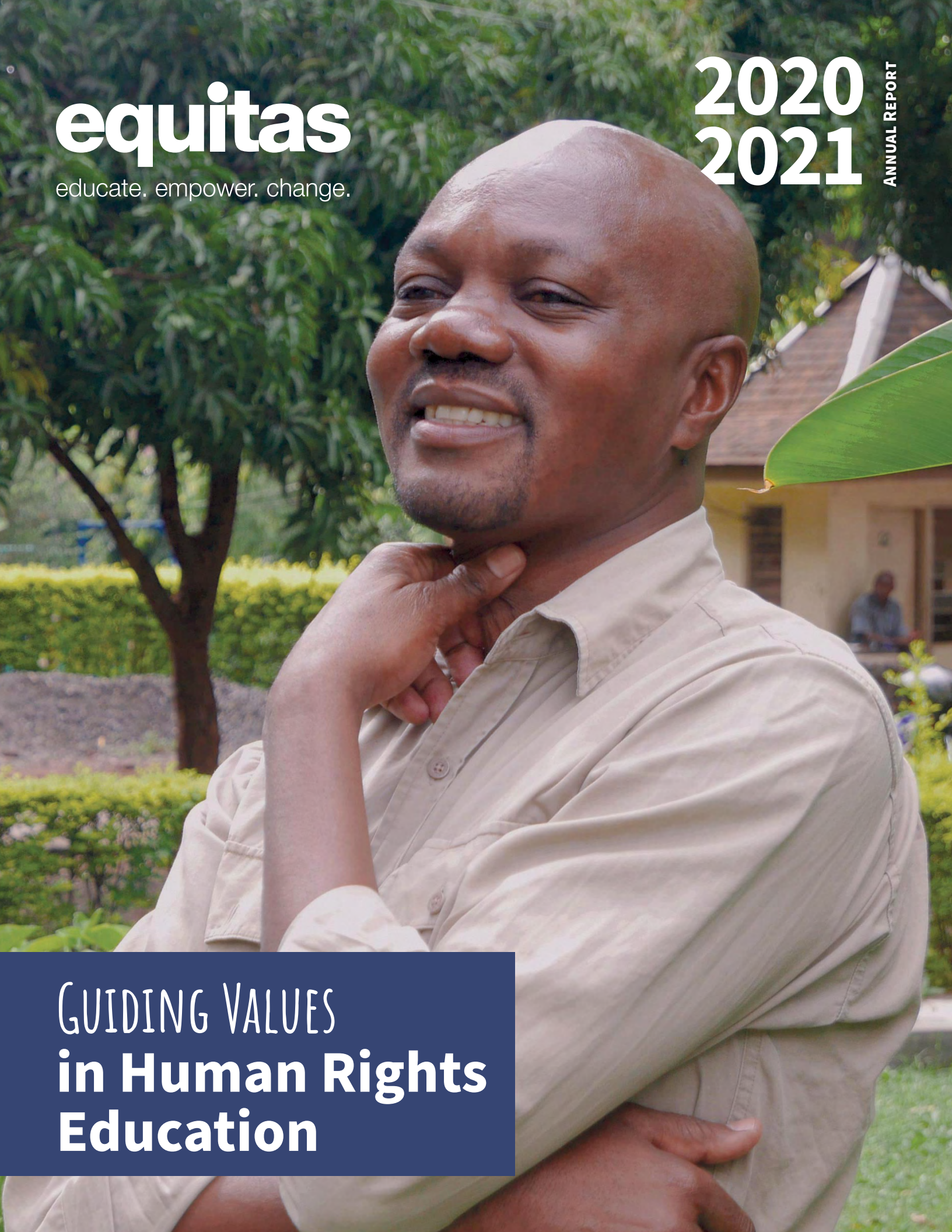


A photograph of a middle-aged Black man with a shaved head and a light beard, smiling and looking off to the side. He is wearing a light-colored, button-down shirt and has his hand resting on his chin. The background is a lush green outdoor setting with trees and a building in the distance.

equitas

educate. empower. change.

2020 2021

ANNUAL REPORT

GUIDING VALUES in Human Rights Education



educate. empower. change.

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Visit our website at
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

57 staff members

16 board members

\$5 460 000 annual operating budget

13 Indigenous communities we collaborated with across
Canada

64 communities participated in our programs across Canada

40 International Human Rights Training Programs held

1 new online training program

144 countries where human rights defenders participated in
our programs

6 700 human rights defenders participated in our trainings

29 200 followers on social media

296 000 children and youth participated in our programs
in Quebec

1 370 000 children and youth participated in our
programs in Canada

4 310 000 people participated in our programs around
the world

HUMAN RIGHTS VALUES at the heart of our work



ANDRÉ BEAULIEU
Chair



ODETTE MCCARTHY
Executive Director

This past year has been marked by the extraordinary challenges posed by the COVID-19 pandemic, the increased momentum of social movements, the continued impacts of climate change and the political instability and growing polarization in several regions of the world. Human rights defenders face increasing challenges such as restrictions regarding mobility and barriers to meaningful participation in economic activity and political dialogue. The pandemic's impacts have exposed and exaggerated existing inequalities and are being felt in myriad of ways across communities worldwide. As gaps of inequality widen, human rights defenders, ever so resilient, are changing their ways of working and getting results, just as Equitas is. 2020 reminded us of the interdependence of the human family, and just how inseparable the present is from the future we are building. It revealed the essence of human rights and the importance of defending, upholding and promoting rights for all.

These exceptional times have given rise to extraordinary leadership from people around the world. It arose from the frontlines of medical science, from caregivers, community workers and teachers. It came from those who took the streets to protest the violence that disproportionately targets women, LGBTQ2I communities, Black, Indigenous and People of Colour, and people experiencing homelessness and poverty. The exceptional leadership from human rights defenders, as highlighted in this report, is paving the way for a future that is more inclusive and rights-respecting for all.

At Equitas, this year has been one of innovation and we are proud of all the work we have done to pivot and deliver activities with partners in communities across the world. It has also been, as for many, a year of reflection, growth and change, spurring us to challenge ourselves individually and organizationally. In framing Equitas' work in this report through the lens of our core values, we are reminded of the importance of these values and of the ways they guide our work alongside partners, human rights defenders and activists across Canada and the world. Our values represent our collective will to live together and work in a way that is consistent with the principles that uphold human rights. We hold ourselves accountable to sustain these values in all that we do and aim to continuously improve our practices. One of the ways we are doing so, is by committing to Cooperation Canada's Anti-Racist Cooperation Framework, which outlines key commitments to undertake a long-term process of anti-racist change organizationally and in collaboration with others.

This year has shown us that human rights are under fire and that human rights education

remains an essential tool to effect real and sustainable positive social change. The work that was accomplished with partners throughout the year, in the face of adversity and uncertainty, was astounding and true testament to the need for human rights education. Through projects that promote women's participation in decision-making in Burkina Faso, prevent sexual violence toward women and children in Tanzania, counter racism through youth engagement in Canada, support community engagement in mining communities in Haiti, and use technology to protect the rights of people living with disabilities in Tunisia, our work in partnership created ripple effects globally. And with the launch this past year of the Act Together for Inclusion Fund, managed in partnership with Dignity Network Canada and guided by participatory and feminist grant-making principles, LGBTQ2I movements will be reinforced around the world.

Looking to latter half of 2021 and beyond, let us continue this essential and life-saving work, as we fully take hold of the compounded and complex changes happening in the world. All of our accomplishments have not been and will not be possible without the generous support of funding partners such as Global Affairs Canada, Heritage Canada, the Quebec Minister of International Relations and Francophonie and the many corporations and individual donors who generously support the important work of Equitas. We are grateful for this support that translates into social progress in communities across Canada and around the world.

André Beaulieu *Odette McCarthy*

A YEAR THROUGH OUR VALUES

This year presented an opportunity to reflect on the fundamental values guiding our work at Equitas and how they can best be embodied at both an individual and organizational level. The following pages offer an overview of the different ways our teams and partners successfully elevated their work through these values. We also share some of the questions that guided our reflections on a daily basis, so that you can reflect on how you might fully live those values as well, both as an individual and collectively.

A GLOBAL IMPACT

Thanks to Our Partners



CANADA

- Equitas supported more than forty community action projects led by youth in 28 communities across the country, contributing to initiatives for racial justice and for safe and inclusive communities. These projects led to engagement with more than 50 decision-makers and influencers.
- We organized webinars on online facilitation and the rights of youth in the context of a pandemic and adapted our tools for online and socially distanced activities.



HAITI

- Working with GARR, our local partner, we supported the training of more than twenty participants who then lead community actions to advance gender equality in their communities. More than ten coaches were also trained to accompany local organizations in community organizing and human rights education.
- With help from the CFEDEC and the Collectif Justice Mines, nearly 40 educators were trained in the citizen engagement approach, allowing them to carry out community actions on issues related to human rights, such as health and hygiene, education, clean drinking water and the environment.
- In partnership with Kouraj, we launched the Young Leaders for Equality program to actively involve Haitian youth in advancing human rights for the LGBTQI community.



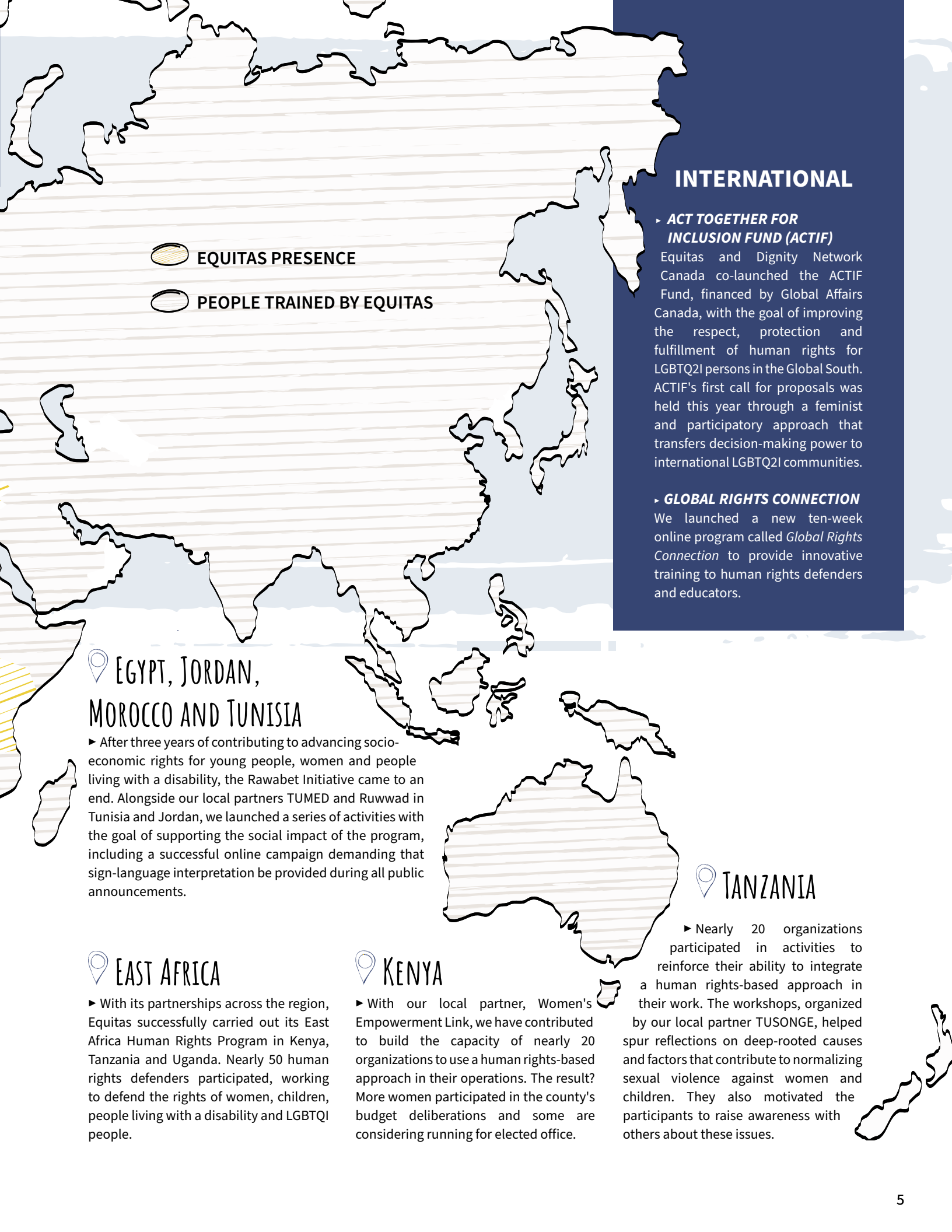
BURKINA FASO

- Twenty participants in Burkina Faso took part in a training program with our local partner, the MBDHP, on the human rights-based approach with a focus on gender. Galvanized with a renewed interest in working together, they went on to lead community actions to promote women's participation in decision-making.



SENEGAL

- Over twenty participants attended trainings on the human rights-based approach with a gender perspective, carried out in partnership with the RADDHO, the RESEDHU and the CLVF. A team subsequently developed a community forum bringing together school staff, students and representatives from local authorities to share information about violence in schools and cyberbullying.



 **EQUITAS PRESENCE**

 **PEOPLE TRAINED BY EQUITAS**

INTERNATIONAL

► **ACT TOGETHER FOR INCLUSION FUND (ACTIF)**

Equitas and Dignity Network Canada co-launched the ACTIF Fund, financed by Global Affairs Canada, with the goal of improving the respect, protection and fulfillment of human rights for LGBTQ2I persons in the Global South. ACTIF's first call for proposals was held this year through a feminist and participatory approach that transfers decision-making power to international LGBTQ2I communities.

► **GLOBAL RIGHTS CONNECTION**

We launched a new ten-week online program called *Global Rights Connection* to provide innovative training to human rights defenders and educators.

EGYPT, JORDAN, MOROCCO AND TUNISIA

► After three years of contributing to advancing socio-economic rights for young people, women and people living with a disability, the Rawabet Initiative came to an end. Alongside our local partners TUMED and Ruwwad in Tunisia and Jordan, we launched a series of activities with the goal of supporting the social impact of the program, including a successful online campaign demanding that sign-language interpretation be provided during all public announcements.

EAST AFRICA

► With its partnerships across the region, Equitas successfully carried out its East Africa Human Rights Program in Kenya, Tanzania and Uganda. Nearly 50 human rights defenders participated, working to defend the rights of women, children, people living with a disability and LGBTQI people.

KENYA

► With our local partner, Women's Empowerment Link, we have contributed to build the capacity of nearly 20 organizations to use a human rights-based approach in their operations. The result? More women participated in the county's budget deliberations and some are considering running for elected office.

TANZANIA

► Nearly 20 organizations participated in activities to reinforce their ability to integrate a human rights-based approach in their work. The workshops, organized by our local partner TUSONGE, helped spur reflections on deep-rooted causes and factors that contribute to normalizing sexual violence against women and children. They also motivated the participants to raise awareness with others about these issues.

EQUALITY and Non-Discrimination



Equality and non-discrimination are non-negotiable values for positive social change. Through its human rights education, Equitas contributes to supporting leadership in individuals, who go on to create collaborative spaces to fight barriers and social norms that impede equality and non-discrimination.

One of the largest barriers to equality is the persistence of many forms of discrimination, especially those based on race. Both at an individual and organizational level, anti-racism is paramount. We must create safe spaces where we can listen and amplify the voices of Indigenous, Black and racialized individuals within our organization and in society. It is critical that we work together to ensure that human rights are respected, free of discrimination, and to implement concrete actions to eradicate systemic racism.

In Canada

This year, with support from Equitas, multiple groups of young people carried out Community Action Projects (CAPs) to fight racism and different forms of discrimination within their communities. In Montreal, young people from the Bon Courage community centre launched Visions PluriELLES, a platform created for and by young women of colour to provide a safe space to share their experiences of discrimination through podcasts, videos and images. In Winnipeg, a group of children created a series of antiracist cards, illustrated with works of art, that demonstrate what a racism-free Winnipeg would look like. They also included measures to make the city more inclusive and to eradicate racism and discrimination. In Vancouver, young newcomers to the Vancouver School Board organized discussions on immigration and the importance of culinary traditions by sharing a dish from their culture. Equitas also supported UNICEF Canada's activities on National Child Day by participating in a dialogue with young people from across the country, listening to their thoughts and calls to action on systemic racism.



WHAT OUR PARTNERS HAVE TO SAY

Gender-based violence in schools is a pervasive problem in Senegal. To make schools a safe and inclusive educational environment, Equitas and its partners in Senegal have conducted a media campaign, a community forum and webinars to reach teachers, parents and students. Training teachers on the importance of respecting human rights and on the values of equality and non-discrimination fosters a gender-sensitive climate and allows everyone to understand that schools have, among other responsibilities, the duty to fight violence in the school environment in order to be free of violence and discrimination.

**- Khady Diop, Doctor of Education,
coach and member of the local committee in Thies, Senegal**



International

The *Advancing Equality through Human Rights Education* project works to advance gender equality in communities in five target countries: Burkina Faso, Kenya, Haiti, Senegal and Tanzania. Despite the ongoing health crisis, we were able to further our mission of advancing gender equality thanks to fruitful collaborations with our local partners in these countries. Multiple capacity strengthening activities were held on issues related to gender equality, such as increasing women's participation in decision-making, the fight against gender-based violence, gender-based norms and roles, as well as the deep-rooted causes and consequences of sexual violence. With a bolstered sense of leadership and better understanding of their human rights, the participants went on to lead a variety of actions to bring gender equality and women's rights to the forefront of discussions in their communities. This was made possible thanks to capacity strengthening workshops, advocacy campaigns and awareness-building actions.

For example, in East Africa, over thirty people participated in capacity strengthening workshops organized by Equitas and its partners and showed great leadership by mobilizing over 1,000 community members to advance gender equality. In West Africa, community members engaged in the fight against gender-based violence in schools and advocated for women's participation in decision-making. The group also advocated for women's rights, including the rights of women living with a disability, as well as for their access to healthcare, work and education. Women's organizations and human rights organizations worked together to lead awareness-building campaigns on gender equality. They created printed signage, led media campaigns and shared interviews and radio ads with messages about advancing women's rights. Young people were able to take part in these actions by sharing their concerns and discussing these issues with local authorities.

The success of these actions is further proof that women that know their rights can influence the members of their communities, including men and decision-makers, to build a more egalitarian society.

In Haiti, the project Young Leaders for Equality, launched in partnership with the Haitian organization Kouraj, works towards the respect of the human rights of LGBTQI people in the country by actively involving Haitian youth in advancing these rights. LGBTQI individuals face discrimination that is aggravated by socio-economic conditions, a lack of job and educational opportunities, discrimination affecting access to health, social services and to justice, as well as many forms of stigmatization and exclusion. The project takes an intersectional approach, an important concept that helps us recognize that multiple forms of discrimination can play off one another and simultaneously and more deeply affect people and groups. Intersectionality must be accounted for in order to defend human rights.

QUESTIONS FOR REFLECTION

- What unconscious biases and prejudices do we have in human rights education because of our different identities and experiences?
- How can we create meaningful spaces in which to unlearn the application of power dynamics and discrimination in our daily lives and in our work with various partners and communities, and how can we create new, more equitable dynamics?



MEANINGFUL ↑ Participation



including others, demonstrating empathy, contributing to an environment where people feel they can express themselves without judgement. These are just a few of the important ingredients to fostering meaningful participation from all and to benefit from diverse perspectives, experiences and points of view.

There are many different obstacles to meaningful participation. For example, barriers related to language, culture, ability or gender, or even just being unfamiliar with how to understand others or to put oneself in their shoes. There are also structural barriers, including a lack of opportunities or access

to spaces in which to participate. Do spaces for participation take into consideration the differences between people and their differing needs? As human rights educators and people passionate about human rights, we are responsible for being aware of these obstacles and working to overcome them in order to foster greater participation.

Participation is not a favor or gift that we give others. It is a fundamental right. Through its many different projects, Equitas has been able to appreciate the benefits of meaningful participation in attaining objectives for the fulfillment of human rights.

Everyone has the RIGHT to participate

As part of the Thriving Communities project, carried out in rural regions in northern and north-eastern Haiti where mining permits have been issued, Equitas has contributed to reinforcing communities' skills in mobilizing for the advancement of human rights. Participants were able to create spaces to reflect on the impacts of mining, get involved in making decisions that affect them and collaborate with decision-makers to ensure that human rights are respected. Nearly 40 people were trained by Equitas and our partner CFEDEC in the citizen-engagement approach. These people, in turn, mobilized women, young people and local elected officials in their communities to carry out community actions on issues related to human rights, such as health and hygiene, education, clean drinking water and the environment. Les jeunes, les personnes réfugiées et les personnes immigrantes ont le POUVOIR de définir les termes et conditions de leur participation

Young people, refugees and immigrants have the POWER to define the terms and conditions of their participation

A year after his arrival in Canada, Omar Morad, himself a young person, founded the Union of Youth Newcomers (UOYN) organization in Saint-John, New Brunswick. Today, UOYN is an Equitas partner organization. It trains young people on human rights, offering resources, coaching and different types of support. By using a participatory approach, the organization brings together young people from the

QUESTIONS FOR REFLECTION

- How can we, as educators, play a role in raising awareness of the interdependence of rights, when some rights are sometimes pitted against each other, such as the right to freedom of expression and the right to equality?
- How can we integrate the principles of cultural humility and better understand the unique stories of each individual according to their cultural context when practicing meaningful participation?



ages of 16 to 30 and fosters welcoming, positive and inclusive experiences. Omar's work with the UOYN shows that, when everyone participates, it leads to action and long-lasting changes. Decision-makers also have an important role to play: they are responsible for encouraging participation, such as by listening to diverse voices—including those of young people—and by supporting the creation of more inclusive spaces.



WHAT OUR PARTNERS HAVE TO SAY

Youth are the future of the community. When youth participate in their community, it encourages and inspires other youth to participate and grow their individual leadership. Community engagement provides life lessons that cannot be learned in school, and for newcomer youth, this engagement is particularly important, as it drives the change needed to support future young immigrants.

- Omar Morad, Founder of Union of Youth Newcomers



INNOVATION

The pandemic has been responsible for a number of upheavals. In spite of that, our drive for innovation helped us rethink our methods for educating people and advancing human rights. Faced with challenges to these rights around the world, now more than ever, we need to create, maintain and support spaces that foster safe human rights education, both online and in person. These new spaces are a launching pad for the years to come and join in-person activities as a tool to promote human rights education activities and programs.

Global Rights Connection

Equitas seeks to respond to the evolving needs of communities and human rights defenders, benefit from new technology, keep learning at the forefront and create innovative solutions. In keeping with these priorities, we launched the *Global Rights Connection* program after the International Human Rights

Training Program (IH RTP) was postponed due to health restrictions.

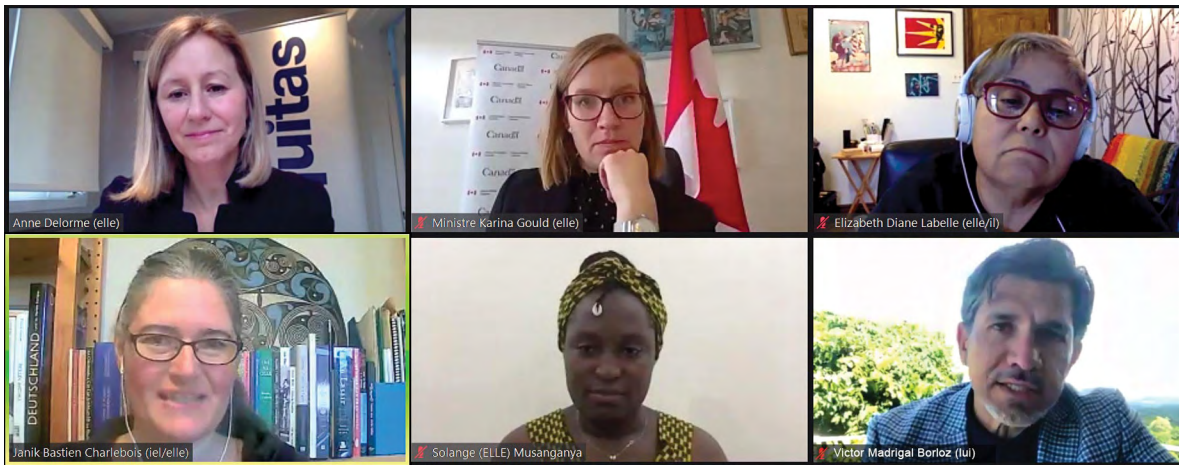
Global Rights Connection is a virtual training program in a class all its own, and was developed following the principles of human-centred design and horizontal decision-making. The team made use of new digital tools like Mural to collaborate remotely and made empathy and joy priorities throughout the ideation process that led to the creation of this innovative human rights education program. Designed for educators, the training program is founded on a participatory approach and human rights principles like gender equality. Throughout the program, participants reinforce their skills in forming long-lasting bonds with other human rights defenders and learn to carry out human rights education activities, culminating in the reception of a certificate at the end of the training. Thanks to its participants, *Global Rights Connection* will have positive benefits on advancing human rights in communities around the world.



WHAT OUR PARTNERS HAVE TO SAY

The pandemic challenges us to be creative and to reinvent ourselves. Educating, informing and raising awareness among decision-makers and the general public are essential elements of my mandate to combat violence and discrimination based on sexual orientation and gender identity. My participation in the EquiTalks had to be completely rethought and thanks to Equitas, I was able to take the first ever virtual promotional tour of the mandate. Although I missed the face-to-face exchanges immensely, I am delighted with the richness of the exchanges and very grateful for the opportunity to debate and exchange with policy makers and human rights advocates on the rights of LGBTQ2I people in Canada and around the world.

- Victor Madrigal-Borloz, United Nations Independent Expert on Protection from Violence and Discrimination based on Sexual Orientation and Gender Identity



A First-Ever Virtual Edition of the EquiTalks

One of Equitas' signature events, the EquiTalks create a space for human rights specialists and defenders to gather to share ideas and experiences in order to build more inclusive communities together. This year, the EquiTalks were presented in partnership with Dignity Network Canada and brought together more than 350 participants from over thirty countries thanks to the accessibility of an online format. Our keynote speaker, Victor Madrigal-Borloz, the United Nations Independent Expert on the Protection against Violence and Discrimination based on Sexual Orientation and Gender Identity, took part in two discussion panels on the rights of LGBTQ2I people in Canada and worldwide, accompanied by activists and other special guests, such as the Canadian Minister of International Development, the honourable Karina Gould. The EquiTalks were also an opportunity to officially launch the new Act Together for Inclusion Fund (ACTIF) which aims to advance the rights of LGBTQ2I people globally, managed by Equitas in partnership with Dignity Network Canada. The event was also an opportunity to honour our partner and friend Charlot Jeudy, Haitian defender of the rights of LGBTQI people, who's life ended abruptly in 2019.

Although we could not meet in person, we were able to make use of digital tools to organize this first online edition of the EquiTalks. Adopting an innovative approach to organizing the event certainly came with challenges, but it made its success all the more meaningful. Above all, we can highlight the importance of maintaining this unique space for discussions between decision-makers and human rights defenders, this time with a larger scope and without geographical limitations. Spaces for virtual

networking between our distinguished guests, participants and human rights enthusiasts were not only a novel attraction, but also encouraged even more moments for human connection. A government roundtable was also held with Canadian civil society leaders and representatives from multiple federal ministries. This discussion helped reinforce dialogue on potential fields of learning and action within the Canadian government to more effectively advance the rights of LGBTQ2I people in Canada and around the world.

The success of this latest edition of the EquiTalks shows that the use of new technology can help us overcome traditional barriers to collaboration between human rights defenders, such as language, geographical distance and accessibility.

QUESTIONS FOR REFLECTION

- How can we prepare ourselves to take risks and make room for new ideas and perspectives to interact in our work in human rights education?
- How can we make use of new technology in human rights education while remaining conscious of the challenges they can pose to the protection, respect and fulfillment of human rights?



MUTUAL RESPECT and Trust



The success of our activities at Equitas is due in large part to the atmosphere of trust and mutual respect that we work to maintain between the organization and its partners. We acknowledge the key role that open dialogue plays in our work, and our desire to be open and transparent about our challenges, not only our successes, helps us to fulfill our mission.

Act Together for Inclusion Fund (ACTIF)

This year marks a new collaboration between Equitas and Dignity Network Canada: the Act Together for Inclusion Fund (ACTIF). Financed by Global Affairs Canada, this fund is managed by Equitas in partnership with Dignity Network Canada.

ACTIF offers financial support to organizations in Canada and in the Global South who work together to advance the rights of LGBTQ2I communities around the world. The Fund supports projects that are developed and implemented in partnerships between Canadian civil society organizations (CSOs) and the Global South. It is administered using a participatory and feminist approach that transfers the decision-making power to locally involved communities. In this spirit, an Advisory Committee and a Project Selection Committee composed of LGBTQ2I activists from around the world have been established and are at the heart of the Fund's governance structure. Recognizing that systems of power and privilege are integral to grantmaking in international cooperation, ACTIF's governance structure challenges the colonial dynamics at work in these funding processes. By applying feminist and participatory approaches, we transfer decision-making power directly to the LGBTQ2I communities. The Advisory Committee is responsible for defining the Fund's strategic

QUESTIONS FOR REFLECTION

- How can we build trust and mutual respect between colleagues and partners in a digital context?
- How can we create an environment that allows us to learn from our mistakes and failures and to articulate those learning experiences to inspire others?



orientations and naming members to the Project Selection Committee, who are in turn mandated with studying proposals and recommending projects for funding.

The Fund is the product of considerable effort from Canadian civil society organizations, and its creation marks a historic moment in Canadian funding for LGBTQ2I initiatives at the international level. Administering this fund also represents an important step in Equitas' history. This accomplishment speaks to the trust and mutual respect built between Equitas and its partners over time. Transparency and mutual respect are essential pillars of the ACTIF's operations, whether between the different groups responsible for its governance or between the Canadian organizations and in the Global South that submit projects.

Strengthened relationships through trust

Human rights violations have not diminished with the pandemic. Quite the opposite, in fact: they have multiplied. Together with our international partners, we have identified ways to adapt quickly to the global situation and to be creative in continuing our human rights education work, while respecting the health measures necessary to ensure the safety of participants and facilitators. To this end, we developed guidelines to help Equitas staff clearly establish the health measures that are considered essential and recommended for in-person activities. Equitas partners played a key role in this process. The planning of any in-person activity involved a risk analysis with partners, who are themselves experts in their contexts and realities, to jointly assess the situation in the region and the health regulations in place. Together, Equitas and its partners established a minimum set of rules that often went beyond national regulations and were based on internationally recommended standards. While these guidelines are important, their successful implementation is due to the contribution of all those involved in the organization and delivery of the activities, as well as the climate of trust and respect that exists between Equitas, our partners and participants. It is thanks to this collaboration that several trainings and community actions have been carried out around the world to promote the rights of women, children and youth, people living with disabilities, LGBTQI people and many other groups who find themselves in vulnerable situations. More than eight thousand people have been reached by our international programs this year, and they in turn will further promote human rights values in their communities. The success of our collaboration at such a crucial time has strengthened the trust and mutual respect between Equitas and our partners and solidified our relationships for the future.



WHAT OUR PARTNERS HAVE TO SAY

In many places around the globe, LGBTIQ communities face discrimination, criminalization and violence. Dignity Network Canada is a coalition of 52 organizations in Canada dedicated to the global advancement of human rights for people on the basis of sexual orientation, gender identity & expression and sex characteristics. This past year has been an exciting journey with Equitas, as we work together to build a trusting and respectful relationship setting up the new Act Together for Inclusion Fund, from which several of our members will be receiving funds for international solidarity and human rights work. We look forward to pursuing solidarity and movement building through this important new partnership for years to come.

- Doug Kerr, Executive Director, Dignity Network Canada

A YEAR THROUGH OUR VALUES

EQUITABLE Partnerships



Equitas has partnerships throughout the world, including many in the Global South. Establishing an equitable collaboration with all of our partners is a top priority for us. This involves taking into account the existence of different power dynamics, acknowledging the uniqueness of every context and respecting the expertise and knowledge within each organization.

East Africa Human Rights Program

Establishing equitable partnerships also means recognizing and respecting the knowledge and expertise of our partners so that our collaboration

can provide a platform for mutual learning. The importance of this approach was reinforced by the success of the East Africa Human Rights Program (EAHRP). Equitas developed its 2021 edition in collaboration with former program participants in East Africa. Due to the pandemic and travel restrictions, Equitas partners in three countries, including TUSONGE, Women's Empowerment Link and the Foundation for Integrated Rural Development, played an even greater role in this edition's success. The program usually brings together participants from across East Africa for a two-week learning experience on human rights. Given the health restrictions needed to protect

QUESTIONS FOR REFLECTION

- How can we draw even more support from our partners' knowledge and experience and create platforms that foster teaching and mutual learning?
- What power dynamics are in play and how can we contribute to changing them in order to strengthen sustainable and mutually beneficial partnerships?



everyone's safety during the pandemic, three separate sessions were instead held in Kenya, Tanzania and Uganda.

These training sessions brought together 48 participants (16 in each country). One of the program's pillars is diversity. Not only is it emphasized in the educational materials used in the training, but a great deal of importance is given to this when selecting participants, who have shared that their exposure to diversity during the two-week program supported their learning and

helped change their perceptions of different groups. The training sessions also helped them work on a variety of issues, such as protecting the rights of women, children, people living with a disability and LGBTQI people, and helped capture the attention of decision-makers working on these issues. Canadian high commissioners and political advisors from different countries attended the sessions' opening ceremonies.

For human rights defenders, the program's benefits include a better understanding of human rights, lasting changes to their practices and a reinforcement of their ability to defend the rights of all, without distinctions.

A Variety of Partnerships

EQUITAS' work rests on our solid partnerships with many organizations, including civil society organizations, community networks, school boards and municipalities. One of these partners is the Recreation Services division of the City of Winnipeg. Working together, we were able to provide their staff and public program participants with training on children's rights. Our long-standing partnership has helped create a multitude of resources around the contributions, leadership and participation in decision-making of young people and children.



WHAT OUR PARTNERS HAVE TO SAY

Partnering with EQUITAS has been the greatest opportunity for us, as this partnership has provided a tremendous opportunity to grow as an organization in content and curriculum development, created an inclusive decision-making space and has enhanced our institutional understanding of gender programming, social justice and respect for human dignity through transformative human rights education.

**- Harriet Adong, Executive Director,
Foundation for Integrated Rural Development (FIRD)**

ACCOUNTABILITY



Honesty, transparency and responsibility are guiding principles for our projects, from their earliest development stages to the final accountability stage.

Defending the Rights of Women and People Living with a Disability with the Rawabet Initiative

This year, Equitas' signature project in the Middle-East and North African region, Rawabet, came to an end. National and regional closing forums were held online to commemorate the end of this chapter and review the lessons learned during the project's three-year course. Our collaborators and our local partners, the Centre Tunisien méditerranéen (TUMED) in Tunisia and Ruwwad, in Jordan, shared their experiences in front of more than a hundred civil society and government actors and human rights activists.

The Rawabet National Forum in Tunisia focused on three issues including the socio-economic rights of women working in the agricultural sector, particularly their right to social security coverage. At the forum, a member of parliament stated that the proposed recommendations will enrich a draft law on access to social security coverage for women in the agricultural sector and invited women working in the sector participating in Rawabet's community action, **#نَهْةُ تَيَضَّرِقْ** ("#TheirCause" in Arabic), to participate in a dialogue on the topic. The other two issues discussed were the right to work for people living with disabilities and the power of technology for social change. One of Rawabet's important achievements, highlighted during the forum, was the mobilization of Rawabet youth to get simultaneous translation of the Tunisian president's press announcements during the COVID-19 pandemic into sign language, making them accessible to people who are deaf or hard of hearing. What a victory!

Organizational Responsibility

This year, the global situation has brought into even sharper focus the violence faced by Black, Indigenous and People of

QUESTIONS FOR REFLECTION

- In an increasingly digital world, how can we improve our communications with stakeholders and continue to have coherent dialogue with human rights values?
- How can we work with decision-makers and financial partners, among others, to transform accountability practices within the communities where we work?



Colour and the importance of taking action to end it. As an organization, we are undergoing an internal reflection and promote continuous learning, listening and transparency in all our interactions.

Several initiatives were undertaken this year to foster an atmosphere of openness, trust and accountability within the organization. We created discussion spaces to encourage a continuous process of learning and unlearning, during which we aimed to maintain a spirit of humility and open-mindedness. We implemented several organizational consolidation actions, including a new governance model, several initiatives related to equity and inclusion, and the strengthening of digital security measures. We also established an Inclusion and Equity Committee of the Board of Directors to oversee actions taken by the organization and monitor organizational policies and procedures. A Racial Justice Committee of staff members was also created to make recommendations to the organization in terms of processes and resources to ensure accountability, prevent discrimination, and create continuous learning opportunities for staff. These actions are part of an overall process to promote anti-racism, fairness, equity, diversity and inclusion both in the workplace and in our programs and outreach. To this end, Equitas has signed the Cooperation Canada Anti-Racism Framework, along with many other organizations in the Canadian international cooperation sector. We were also part of the strategic team responsible for the progress of the framework. These initiatives are the basis for a commitment that is ongoing and based on continuous learning over the medium and long term.

SOLIDARITY IN ACTION: Those who Support our Values

In these difficult times, many of us have reflected on what truly matters in our lives, deciding to live each day according to the values identified in this report and letting them guide our choices, ways of thinking and behaviours.

The commitments of our financial partners and donors to supporting human rights education, year after year, has had an immeasurable effect on communities in Canada and around the world. Whether it is projects led by youth changemakers in

Tunisia or by young Indigenous people in British Columbia, continued financial support is critical to train human rights defenders, advance gender equality and support young people to use their power to act for change. The successes listed in this report would not be possible without our loyal donors, sponsors and partners. Your steadfast support is vital for ensuring positive social change in communities where our work encourages equality and inclusion.

Thank you for supporting Equitas and human rights education!

OUR SUPPORTERS

- Accedian Networks
- Alena Perout
- American Jewish World Service
- Arynah Charania
- Apsara Esthétique
- Brian Bronfman Family Foundation
- CKNW Kids' Fund
- Concordia University
- Drew Wawin
- European Union's European Instrument for Democracy and Human Rights

- George Hogg Family Foundation
- GLZ deutsche gesellschaft für internationale zusammenarbeit
- Inclusion Fund
- LOPEZ
- Marcel Forget
- Max Yalden Foundation
- McGill University
- Michael and Tatsuko Cooper
- Ministère des Relations internationales et de la Francophonie (QC)
- Ministry of Education of British Columbia

- MK Fund for Social Justice
- Mulgrave School
- Myriam Levert
- National Endowment for Democracy
- Organisation internationale de la Francophonie
- RBC Foundation
- TD Bank Group
- The Winnipeg Foundation
- United Way of the Lower Mainland

OUR PARTNERS

- Centre Tunisien Méditerranéen (TUMED)
- Comité de lutte contre les violences faites aux femmes (CLVF)
- Centre de Formation pour l'Entraide et le Développement Communautaire (CFEDEC)
- Collectif Justice Mine
- Dignity Network Canada
- Groupe d'appui aux rapatriés et réfugiés (GARR)
- Horus Foundation for Development and Training
- Kouraj pou pwoteje dwa moun (Kouraj)
- Mouvement burkinabé des droits de l'homme et des peuples (MBDHP)

- National Council for Human Rights (NCHR)
- New Tactics for Human Rights
- Office of the High Commissioner for Human Rights
- Partners for Engaged Citizenship
- Rencontre africaine pour la défense de droits de l'Homme (RADDHO)

- Réseau Sénégal pour l'éducation aux droits humains (RESEDHU)
- Ruwwad
- TUSONGE Community Development Organization
- Women's Empowerment Link (WEL)

Equitas also has close to 50 partners in Canada, including the City of Montreal, the City of Vancouver, the City of Toronto, the City of Winnipeg, Black Creek Youth Initiative, RayCam Cooperative Centre, and the Centre d'amitié autochtone de Lanaudière. For a more detailed list of our partners in Canada, visit our website.

OUR SPONSORS



OUR GOVERNMENT PARTNERS

Canada

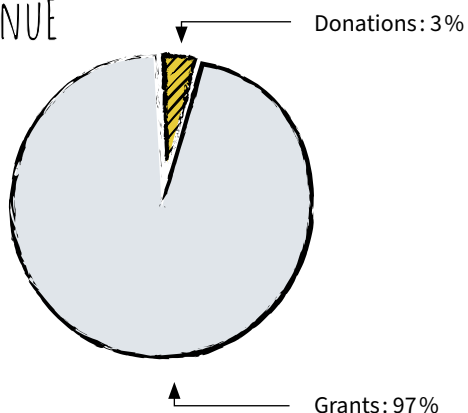
Québec

Montréal

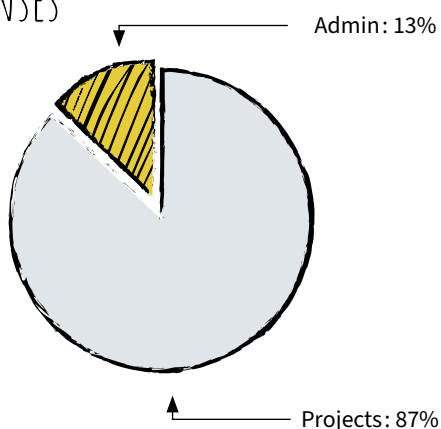
CITY OF VANCOUVER

OUR NUMBERS

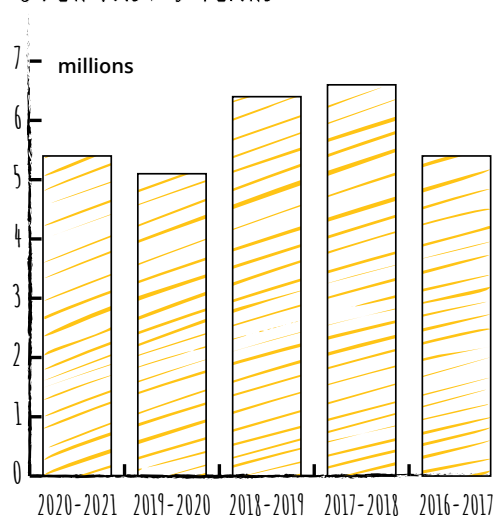
REVENUE



EXPENSES



OPERATING BUDGET OVER PAST 5 YEARS



STATEMENT OF OPERATIONS AND NET ASSETS	2021	2020
REVENUES		
Grants	5,302,965\$	4,672,914\$
Tuition	-	332,455\$
Donations	154,761\$	171,453\$
Interest	2,495\$	3,150\$
TOTAL REVENUE	5,460,221\$	5,179,972\$
EXPENSES		
Projects	4,728,554\$	4,423,188\$
Administrative and general expenses	705,426\$	703,330\$
Amortization of capital assets	14,120\$	13,746\$
TOTAL EXPENSES	5,448,101\$	5,140,264\$
Excess of revenues over expenses	12,120\$	39,708\$
Net assets, beginning of year	338,115\$	298,407\$
Net assets, end of year	350,235\$	338,115\$

ASSETS	2021	2020
CURRENT ASSETS		
Cash and cash equivalents	2,610,554\$	613,175\$
Short-term deposit	309,269\$	310,132\$
Accounts receivable	243,315\$	458,249\$
Prepaid expenses	48,721\$	33,315\$
Capital assets	30,375\$	24,452\$
TOTAL	3,242,234\$	1,439,323\$
LIABILITIES AND NET ASSETS		
Current liabilities	0\$	
Accounts payable and accrued liabilities	192,213\$	145,722\$
Deferred contributions	2,699,786\$	955,486\$
NET ASSETS		
Invested in capital assets	30,375\$	24,452\$
Restricted for endowment purposes	8,650\$	8,650\$
Unrestricted net assets	311,210\$	305,013\$
TOTAL	3,242,234\$	1,439,323\$

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

Staff

ADMINISTRATION

Odette McCarthy.....	Executive Director
Ariane Lagacé	Communications and Fundraising Assistant
Catalina Lomanto	Office Manager
Darla Fontus	Accounting Assistant
Laetitia Viard	Fund Development Officer
Laurence Bodjrenou	Communications and Community Officer
Leonardo Cardona	IT & Operations Manager
Selma Khedhaeir	Finance Director
Sylvia Agop	Financial Controller
Stephanie Nichols	Director of Communications and Development
Vivien Cotteureau	Administrative Assistant

EDUCATION

Amy Cooper	Knowledge Manager
Andrea Velghe.....	Education Specialist
Annie Pettigrew	Education Specialist
Catherine Farmer	Education Specialist
Daniel Roy.....	Senior Education Specialist
Dominique Guay	Education Specialist
Grace Skahan.....	Education Specialist
Hervé Boudou.....	Senior Education Specialist
Jean-Sébastien Vallée.....	Director of Education
Marie-Catherine Thouin	Education Specialist
Micheli Werner	Education Specialist
Nika Naimi	Education Specialist
Peter Dimitrakopoulos.....	Education Specialist
Sarah Lusthaus	Senior Education Specialist
Vincenza Nazzari	Director of Education

PROGRAMS

Amanda Siino	Program Officer, Canada
Angie Osachoff.....	Regional Program Manager, BC
Anne Delorme.....	Fund Director, ACTIF
Anne Sarah Côté	Program Officer, Canada
Ariane Duplessis	Program Officer, West Africa
Ayoub Souna	Finance Program Officer
Camilo Coral	Program Officer, Middle East & North Africa
Claire-Anse Saint-Éloi	Program Officer
Chris Bradley	Senior Program Officer, East Africa
Elise Voyer	Senior Program Officer, Haiti
Frederic Hareau	Director of Programs
Gerardo Ducos	Monitoring, Evaluation and Report Advisor
Grace Skahan	Program Assistant
Hayfa Ben Miloud	Program Officer, MENA
Hudson Michel	Program Officer, Haiti
Inara Klaise	Program Officer, IH RTP
Julia Falco	Senior Program Officer, ACTIF
Julie Kon Kam King	Director of Programs, Canada
Katie Corker	Programs Manager
Laura Martinez Lung	Program Officer, East Africa
Laurence Guénette	Program Officer, IH RTP
Libtad Benito Torres	Gender Advisor
Marie-Pierre Arseneault	Senior Program Officer, West Africa
Nadjet Bouda	Senior Program Officer, Middle East & North Africa
Natalia Sinuco	Program Officer, ACTIF
Philip Ackerman	Local Coordinator, Toronto
Ruth Morrison	Senior Program Officer, Canada
Sawsan Kanhouh	Program Officer, Middle East & North Africa
Taina Mueth	Youth Program Assistant
Taylor Morton	Program Officer, Canada
William Hamilton.....	Senior Finance Officer, ACTIF

OUR TEAM

2020-2021

BOARD OF DIRECTORS

Executive Committee

André Beaulieu
President
Erin Aylward
Vice-Chair, Programs
Myriam Lévert
Vice-Chair, Communications
Marc Girard
Treasurer
Inez Jabalpurwala
Secretary

Beverly Salomon
Darryl Yates
David Chemla
Drew Wawin
John T. Holmes
Karine Joizil
Katie Shaw
Krista Pawley
Marcel Forget
Randy Boissonault
Robert Yalden

VOLUNTEER COMMITTEE MEMBERS

Alaa Jarban
Ayman Al-Yassini
Fritz Junior Charles-Antoine
Isabelle Gilles
Lloyd Lipsett
Natasha Blanchet-Cohen
Rex Fyles
Ron Wigdor
Sebastien Gignac
Sizwe Inkingi
Tara Collins
Thomas Ledwell
Widia Larivière

INTERNS

Charles Antoine Leboeuf,
Emma Sitland, Ines Paschos,
Juliette Chesnel, Mandeep Dablehar,
Mathieu Lavault, Naomi Gélinas,
Samael Beaulieu



equitas

educate. empower. change.