEAVE NO ONE BEHIND** The COVID-19 pandemic reminds us that we cannot talk about human rights without intersectionality, one of its key principles. Oppression is not one-dimensional: we must be attentive to the different levels of oppression so that we can tailor our responses to the particulars of each situation. For instance, a Black refugee living in a precarious situation, who identifies as a woman, and is a front-line worker fighting the virus lives the crisis in a unique way. Intersectionality matters and we cannot accept one-size-fits-all solutions.
- 5. WITHOUT WOMEN, REBUILDING IS UNIMAGINABLE** During the COVID-19 crisis, like many others before it, women are working on all fronts to combat the virus: they are doctors, nurses, orderlies, and provide essential care for the young and the elderly. In the political sphere, numerous publications have noted that countries run by women during the crisis had better outcomes than others that were not. This is proof that women of all origins are indispensable for rebuilding efforts.
- 6. THE VOICES OF CHILDREN AND YOUTH MATTER** Human rights education helps us to understand that everyone has the right to express their opinions about the decisions that affect them; this includes children and young people. Children and youth must take part in the decision-making processes in their communities if they are to become the responsible citizens of tomorrow.
- 7. RAISE AWARENESS ABOUT HUMAN RIGHTS** As a result of COVID-19, human rights have become even more tenuous and are more often disrespected. Nevertheless, they are an important barometer for creating a more equitable world and it is essential that we understand them better. This is why Equitas strives to make human rights more accessible and understandable for everyone through its educational and online training programs.
- 8. RECOGNIZING THE INTERDEPENDENCE AND INDIVISIBILITY OF HUMAN RIGHTS** It is impossible to pick-and-choose which human rights to uphold. The right to freedom is as important as the right to health. Likewise, there cannot be two classes of individuals: those whose human rights deserve to be respected and those whose rights do not.
- 9. BETTER PROTECTION FOR HUMAN RIGHTS DEFENDERS** The work of human rights defenders is crucial to building a more equitable world and overcoming future obstacles. Many of those who work in difficult regions have had their security and even their lives threatened as a result of the pandemic. We have to prioritize the creation of safer spaces that will allow them to act.
- 10. FAILURE TO RESPECT HUMAN RIGHTS COMES AT A COST** Human rights are neither conceptual nor abstract notions. They are principles that should guide our choices as individuals and communities. When human rights are violated, communities become more fragile and vulnerable to crises. Human rights are everyone's concern and responsibility. ■

Empowering Communities Globally

Canada

- Equitas' Speaking Rights, *Play it Fair!*, and Inclusion programs trained 27 organizations and fostered 20 Community Action Projects (CAPs) led by 285 youths from 20 communities across the country. These CAPs primarily tackled issues such as the right to live without discrimination, the right to a clean environment, the right to be protected from violence, and the right to enjoy one's own culture, language, and religion.
- Michelle Bachelet, the High Commissioner of the United Nations, participated in the 40th edition of the International Human Rights Training Program which involved more than 100 participants from 45 countries

Haiti

Soinette Désir, the former co-facilitator of the IHRTTP, was nominated to be the Secretary of State for the Integration of Persons with Disabilities in Haiti.

Burkina Faso

In Koudougou and Houndé, 166 people took part in group discussions, interviews, and awareness related to gender equality.

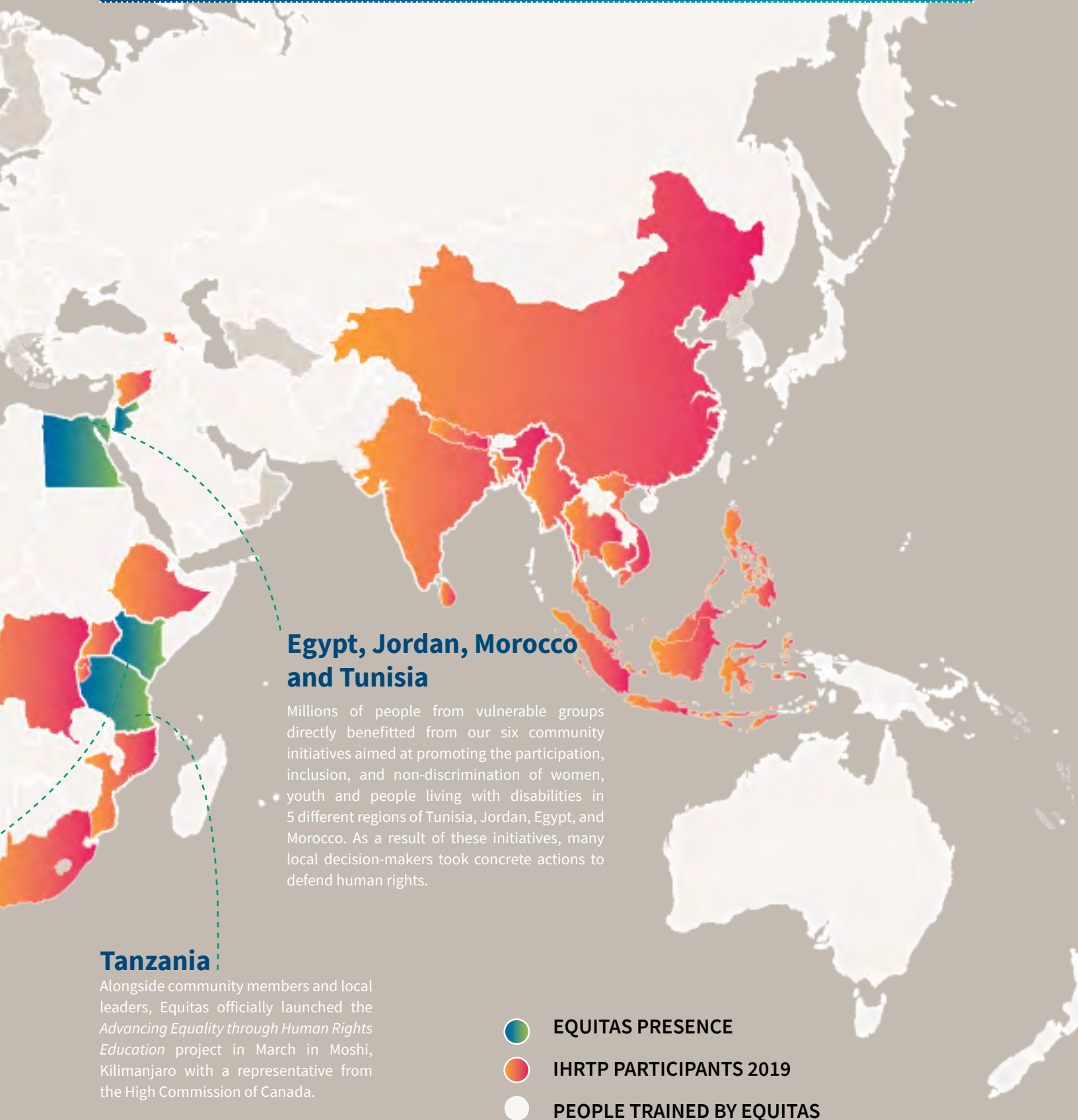
Senegal

The *Advancing Equality through Human Rights Education* program completed its baseline study and initiated restitution activities in 4 communities (Notto, Thiès, Sédhiou, and Pikine). Madame Hélène Drainville, Assistant Deputy Minister at the Ministère des Relations Internationales et de la Francophonie du Québec, participated in the project activities in Pikine.

Kenya

During the first year of the *Advancing Equality through Human Rights Education* project, Equitas built a strong foundation with our local partner, Women's Empowerment Link, to focus our work on the participation of women in decision-making processes.

Equitas' approach to transforming societies is unique because it allows people to take their destinies into their own hands. Equitas gives the people in the communities they work with the opportunity to deepen their knowledge of human rights so that they can assert their rights when they are infringed upon, hold decision-makers accountable, and bring about change. The scope of our impact has no borders.



Children and Youth Leading the Change the World Needs



Children and youth mobilise to build more inclusive communities

Equitas develops educational programs to promote respect for human rights in Canada and around the world. These programs are carried out by agents of change who are mindful of justice and equality for all. Children and young people are at the heart of the changes happening in their communities; they, therefore, play a crucial role as dynamic actors rather than passive addressees. Whether in Canada or elsewhere in the world, children and youth prove that if we believe in their potential and offer them the right tools, they can become real leaders who bring about real change. This year, Equitas promoted the participation of children and youth by helping them to become more aware of their rights and to encourage decision-makers to act for sustainable change.



Ten years of collaboration with youth in Canada

This year, 1 200 000 children and youth in Canada, 255 000 of which were in Quebec, were sensitized by Equitas' *Speaking Rights and Play it Fair!* programs. Thanks to these initiatives, children and youths learn about their rights and values such as inclusion, respect, and diversity while also developing their self-expression, self-confidence, and teamworking skills.

Equitas collaborates with youth and the organizations that represent them in Canada through the *Speaking Rights* program, which reinforces young people's ability to promote respect for human rights through participatory activities and Community Action Projects (CAPs). In 2020, *Speaking Rights* celebrated its 10th anniversary. In its 10 years of operation, the program has enabled youth to conduct over 150 PACs across Canada.

To complete a CAP, youth first determine what the major issues are in their community. Then, with the help of our resources and tools, they identify solutions to address these issues, which they then implement themselves. This year, 20 CAPs were carried out by young people in 20 communities throughout Canada.

In the context of a CAP, many groups of young people around the country decided to tackle the issue of racism in their communities. For example, in Alberta, young newcomers of the Saamis Immigration Services Association decided to fight against racism, bullying, and stereotypes about immigrants. These youth not only led numerous awareness-building and educational initiatives in their communities but also initiated dialogue about these issues with community decision-makers, including municipal councillors and even members of the police force. These young people are tomorrow's true leaders!

In Montreal, Equitas supported the participation of youth from Native Montreal in the city's consultation regarding systemic racism and discrimination. Our team co-facilitated a workshop with Native Montreal during which young people shared their experiences of racism and discrimination and showed how these issues are inextricably linked to others such as classism, poverty, bullying, homophobia, mental health, and ableism. The young people who participated in this consultation then proposed numerous concrete solutions for tackling these problems




Children and youth engaged around the world

In the Middle East and North Africa (MENA), young agents of change demonstrated their leadership by participating in the Rawabet initiative to tackle issues such as child marriage, the violation of the rights of people living with disabilities, and victims of sexual harassment. Rawabet is a regional initiative led by Equitas in collaboration with New Tactics for Human Rights, Ruwwad Al-Tanmeya, TuMed, and AMEJ-FES. Its goal is to help young people, women, and people living with disabilities to carry out initiatives that respect their human rights.

In Tunisia, young people took massive action in support of the integration of people living with disabilities in the workforce. Thanks to their efforts, Rawabet youth had more than 14 meetings with human rights educators, representatives of groups of people living with disabilities, union representatives, political leaders, and deputies who collaborated to develop recommendations that would facilitate the access of people living with disabilities to the job market.

In Jordan, the "You're Still Young" initiative organized 6 awareness training sessions with 5 imams and sheiks about the disastrous consequences of marriage on young girls' lives. In Morocco, Rawabet participants organized an interactive forum devoted to this same topic which was attended by representatives of judicial institutions and parents. In Egypt, young Rawabet participants mobilized 45 other youth in their community to fight against harassment and sexual violence. They also spurred the decision-makers in their village to take concrete steps to prevent harassment such as stationing police at the bus terminal. After having completed a training program based on our *Play it Fair!* toolkit, the employees of the National Council for Human Rights in Egypt led more than 13 awareness workshops around the country and sensitized 416 children and their teachers who will continue to spread the message of change. ■





Why the World Needs Gender Equality

Gender equality is a human rights issue!

Equitas believes that human rights education is an invaluable tool for breaking individual and collective boundaries and resistance to gender equality. Equitas uses a human rights-based approach to support a variety of actions that promote gender equality from an intersectional perspective.



Increasing gender equality within Equitas

Equitas is as committed to promoting gender equality in its own organization as it is in its programs and projects. In order to ensure that gender equality is integrated at every level, Equitas has established an internal Gender Learning committee that exchanges knowledge and reflections about gender. What is more, this year Equitas created a new position, Gender Advisor, to support our organizational work and programs.

Equitas is committed to the ongoing training of its personnel about gender issues. With staff, the Gender Learning committee led

by the Gender Advisor closely examined the *Internal policy on the Prevention of Sexual Violence, Harassment, and Discrimination*, explored the sexual and reproductive rights of marginalized groups, and clarified the nature of a trauma-informed approach to these issues. Equitas has honoured its commitment to go further every year in its commitment to gender equality, social justice, and human rights by leading internal training and developing higher-performance tools to monitor and evaluate gender-related issues.



Moving the dial on gender equality in Canada

Groups that experience discrimination also have a key role to play in the promotion of human rights around the world. However, marginalized groups – especially young women and girls – face enormous challenges that can create barriers to their collective efforts to bring about systemic social change. A few of the recurring obstacles that young women and girls face include: absence from decision-making spaces, lack of support for initiatives that promote social change, and negative social stereotypes. Equitas believes that young women and girls are a driving force for achieving lasting change. Through the *Speaking Rights* program, Quebec City's YWCA Young Feminist project supports initiatives led by young women of diverse backgrounds. These

initiatives aim to address human rights issues and create social change from a youth perspective. Equitas supported these young women with training and tools to reinforce the skills that enable them to be agents of change. One of their initiatives was to engage political decision-makers to reduce gender inequalities, another was to create spaces for discussions with community members to raise awareness about the negative myths and stereotypes about feminism. Human rights education is an excellent tool to help to deconstruct misconceptions about marginalized groups and social movements, and young people, especially young women, are essential to this mission!



Advancing gender equality around the world

At Equitas, gender and intersectionality are integral parts of the human rights-based approach that we implement at different stages of the project cycle. For example, in the context of our *Advancing Equality through Human Rights Education project*, which is centered on the empowerment of women and girls for the advancement of gender equality, our team completed baseline studies that incorporated gender and intersectionality in five different countries. Throughout the collaborative implementation of these studies, we encouraged the participation of women, men, and non-binary people. Equitas, its local partners, and the members of different communities analyzed the principal issues related to gender equality. The methods we used allowed us to

deconstruct existing power relations and avoid imposing 'imported' priorities and solutions to the issues identified. Interviews and numerous discussion groups allowed us to prioritize specific issues related to gender equality in each country. In Haiti, Burkina Faso, and Kenya, the project emphasizes the participation of women and girls in decision-making spaces. In Senegal and Tanzania, the members of the community decided to address the issue of gender-based violence (GBV): specifically, sexual violence in Tanzania and GBV in schools in Senegal. This was a demanding and productive first year for the program and we will continue to work with communities to make progress related to gender equality! ■



Promoting Conversations about Human Rights

Every year, Equitas works to create spaces for dialogue about human rights on digital platforms and by organizing activities that promote values such as inclusion, equality, and social justice. Despite the fact that we had to postpone our annual *EquiTalks* events this year, we continued to create inclusive spaces that promote dialogue about human rights. The *EquiTalks* series was initially planned for the month of March in Montreal, Toronto, and Vancouver. Victor Madrigal-Borloz, Independent Expert for the United Nations



on the protection against violence and discrimination based on sexual orientation and gender identity, was the scheduled keynote speaker.



«I'm very happy to be here with Equitas and I know the work you have been doing for many years is essential for many reasons, but of course because of the education of human rights.»

- Michelle Bachelet,
United Nations High Commissioner
for Human Rights



Online

Many important discussions about human rights happen online! This year, more than 500 participants around the world came together to take our online course, *Put the World to Rights*, in French, English, and Arabic. Our social media platforms are also places where we promote dialogue by sharing best practices and initiating conversations about important human rights issues. For instance, through *Equitas Shares It* we shared good practices such as how to discuss sensitive topics in

groups and how to support children and young refugees. Some of these practices are derived from discussions held in our network of nearly 6000 human rights defenders who connect through our interactive and collaborative knowledge-sharing space: the online Equitas Community. This year, nearly 26 000 subscribers accessed our publications and we shared content on social media that generated more than 1 477 000 views!



With Canada's decision-makers

In Canada, we provide children, young people, and the organizations that represent them with the tools and support they need to deepen the values of human rights and make young voices heard by decision-makers. In Quebec, Equitas, in collaboration with the International Bureau of Children's Rights (IBCR), led a collective initiative involving 16 organizations working to protect children and promote their wellbeing. A message about the importance of listening to children and recognizing them as agents of change was shared with Quebec decision-makers by representatives of Equitas and IBCR at a public hearing in February 2020 as part of the Laurent Commission. Our plea also addressed the need to give deeper consideration to the complexity of Quebec children's lives. In British Columbia, Equitas helped to organize and run the

Vancouver Forum Against Racism and Hate involving many organizations that work alongside youth and decision-makers. The event was organized in partnership with the *Vancouver Organizing Against Racism and Hate Network* and the *Association of Neighbourhood Houses*. Equitas' role in the event was to create a safe space based on a trauma-informed approach that allowed those present to participate in discussions about racism and hatred without fear. Kasari Govender, British Columbia's Human Rights Commissioner, was the event's keynote speaker; those in attendance included representatives of the Minister of Tourism, Arts, and Culture's multicultural effort, the Vancouver police department, and representatives of many other organizations.



With decision-makers in the rest of the world

Before launching the *Advancing Equality through Human Rights Education* program, Equitas conducted a contextual analysis that gave communities an opportunity to express their needs. The collected data was then shared back to these same communities. Spaces were created to foster dialogue, first and foremost, between members of the community and secondarily between community members and decision-makers. Participants took part in discussions and activities related to issues of gender inequality such as gender-based violence, women's

participation in decision-making processes, and the education of young girls. Provincial High Commissioners, prefects, mayors, and village chiefs were among those in attendance at events in Burkina Faso, Kenya, Senegal, and Tanzania. These spaces adopted a participatory approach to determining issues related to gender inequality. The participation of decision-makers is a first step in bringing about sought-after concrete changes to public policy and legislation. ■

The Necessity of Human Rights Defenders

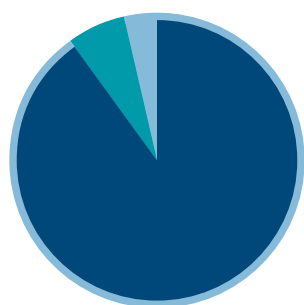
« This is an important training program I recommend every human rights activist to attend because it empowers, transforms, and changes the participants. »

- Participant from Rwanda

The global human rights movement would not be possible without the dedication and courage of people who have committed their lives to combatting discrimination, inequality and violence. Human rights defenders around the world work tirelessly to champion equality and respect for human dignity both in their communities and globally and Equitas is committed to supporting these brave citizens through our participatory training programs and innovative educational tools. This year, Equitas programming reached over 200 human rights defenders. They join a network of over 6,000 Equitas program alumni who are connected through our online Community, one of the largest online global networks of human rights educators. Through their work, these changemakers have inspired positive social transformation and raised awareness about issues ranging from gender equality to people living with disabilities. The impact of their work has been felt by over 4 million people worldwide.

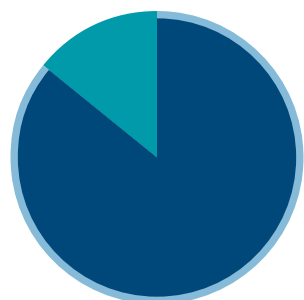
This year marked the 40th anniversary of the International Human Rights Training Program (IHTRP), a unique and internationally-recognized human rights education training program hosted by Equitas in Montreal every June. To mark the occasion, Equitas was honoured to host the United Nations High Commissioner for Human Rights and first female president of Chile, Michelle Bachelet, who addressed over 100 participants. The IHTRP is a 3-week program that equips human rights defenders and educators from over 45 countries with educational tools centred on human rights-based approaches and participatory learning. Equitas' training programs, including the IHTRP and the Regional Training Programs in East Africa and West Africa, are designed to expose participants to new perspectives, facilitate collaboration, and promote skills and knowledge to support their defence of the rights of marginalized and vulnerable groups. ■

Revenue



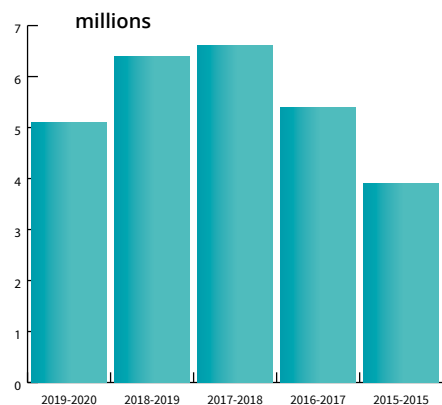
- Grants (90%)
- Tuition (6,5%)
- Donations (3,5%)

Expenses



- Projects (86%)
- Admin (14%)

Operating budget over past 5 years



Our Numbers

STATEMENT OF OPERATIONS AND NET ASSETS	2020	2019
REVENUES		
Grants	4,672,914	\$ 5,980,569
Tuition	332,455	281,203
Donations	171,453	150,480
Interest	3,150	92
TOTAL REVENUE	5,179,972	6,412,344
EXPENSES		
Projects	4,423,188	5,715,578
Administrative and general expenses	703,330	663,303
Amortization of capital assets	13,746	15,394
TOTAL EXPENSES	5,140,264	6,394,275
Excess of revenues over expenses	39,708	18,069
Net assets, beginning of year	298,407	280,338
Net assets, end of year	338,115	\$ 298,407
ASSETS	2020	2019
CURRENT ASSETS		
Cash and cash equivalents	613,175	\$ 668,041
Short-term deposit	310,132	8,650
Accounts receivable	458,249	471,965
Prepaid expenses	33,315	31,545
Capital assets	24,452	33,990
TOTAL	1,439,323	\$ 1,214,191
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	145,722	\$ 146,984
Deferred contributions	955,486	768,800
NET ASSETS		
Invested in capital assets	24,452	33,990
Restricted for endowment purposes	8,650	8,650
Unrestricted net assets	305,013	255,767
TOTAL	1,439,323	1,214,191

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

Human Rights Education Needs Support

As the COVID-19 pandemic compromises the financial stability and even the existence of many non-profits in Canada, we are grateful to have loyal and supportive donors in these difficult times. Indeed, human rights violations don't stop in times of crises – if anything, it is a time when the most vulnerable populations' rights are contested and their basic needs go unmet.

In 2019-2020, our generous donors and sponsors have helped us raise close to 175 000\$, ensuring Equitas' capacity to continue training human rights defenders and empowering youth and women to take action to change their communities for the better. We sincerely thank you for your generous contributions. 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 equality and inclusion. Thank you for making a real difference!

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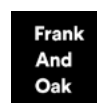
- ~ Concordia University Department of Applied Human Sciences
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Thank you for making a real difference!

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