



The intersection between learning and action



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Equitas acknowledges that its offices are located on the unceded Indigenous territories of the Kanien'kehá:ka (Mohawk), xwməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish) and səliłwətaʔt (Tsleil Waututh) First Nations.

We wish to express our gratitude to the caretakers of the lands and waters on which we are located, and, in so doing, remind ourselves of the history of oppression that is often forgotten or neglected.


To learn more, visit equitas.org/territorial-acknowledgement.


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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 equitas.org.

EQUITAS BY THE NUMBERS

1967: the year Equitas was founded

61 staff members

17 board members

6.6M\$ 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

1st edition of the new online training program Global Rights Connection

145 countries where human rights defenders participate in our programs

7 400 man rights defenders participated in our trainings

30 900 followers on social media

303 300 children and youth participated in our programs in Quebec

1 425 600 children and youth participated in our programs in Canada

4 474 000 people participated in our programs around the world



Moving Forward Through Human Rights Education

In communities where Equitas and partner organizations work hand in hand at the forefront of human rights education, tangible changes inspire hope for a world where peace, justice and dignity for all becomes a reality.

As societies become more polarized and we see the pandemic exacerbate divisiveness, Equitas continues to place dialogue at the heart of all its human rights work, whether in Canada or abroad, to create understanding and bridges where too few exist.

Human rights education is a way to prevent the temptation to withdraw into oneself and instead to open up to others and to difference. At Equitas, we believe more than ever that the way out of current crises and towards greater justice in the world will only be through a concerted dialogue between governments and civil society. Every day, partners witness the positive impacts of this dialogue on individuals and communities, and throughout this report, their testimonies highlight the important role of human rights education and the need to keep human rights at the center of public discourse and government action.

Human rights education remains a critical tool for human rights defenders and vulnerable groups facing overlapping

threats: natural disasters, socio-political upheavals, terrorism, systemic discrimination, massive migrations, food scarcity and degraded public governance. All throughout the year, rather than retreat, Equitas has worked with human rights defenders who are challenging entrenched social norms and engaging in peaceful struggle for the rights of others and for the rights of generations to come.

June 21st, 2021 marked a historic milestone in Canada's implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). The UNDRIP Act is Canada's first substantive step towards ensuring federal laws reflect the standards set out in UNDRIP. Much work remains to be done in Canada to build bridges with Indigenous communities and through the implementation of our Building Inclusive communities: An action guide for young people, Equitas with partners plays an active role in this regard.

Looking forward, we know human rights education will evolve to remain a powerful tool for human rights defenders. Equitas will be at the forefront of

practice integrating new approaches and strategies inspired by work done with and for partners. To share knowledge more widely and easily, Equitas launched an online database which includes resources that strengthen leadership, human rights movements, and human rights defenders' practice to engage and influence decision makers.

All this work and progress is only possible because of the generous support from funding partners such as Global Affairs Canada, Heritage Canada, British Columbia's Ministry of Education, the City of Montreal, the Quebec Ministry of International Relations and Francophonie and many corporations and individual donors. Our ability to impact the lives of millions of people around the world is propelled by steady support combined with the unique skills and unrelenting commitment of the Equitas team and board and that of partner organizations. As you will see in these pages, in its 55 years of history, Equitas has never had more relevance and forward momentum.



ANDRÉ BEAULIEU
Chair

André Beaulieu



ODETTE MCCARTHY
Executive Director

Odette McCarthy

Towards racial justice

The events of 2020 were a long overdue wake-up call for societies, not only in Canada but across the world, and highlighted how deeply engrained racist and colonial systems are. It raised acute awareness about how these systems violently impact folks who identify as Indigenous, Black, People of Colour, 2SLGBTQI+ and other marginalized groups.

Equitas is not immune to racism and other forms of oppression. Aiming to be a just organization calls

upon us to continuously look inward while also critically engaging in dialogue with others. We are hopeful for the change that we can continue to make together as a team and with partners. We will continue to share out our lessons learned, be transparent and accountable about our mistakes, and invite others to lean in to difficult conversations about racism and colonization. For more information on the actions taken, please visit equitas.org/moving-towards-racial-justice.



Partnerships that Strengthen Human Rights

- EQUITAS PRESENCE
- PEOPLE TRAINED BY EQUITAS
- PROJECTS FUNDED BY ACTIF

INTERNATIONAL

► ACT TOGETHER FOR INCLUSION FUND (ACTIF)

7 projects with 28 partners in 19 different countries received funding following our first call for proposals. These projects seek to advance the rights of LGBTQ2I people around the world by building innovative and sustainable solutions for refugees, for access to mental health services, or for economic empowerment.

► GLOBAL RIGHTS CONNECTION

The first edition of Equitas' newest online training program took place with 45 participants from over 28 countries. 96% of participants have completed the program successfully, from which 70% implemented an individual action plan within their communities to put their learnings in practice.

Canada

► Over 20 participatory workshops, training sessions and roundtables were organized to reinforce the ability of youth and partner youth organizations to act, as well as to amplify the impact of their projects and initiatives. Equitas supported 19 Community Action Projects across the country led by young people to build inclusive communities.

Haiti

- In partnership with GARR, 4 community forums brought together 250 people to discuss topics including women and girls' participation in decision-making spaces, the exclusion of girls with early pregnancies from school, and advancing the rights of women and girls living with a disability.
- A nation-wide training program was organized in partnership with Kouraj, bringing together 40 young leaders from 24 LGBTQI+ or ally organizations to explore the nuances of gender and sexuality and put different means into practice to promote and protect the rights of LGBTQI+ people in Haiti using a human rights-based approach.
- Thanks to the leadership of 36 human rights educators, 3 community forums on mining issues took place, bringing together 126 leaders from community organizations to discuss the impacts of the mining industry on human rights.

Burkina Faso

- Local committees organized community forums, each with a theatrical piece that addressed the public on gender equality issues, as well as an awareness-building radio campaign and a space for dialogue. 90 people attended these forums, including representatives from women's and youth organizations, public actors, local leaders, and other community organizations, to discuss solutions for improving women's participation in decision-making processes.

Senegal

- Equitas and its partners RADDHO, CLVF and RESEDHU successfully organized a coaching training session and a training cycle on a human rights-based approach with a gender-based perspective, exploring the topic of gender-based violence in educational settings. 16 people were trained, and subsequently led outreach and awareness-building actions in their communities.

East Africa

- Equitas worked with alumni partners to offer a two-week learning experience through National Training Sessions in Kenya, Tanzania and Uganda which brought together 47 participants working on a diverse range of issues including women's rights, LGBTQI rights, environmental rights and, children's rights.

Middle East and North Africa

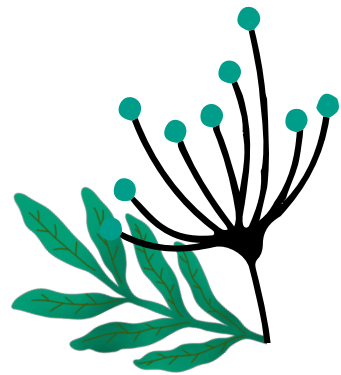
- **ÉGYPT:** In the context of a partnership with GIZ Egypt, important human rights tools were developed in collaboration with the Egyptian National Council for Human Rights to enable teachers to integrate human rights values into their classroom activities. A new project was also launched to support the Ministry of Social Solidarity and the Ministry of Youth and Sport in integrating a participatory human rights-based approach in their activities for young women and youth living with disabilities.
- **TUNISIA, MOROCCO:** With funding from the Ministère des Relations internationales et de la Francophonie, a new 3-year project was launched. Its goal is to promote gender equality through human rights education and it was implemented in partnership with TuMed, Association Voix du Sourd de Tunisie and the Association Marocaine des Droits de l'Homme.
- **ALGERIA:** More than 20 Algerian women from nine women's rights groups participated in online workshops and one-on-one coaching sessions designed to help them conduct a contextual analysis of human rights issues in their communities. They then decided to address sexual harassment and women's economic empowerment through community initiatives.

Tanzania

- Four community forums were organized by teams made up of community members and representatives of civil society organizations. The 160 participants discussed topics such as human rights, gender equality and myths and misconceptions related to sexual violence, and came up with key recommendations on how best to address the issue in their communities with community actions.

Kenya

- 17 women's rights and human rights organizations, and 5 duty-bearers were supported to collaborate on the advancement of women's participation in decision-making in their communities. After they identified current barriers women face to participation, they designed and implemented collaborative actions that promote women's right to participate in decision-making.



Working Side by Side to Advance Human Rights

Working in partnership is crucial to advancing human rights in communities both in Canada and around the world. Let us take a moment to reflect on the work that has been accomplished alongside our partner organizations, and to shine a light on the inspiring outcomes that have emerged, which inspire us to further our mission on a daily basis. Reflecting on our past work helps us deepen our exploration of the lessons we have learned over the years, which have helped us grow and improve in our work to advance human rights together.

In the following pages, we will present four major sections that examine this past year from different angles. In the first section, we will present the concrete impacts created in communities as a direct result of the year's activities. We will then explore the ripple effect that these impacts have

created: attitudes and skills that were reinforced within community members, who now lead their own actions to promote human rights. Lastly, you will find takeaways from our work in partnership and the reasons why we believe human rights education is so important.

These activities helped us learn more about our approaches to collaborative work with partner organizations, without whom we would not be able to carry out our human rights education work. For this reason, it is important that we take this space to reflect on what we have learned from this work in partnership and from how our partnerships have evolved over time. The work presented in this report was carried out alongside the many individuals within each of the organizations that we work with. You will find quotes from them throughout the following pages, expressing their perspectives on this past year of collaborative work.

Tangible Impacts in Communities

The human rights education work carried out by Equitas and its partner organizations, both in Canada and around the world, takes the form of different dialogue and training activities that bring together people in different communities. The heart of our work is creating spaces for learning, because human rights education is a transformative process that starts at the individual level before expanding to society at large. As such, it is the first step in the process of creating change in communities. Afterwards, organizations and individuals use their reinforced skills and learning experiences to come together and create the change they wish to see in their communities.

In Canada

Coordinated by our partner organization Motivaction Jeunesse, the Orion project brought together young refugees between the ages of 12 and 25 that were affiliated with 14 host organizations in Quebec. These youth met throughout the year to take part in discussion sessions and workshops, including some facilitated by Equitas, to develop their skills and leadership. A list of 27 recommendations was prepared based on participants' discussions and recommendations, which was presented to the Ministère de l'Immigration, de la Francisation et de l'Intégration du Québec, as well as to community members. These recommendations for strategies to increase inclusion and social participation among newly arrived young people were very well received by decision-makers, who committed to making these young peoples' suggestions a reality—from providing more appropriate boots for people arriving during the winter to ensuring that host societies recognize the resilience and skills of newcomers.



Community Action Projects have strengthened the participation of children and youth in building a more inclusive world for people without legal status. They have also addressed the current systemic racism and exclusion caused by our government and the institutions it funds, as well as created a space where migrant people lead and make decisions, and where our communities can imagine and work to build a city where we have power over the services and resources we need to live a life of dignity.

Co-founder, Vivimos Juntxs, Comemos Juntxs, Ontario, Canada

Partner Voices



FRÉDÉRIC PHILIPPE DIOUF

Our collaboration with Equitas helped us to considerably reinforce our abilities. We built a large pool of human rights educators that are now able to successfully lead human rights education activities and create meaningful change in their own communities and beyond.

Our collaboration helped us join in dialogue with all of the project's stakeholders and lay the groundwork for a partnership that can make progress in the battles we're waging, including against gender-based violence, particularly in educational settings. What's inspiring is the tangible character of all of our activities—how they're focused on reinforcing our communities' skills in terms of knowledge, approaches and tools. This helps communities become more equipped to analyze their own situations and contexts and to be actors for the change they want to see.

President, Réseau Sénégal pour l'Éducation aux Droits Humains (RESEDHU), project partner in Senegal

Partner Voices



CONSOLATA KINABO

It is important to create opportunities for dialogue on sexual violence for women, men, and leaders to discuss the social and cultural barriers that have prevented women and children from enjoying equal rights and opportunities and to explore possible strategies to address the situation within their capacities.

Project Coordinator, Tusonge Community Development Organisation, Tanzania

Partner Voices





LOUNA FRANÇOIS

By collaborating with Equitas, I learned about the trauma-informed approach and this helped me become a better facilitator. I was able to practice some of these teachings during a training session with people who had been victims of different forms of stigma, exclusion, and even violence. I was able to feel closer to my group and to be more empathetic. I also learned new techniques for online facilitation as well as some dynamics (little games to spur reflection) and new tips to help encourage participation in online meetings.

Independent Project Coordinator, Haiti

Partner
Voices

International

In Tanzania, spaces for dialogue were created in partnership with Tusonge, bringing together community members to address the issue of sexual violence and find solutions. These training sessions helped participants feel better prepared to plan and implement actions that would be adapted to their communities' circumstances.

Joyce Mwanga, Director of Women's Economic and Gender Support, joined the *Advancing Equality through Human Rights Education* project upon its inception in 2019. She has participated in a number of training sessions on the human rights-based approach over the years. With determination, she has put these teachings into practice by taking the initiative to bring other human rights organizations together in leading actions to fight sexual violence against women, girls and boys in the district of Meru. She organized a two-day gathering bringing together women, girls, young people, people living with a disability, survivors of violence, religious and traditional chiefs from the Maruvango neighbourhood to discuss women's rights and sexual violence, as well as the responsibility decision-makers have to implement legal structures to eradicate this violence.

With the help of coordinator Louna François in **Haiti**, the strategies employed during community forums helped reinforce inter-community collaboration between Jacmel, Gressier, La Victoire and Thomassique. After each community group had taken the time to reflect on different ways to improve gender equality, meaningful changes were observed. Knowledge and skill transfers took place between trainees and community coaches on topics like coordination,



facilitation and activities management, informing the ways human rights education can improve circumstances for the women and girls around them.

These forums inspired participants to organize and lead their own individual and collective initiatives to advance gender equality in their communities, including in schools, churches, neighbourhoods and their own families.

In the first edition of our new online training program **Global Rights Connection**, we were able to create learning opportunities for people living in 28 different countries, despite pandemic-related challenges. Participants had the opportunity to learn about Equitas' theory of change through a participatory approach in which they interacted and created connections online. Having already worked on a number of human rights-related issues through their own organizations, participants left the training better equipped to lead actions for social change. They also had the opportunity to implement individual action plans to defend human rights, developed as part of the training program.

Using the knowledge she gained from the program, one participant decided to make her individual action plan on empowering women who are burn survivors. This plan included creating human rights defence campaigns and promoting a gender-based approach. Her organization was able to organize eight mutual aid gatherings in their community, creating a safe space for women living with a burn-related disability to talk about their human rights and provide each other with the means to advocate for their rights with local authorities and the government.

CHARNEL TOUSSAINT

Equitas training sessions have opened our eyes to human rights values. Because they're led in Creole, the content is accessible to everyone, no matter what participants' literacy levels may be. After participating in several training sessions with Equitas as part of the Thriving Communities project, I was able, in my role as a radio presenter, to introduce a new radio show called "Rights and Responsibilities".

Whether it's on my show, in organizations, or in church groups that I frequent, I have become a promoter of human rights. I encourage Equitas to offer more training sessions on other topics that can reinforce our abilities and help our communities continue to thrive.

Community Journalist and
Thriving Communities project
participant, Haiti

Participant
Voices



Reinforcing Abilities and Attitudes to Inspire Change

MERCY MUKENI



The work we do enables people, especially marginalized groups, to live with dignity and to move towards accepting their worth as human beings and seeing others as human beings despite the differences between them. This work is also important because it gives meaning to my own life. I feel useful and part of the solution to the many challenges we face in Kenya and the world at large.

Advancing Equality Project Coordinator, Women's Empowerment Link, Kenya

Partner Voices

Human rights education also means building a universal culture of human rights among human rights defenders and decision-makers. We will only see a more just and equitable world if we develop values, attitudes and behaviours that respect human rights. The results we see after leading our human rights education work is clear: people leave these sessions transformed and feeling more equipped, skilled and confident about promoting human rights in their communities.

Our human rights education work goes beyond simply learning what human rights are and how they are protected: its objective is to educate and reinforce the skills that everyone understand their fundamental rights so that they can guarantee that these rights and those of others are protected. Being able to witness such a transformation helps us understand the scope of our work and find the inspiration we need to continue.

In Kenya, the knowledge, skills and attitudes that trainees learned during their training sessions, and their previous experience in implementing community actions, helped position them as human rights leaders and gender champions within their organizations. Many now say they have integrated a human rights-based approach with a gender perspective into their programs, procedures and policies to create organizational accountability and sustainability in advancing gender equality. For example, three women said they had introduced new ideas and measures for preventing and responding to sexual violence, harassment and discrimination within their organizations, drawing from the best practices that they were exposed to as part of the Advancing Equality project.



FAHD REZGUI

We have to talk about disabled, Deaf and mute people, as well as making information accessible for these communities. If we notice that a group of people have been left out, such as Deaf or mute people, I have to speak up. Every forum that I join online, I ask, "Where is the sign language?" The project has ended, but I started to do all of this on my own, I've now started advocating by myself.

Community Initiative Coordinator and former Rawabet Initiative participant, Tunisia

Participant Voices



Since the start of the **Advancing Equality through Human Rights Education** project, multiple projects have been initiated in Burkina Faso to foster the inclusion of marginalized people, such as women with low literacy. This year, the team was inspired by the transformations undertaken by some participants, who gained a great deal of self-confidence. Whether it was in their participation in training sessions, forums, community actions or local committees, we saw women who had previously been shy, including older women, stepping out of their comfort zones and speaking up to express themselves on issues related to women's participation in decision-making.

Many said that they felt braver and more motivated to encourage other women to speak out. For example, one participant in a forum at Houndé visited her neighbours the following morning to tell them about what she had learned and urge them to get involved and participate in decision-making. Another participant in a community action decided to present herself as a candidate in a municipal election. Today, she represents feminist organizations in her region as part of the special delegation that has supported the transition following last January's coup d'état—a prime example of the real transformative power of human rights education!

WINSOFAN MATURIN AUGUSTIN SOME



Equitas has learned from us that it is possible to work under pressure and still have good results. It was through our teamwork that we were able to reach our goal. The human rights work that we do is important for considering everyone's opinions and sensitivities.

Primary Facilitator at the Boutique de droits de Houndé, Mouvement burkinabè des droits de l'Homme et des peuples (MBDHP), Burkina Faso

Partner Voices




Takeaways from our Work in Partnership

Community members are in the best position to define the social change that they wish to see take place. They are the ones who understand the context in which they live, the human rights issues that must be addressed in first priority, and the best ways to accomplish that. As a learning organization, Equitas' role is to facilitate knowledge transfers and strengthen the network of human rights defenders. We must also play an active role in shifting power dynamics between Equitas and partner organizations and program participants. Our work together must seek to amplify and make use of the knowledge and practices in human rights education that are generated in countries in the Global South and in marginalized communities in Canada.

Over 20 partner organizations in **Canada** participated in an online workshop on human rights education as an intersectional anti-racism tool. This activity, complemented by educational

tools and discussions, helped both Equitas and our partners reflect on concrete ways to apply a human rights-based approach to fight against racial discrimination in our organizations' programs, practices and policies.

Some of this activity's most profound outcomes were in the mutual lessons we learned from one another. Not only did the tools and discussion spaces help partners share strategies for building more inclusive communities, but these conversations served as a springboard to help us collectively imagine new ways to fight against racism and discrimination. As these conversations were rooted in questions of intersectionality, identity and analyzing our inherent prejudices, participants, including Equitas staff, were able to reflect more deeply on the origins of racism at individual, institutional, and systemic levels, and examine how they interact with one another.



“This type of dialogue is crucial in helping us unlearn... (or deconstruct the false narratives that we have absorbed) so that we can relearn to identify and dismantle discriminatory policies and practices.

Participant Voices

Partner who participated in the “Human Rights Education as an Intersectional Anti-Racism Toola” training session, Canada

FATOU BINTOU THIOUNE

“Equitas needs us to understand the sociocultural context in our country. We also clarify certain concepts that exist in local languages. What is inspiring about the work we do, aside from working in a participatory approach, is the mutual trust that exists between our organizations, which helps us fight more effectively against inequality.

Coordinator for the Advancing Equality project, Rencontre Africaine pour la Défense des Droits de l'Homme (RADDHO), Senegal

Partner Voices

The new **Pathways to Racial Justice** project follows this same line of thought and action on the subject of anti-racism. An initiative from the Ministry of Education in British Columbia, this project is designed to support the implementation of the ministry's anti-racism action plan from kindergarten to grade 12. In this context, Equitas is working in close collaboration with partners in the educational sector and in the community, school districts, and the ministry, providing advice, leadership and support to eliminate systemic obstacles to racial justice.

The **Haitian population** was hit hard by several events over the past year, and this is especially true for LGBTQI+ individuals. In the days following the August 14, 2021 earthquake, Kouraj, our partner in the Young Leaders for Equality project, noted that the marginalization of LGBTQI+ individuals had worsened. As such, it became urgent for Equitas and Kouraj to take proactive steps and be agile as we continued supporting the community in this new context. The first series of community initiatives planned for the project was reoriented towards organizational outreach and engaging young LGBTQI+ people and allies in post-earthquake community support. We held a virtual consultation with partner organizations in order to develop a clear picture of the situation and jointly reflect on strategies and activities to implement. After that, we launched a call to LGBTQI+ organizations to invite them to submit requests for support that fell under the project's objectives. Six initiatives were selected. Kouraj, with support from Equitas, provided training sessions on the fundamentals of human rights education to the selected organizations and supported them in planning and carrying out initiatives for change.

GÉRALDINE CLERMENCEAU

“With Equitas and its teams' professionalism, practical knowledge and effective tools, I learned about how important it is to keep fighting for the respect of human rights. The trust, communication and shared understanding between us, which extend beyond our partnership, is inspiring. We understand one another and support one another with a great deal of respect.

The work that we do together is very important because it helps me see rights as more than just something we talk about—it's a learning process that helps us treat people equally and accept them as they are.

Administrative Director and Project Coordinator, Kouraj, Haiti

Partner Voices




Looking to the Future in a World in Constant Evolution

Our work in the **Middle East and North Africa** region underwent a transition over the past year as the Rawabet Initiative, which took place from 2017 to 2021 in Tunisia, Jordan, Egypt and Morocco, came to an end. This year, drawing from this experience, Equitas developed a guide containing best practices that were implemented and used for and by participants on how technology can be used to promote democratic participation and human rights in the region.

Building off the results of Rawabet and thanks to support from the Ministère des Relations internationales et de la Francophonie, we have continued our collaboration with our partners in Tunisia and Morocco to integrate the human rights-based approach in their community actions to advance the rights of women. These partners are involved during every step of the program that aims to advance the rights of women in Tunisia and Morocco, from identifying needs and developing training tools to the implementation of community actions.

Act Together for Inclusion Fund

The Act Together for Inclusion Fund (ACTIF), in collaboration with Dignity Network Canada, continues to make progress, and as our partnership grows in strength, so does the Fund's structure. After a successful first round of funding, the second call for proposals, Building Solidarity, was launched this winter. In an effort to be as accessible as possible, the call was accompanied by a series of webinars designed to facilitate the project creation process and access to funds, by providing technical support to applicant organizations. We have seen that connections have been strengthened between Fund partner organizations as well, through the creation of communities of practice, in addition to the organization of joint events. Using a feminist, decolonial and innovative approach to financing, ACTIF seeks to transform power dynamics to build solidarity between LGBTQ2I movements in the Global South and in Canada to advance the human rights of lesbian, gay, bisexual, trans, queer, 2-spirited, and intersex people (LGBTQ2I) around the world.



Our collaboration with Equitas provides us with support and helps us instill respect for the fundamental rights of women to safety, freedom, dignity and health. We aspire towards a better future in which women feel equal to men, in which they are to benefit from their rights both in society and in their families, and accomplish their work, secure in their position as full members of society. They will raise their future children to build a better world.

Partner organization,
Algeria

Partner
Voices



DOUG KERR
This past year saw the evolution of our partnership with Equitas to launch the Act Together for Inclusion Fund. Eight of our members are now supported via the fund to work in partnership with organizations around the globe working to advance LGBTIQ human rights. It has been an exciting journey as we develop this new funding model, exploring ways to create solidarity between our communities here in Canada and internationally.

Executive Director, Dignity Network Canada

Partner
Voices



Human Rights Education is for Everyone


Human rights education plays an essential role in its concrete impacts on the lives of people that interact with it, both educators and defenders as well as community members. Each human being has the right to live with dignity and must know and recognize their value. As you have seen in the previous pages, human rights education is a transformative process for everyone involved, one that creates exponential outcomes as each person takes in knowledge and shares it with others.

To help make this education even more accessible and support this work for social change, we created a database containing a collection of resources drawn from a vast practice of collaborative human rights education. In collaboration with partners throughout the world, the resources included in this database seek to reinforce leadership for the advancement of human rights in terms of gender equality and community life, to reinforce human rights movements, and to improve the practices of human rights educators in order to reach and influence decision-makers.

The database includes over a hundred publications, of which over a dozen were published this year alone. All of these resources can be adapted and used in any educator's practice.



CINDY BLACKSTOCK



What gives me hope is actually seeing a generation of children growing up, learning about human rights, but more importantly, understanding how they can peacefully and respectfully stand up for human rights.

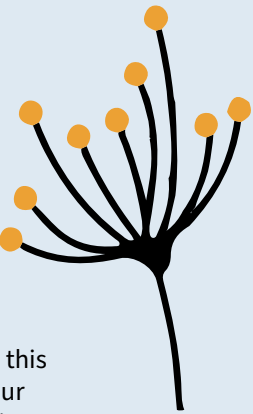
EquiTalks Panelist and Executive Director of the First Nations Child and Family Caring Society of Canada



Equitas also makes its human rights education accessible to all through its annual **EquiTalks** event. This year's event, held in the spring with the theme of Heart, Humanity, and Defending Human Rights, included an inspiring panel discussion with Mary Lawlor, the UN Special Rapporteur on the situation of human rights defenders. With panelists who work to advance and protect human rights in Canada and around the world, this dialogue on how human rights defenders are working for social change assembled over 200 people from 47 different countries. This event helped raise the voices of various human rights defenders and support participants' interest in defending human rights as a daily practice.



Standing Together to Defend Human Rights



Human rights education is at the heart of social change and Equitas cannot accomplish this essential work without the solid support of the people and organizations who share our commitment to helping our communities become more inclusive. Thanks to our funding partners, sponsors and donors, we are able to continue our work and have a concrete impact on the lives of people who interact with Equitas.

The quotes on the previous pages bear witness to the extent to which these peoples' lives have been changed, their skills reinforced, and their confidence bolstered. By providing Equitas with the means to offer training sessions, support, activities and workshops promoting human rights, equality and inclusion, you are helping us create positive impacts in marginalized communities. This work cannot be done alone—we are supported by a movement for social justice, and it is only by giving a voice to the most people possible that our message can be heard loud and clear.

Let us extend our sincere thanks to our loyal donors, sponsors and partners for their continued commitment to supporting sustainable change. Your decision to support us means you are a human rights defender, too!

Thank you for supporting Equitas and human rights education! ●

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- ~ Robert Yalden et Pearl Eliadis
- ~ Tamara Zimmerman
- ~ United Way of the Lower Mainland
- ~ Université Concordia
- ~ Université McGill

OUR PARTNERS

- ~ Association Femmes Soleil d'Haïti (AFASDA)
- ~ Association marocaine des droits humains
- ~ Association voix du sourd de Tunisie
- ~ 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
- ~ Groupe d'appui aux rapatriés et réfugiés
- ~ Haut-Commissariat des Nations-Unies aux droits de l'homme
- ~ Kouraj
- ~ Mouvement burkinabé des droits de l'homme et des peuples (MBDHP)
- ~ National Council for Human Rights Egypt
- ~ Partenaires pour la citoyenneté engagée
- ~ Rencontre africaine pour la défense de droits de l'Homme (RADDHO)
- ~ Réseau Dignité Canada
- ~ 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, S4 Collective, Vivimos Juntxs Comemos Juntxs, Watari, Place Maillardville Community Centre, Maison d'Haïti, Montréal Autochtone. For a more detailed list of our partners in Canada, visit our website.

OUR SPONSORS

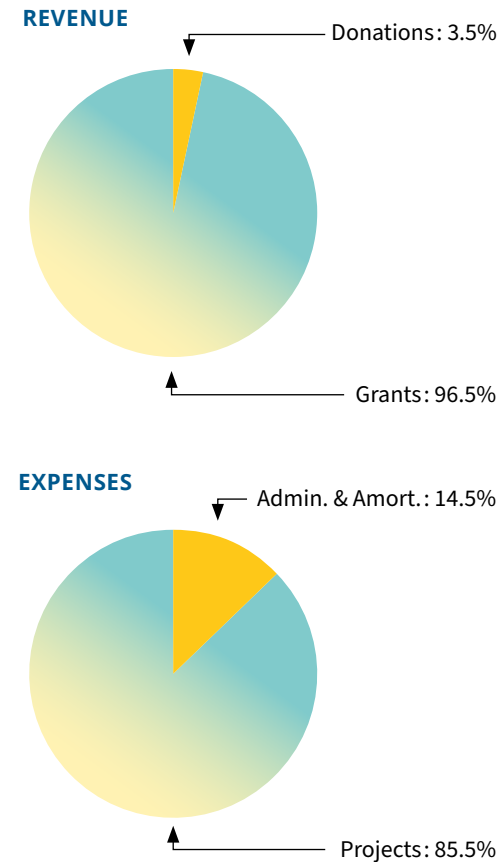


OUR GOVERNMENT PARTNERS

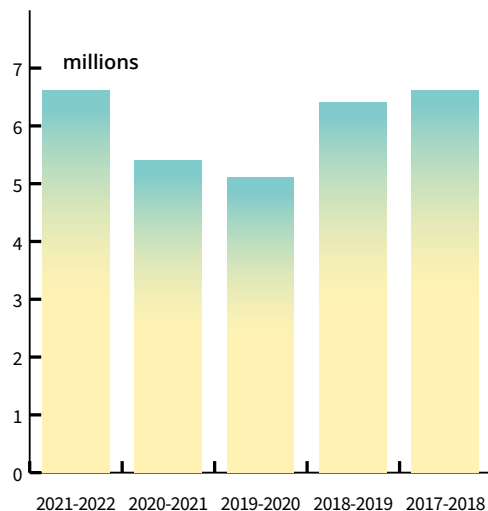


Our projects are financially supported by the Government of Canada through **Global Affairs Canada, Canadian Heritage** and **Service Canada**.

Our numbers



Operating budget over past five years



STATEMENT OF OPERATIONS AND NET ASSETS	2022	2021
REVENUES		
Grants	\$6,344,633	\$5,302,965
Donations	\$228,337	\$154,761
Interest	\$945	\$2,495
TOTAL REVENUE	\$6,573,915	\$5,460,221
EXPENSES		
Projects	\$5,612,573	\$4,728,554
Administrative and general expenses	\$925,802	\$705,427
Amortization of capital assets	\$20,780	\$14,120
TOTAL EXPENSES	\$6,559,155	\$5,448,101
Excess of revenues over expenses	\$14,760	\$12,120
Net assets, beginning of year	\$350,235	\$338,115
Net assets, end of year	\$364,995	\$350,235
ASSETS	2022	2021
CURRENT ASSETS		
Cash and cash equivalents	\$4,011,899	\$2,610,554
Short-term deposit	\$310,101	\$309,269
Accounts receivable	\$798,929	\$243,315
Prepaid expenses	\$33,499	\$48,721
Capital assets	\$40,917	\$30,375
TOTAL	\$5,195,345	\$3,242,234
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$285,036	\$192,213
Deferred contributions	\$4,545,314	\$2,699,786
NET ASSETS		
Invested in capital assets	\$40,917	\$30,375
Restricted for sendowment purposes	\$8,650	\$8,650
Unrestricted net assets	\$315,428	\$311,210
TOTAL	\$5,195,345	\$3,242,234

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	
Armella Mukorako	Senior Manager, People and Culture	
Catalina Lomanto	Office Manager, People and culture	
Darla Fontus	Accounting Assistant	
Dirceu Machado.....	IT & Operations Manager	
Laetitia Viard.....	Fund Development Officer	
Laurence Bodjrenou.....	Communications and Community Officer	
Leonardo Cardona.....	IT & Operations Manager	
Selma Khedhaier	Finance Director	
Stephanie Nichols	Director of Communications and Development	
Tarina Boyer Jean.....	Communications and development coordinator	
EDUCATION		
Amrita Kauldher	Education Specialist	
Amy Cooper	Knowledge Manager	
Andrea Velghe.....	Education Specialist	
Annie Pettigrew	Education Specialist	
Catherine Farmer	Education Specialist	
Daniel Roy.....	Senior Education Specialist	
Diane Tzovanis.....	Senior Education Specialist	
Ernst Mathurin	Education Specialist	
Grace Skahan.....	Education Specialist	
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Jean-Sébastien Vallée	Director of Education	
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Laurence Bourcheix Laporte.....	Education Specialist	
Marie-Catherine Thouin	Education Specialist	
Mai Salah	Education Specialist	
Micheli Werner.....	Education Specialist	
Nika Naimi	Education Specialist	
Peter Dimitrakopoulos	Education Specialist	
Reanne Bremner.....	Education Specialist	
Sarah Lusthaus	Senior Education Specialist	
Steve Tiwa Fomekong.....	Senior Education Specialist	
PROGRAMS		
Alexandra Mitsidou.....	Program Manager, Canada	
Angie Osachoff.....	Regional Program Manager, BC	
Anne Delorme.....	Fund Director, ACTIF	
Anne Sarah Côté	Program Officer, Canada	
Ariane Duplessis	Program Officer, West Africa	
Ayoubu Souna.....	Finance Program Officer	
Caroline Iliescu	Logistic coordinator	
Claire-Anse Saint-Éloi.....	Program Officer, Haiti	
Chris Bradley	Senior Program Officer, East Africa	
Dennis Molina.....	Program Officer, IH RTP	
Deon Mejri.....	Senior Fund Officer, ACTIF	
Elise Voyer.....	Senior Program Officer	
Elom K. Ezuho.....	Senior Program Officer, Haiti	
Émilie-Jane Allard-Côté	Program Officer, Haiti	
Frederic Hareau	Director of Programs	
Gerardo Ducos	Monitoring, Evaluation and Report Advisor	
Hudson Michel.....	Program Officer, Haiti	
Helena Arroyo.....	Logistic coordinator	
Julie Kon Kam King	Director of Programs, Canada	
Katie Corker	Directors of Programs	
Laura Martinez Lung.....	Program Officer, East Africa	
Laurence Guénette	Program Officer, IH RTP	
Libertad Benito Torres	Gender Advisor	
Marie-Line Sarrazin	Program Officer, Canada	
Marie-Pierre Arseneault	Senior Program Officer, West Africa	
Nadjet Bouda.....	Senior Program Officer, Middle East & North Africa	
Nazik El Yaalaoui.....	Senior Program Advisor	
Philip Ackerman	Local Coordinator, Toronto	
Rania Derbel	Regional Coordinator, Middle East & North Africa	
Ruth Morrison.....	Senior Program Officer, Canada	
Sawsan Kanhoush.....	Program Officer, Middle East & North Africa	
Taylor Morton	Program Officer, Canada	
Vivien Cottureau	Fund Officer, ACTIF	
William Hamilton.....	Senior Finance Officer, ACTIF	

Our team 2021-2022

EXECUTIVE COMMITTEE

Board of Directors

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Erin Aylward Vice-Chair, Programs
Myriam Lévert Vice-Chair, Communications
Marc Girard Treasurer
Inez Jabalpurwala Secretary
Beverly Salomon Bushra Ebadi Darryl Yates David Chemla Drew Wawin Jillian Stirk Karine Joizil Katie Shaw Krista Pawley Marcel Forget Remzi Cej Robert Yalden

VOLONTEER COMMITTEE MEMBERS

Ayman Al-Yassini The late, Fritz Junior Charles-Antoine Isabelle Gilles Natasha Blanchet-Cohen Rex Fyles Ron Wigdor Sizwe Inkingi Thomas Ledwell Widia Larivière
--


INTERNS

Aissatou Balde, Brenda Garcia, Caroline Iliescu, Chrys Saget-Richard, Diane Zittel, Emma Sitland, Govindi Dyal, Ines Pachos, Maxiene Ceril, Myles Browne, Reanne Bemner, Sasha Masabanda, Veronica-Ann Della Foresta
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