

Humanity, United by Human Rights

Annual Report 2023-2024



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



Support social change by donating to Equitas today!

equitas.org

Head Office

📍 Sherbrooke W., Suite 1100
Montreal, Quebec, Canada H3A 1E7

☎ 514 954-0382

✉ info@equitas.org

Regional Office

📍 312 Main Street, Suite 213
Vancouver, British Columbia

☎ 604 876-4881

✉ bcoffice@equitas.org

Follow us

[facebook/equitas](https://facebook.com/equitas)

[instagram/equitas_human_rights](https://instagram.com/equitas_human_rights)

x.com/equitasintl

[in /Equitas-International Centre for Human Rights Education](https://www.linkedin.com/company/equitas-international-centre-for-human-rights-education)

Equitas acknowledges that its offices are located on the unceded Indigenous territories of the **Kanien'kehá:ka** (Mohawk), **xwməθkwəy̓əm** (Musqueam), **Skwx̱wú7mesh** (Squamish) and **səlilwətaʔt** (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.

Do you know what unceded land you are on?

Visit native-land.ca to find out.

Chair and Executive Director message

As we look back on the past year, it is essential to acknowledge both the progress made and the challenges faced in our global pursuit of equality and protection of human rights. Equitas' work was marked by opening significant spaces for constructive and safe dialogue, enabling civil society, in many parts of the world, to voice concerns and advocate for change. Despite these steps forward, we continue to observe a concerning trend: the shrinking of such spaces in too many countries, undermining the fundamental values of democracy and human rights.

We witnessed a disturbing rise in coordinated movements throughout the world to fight against gender equality. Despite decades of progress, regressive ideologies threaten to erode the hard-fought gains for women and sexual minorities globally. Our commitment to advancing gender equality remains unwavering and we will tackle the challenges ahead with concerted efforts and dedication.

Additionally, we witnessed the exacerbation of conflicts, populations' vulnerability and social pressures due to climate change and growing numbers of forcibly displaced communities. These crises highlight the ultimate interconnectedness of human rights, environmental justice, and sustainable development. Addressing these complex challenges requires holistic approaches and durable collaboration across sectors.

In the face of these adversities, we extend our deepest gratitude to the donors and funders who continue to support our efforts in promoting human rights education and advocacy. Your contributions are indispensable in sustaining Equitas' mission and amplifying its impact in hundreds of communities on four continents.

In times of increased divisiveness and polarization, the power of human rights education shines as a beacon of hope. It serves as a bridge, transcending differences, and uniting us around the common ground of the universality of human rights. This is concretely what Equitas achieved with hundreds of partners and collaborators across the world.

2023 saw a standout achievement: the successful execution of Advancing Equality through Human Rights Education, a five-year initiative, generously supported by Global Affairs Canada, to advance gender equality. This initiative has made a tangible and lasting difference in communities worldwide, empowering individuals and nurturing inclusive societies. Equitas is thrilled with the outcomes and remains steadfast in our commitment, alongside key partners, to further build upon this impactful foundation in the years ahead.

Furthermore, Equitas is proud to count 15 ongoing projects under the Act Together for Inclusion Fund (ACTIF) for a total of 5.1 million \$, aimed at supporting LGBTQI+ organizations globally. These initiatives seek to address the unique challenges faced by LGBTQI+ communities and promote their rights and well-being on a global scale in more than 20 countries.

In Canada, Equitas delivered impactful anti-discrimination and anti-racist youth-centered programs, tackling systemic inequalities head-on in 78 communities. These initiatives are crucial steps toward fostering more equitable communities where young people, regardless of race, ethnicity, or background, can make their voice heard.

As we forge ahead, our dedication to championing human rights, equality, and justice is steadfast. Despite formidable challenges, our determination is fiercer than ever. With your ongoing support and collaboration, we remain resolute to Equitas' mission to pave the way for a fairer and more equitable world for future generations.



A handwritten signature in black ink that reads "André Beaulieu".

André Beaulieu,
Chair



A handwritten signature in black ink that reads "Odette McCarthy".

Odette McCarthy,
Executive Director

- Presence of Equitas and Partners
- Participants in our Trainings
- Projects funded through the ACTIF Fund

Where We Work

International

- Act Together for Inclusion Fund (ACTIF)**

The Fund supports projects that strengthen the respect, protection and fulfillment of the human rights of LGBTQI+ persons throughout the world. Introduced by Equitas and Dignity Network Canada, the Fund made it possible for 14 projects to be implemented in over 20 countries, through partnerships between 13 Canadian organizations and 30 organizations in the Global South.
- International Human Rights Training Program (IH RTP)**

The Program's 41st edition took place in June 2023, bringing over 100 human rights defenders to Montréal for three weeks of learning about human rights. Participants came from over 50 different countries, leaving the program with greater confidence in their ability to put what they learned into practice and develop educational activities about human rights.
- Regional Human Rights Training Session in West Africa (SRFDH)**

The 7th edition of the Regional Human Rights Training Session took place in November 2023, in Senegal, bringing together a diverse group of over 40 human rights defenders from 11 countries: Benin, Burkina Faso, Cameroon, Côte d'Ivoire, Guinea, Madagascar, Mali, DRC, Rwanda, Senegal, and Togo.

Canada 🇨🇦

- The fight against racism through human rights education was a priority in our activities this year. In response to issues identified by 150 of our partners, Equitas organized an anti-racism summit for anti-racist K-12 educators in British Columbia. We worked alongside schools in implementing a human-rights-based approach, encouraging youth to use art to combat racism and creating a dialogue between youth and decision-makers on these issues.

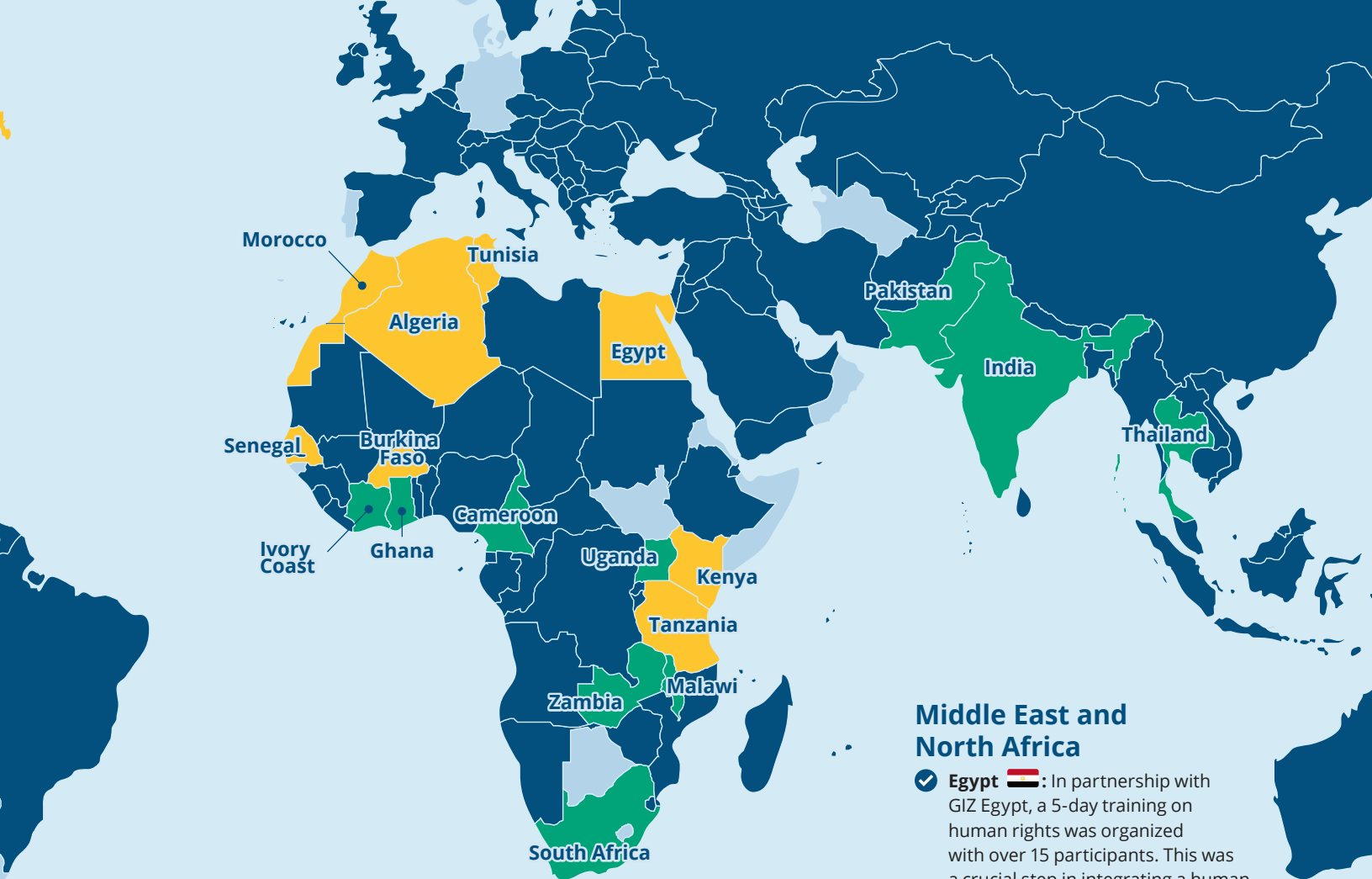


Haiti 🇧🇩

- AFASDA and Equitas supported organizations that defend the rights of women and advocate for people in positions of power to support participation from women and girls in decision-making processes. A learning event was organized to foster engagement with human rights and gender equality, and to develop strategies that are adapted to a context of significant insecurity and vulnerability.
- Working alongside CFEDEC, members of Haitian communities are concluding a process to define their own vision of development for their community. This solution provides a sustainable alternative to development initiatives that focus on mining, and that, instead, promote approaches that are respectful of the environment and local needs.

Senegal 🇸🇳

- Autonomously organized trainings were led by locals who had been recruited during the project's early years. These trainings demonstrated how our human rights-based approach has been adopted by individuals, who are not only passionate in promoting gender equality but also capable of sharing what they have learned with a critical mass of 50 other people who have now taken up the fight.



Burkina Faso

- ✓ Our collaboration with the MBDHP encouraged gender equality and increased women's participation in local decision-making structures. Out of 70 women who attended the training, over one-third joined decision-making structures that previously lacked significant representation for women, including city management committees, chambers of commerce and school boards. Two new coalitions of over 40 women's organizations were created to promote women's participation in decision-making.

Guinea

- ✓ En collaboration avec UPA Développement International et la Chaire de recherche du Canada en économie écologique de l'Université du Québec en Outaouais, Equitas a participé au développement et au lancement du projet « Femmes Pro-Forêts », un projet d'adaptation aux changements climatiques en faveur des femmes, des jeunes femmes et de leurs familles dans le Parc national du Moyen-Bafing.

Kenya

- ✓ Key strides were made in promoting gender equality and women's participation in local decision-making structures. A dozen people in positions of power and 12 women's organizations participated in training sessions on the human rights-based approach, jointly organized by Women's Empowerment Link and Equitas. A policy dialogue resulted in the creation of guidelines to strengthen women's participation in local structures.

Tanzania

- ✓ With the goal of increasing inclusivity in local government structures' decision-making, Equitas and TUSONGE collaborated with women's organizations and local decision-makers on a sustainability strategy that would guarantee results for the "Advancing Equality" project. This initiative seeks to increase active and continued participation from women and children to ensure a more representative and equitable local governance.

Middle East and North Africa

- ✓ **Egypt** : In partnership with GIZ Egypt, a 5-day training on human rights was organized with over 15 participants. This was a crucial step in integrating a human rights-based approach into the activities of the Egyptian Ministry of Social Solidarity. This training helped participants understand and integrate this approach into their work, with an emphasis on promoting gender equality.
- ✓ **Tunisia and Morocco**  : The "Equality for Change" program came to a successful conclusion, after two years of collaboration with 9 local partners. Participants shared their testimonials of personal and professional transformation during the final evaluation workshop, illustrating the concrete impacts the program has had on their lives and community engagement.
- ✓ **Algeria** : Community initiatives seeking to fight against the inequality experienced by marginalized women took concrete actions to obtain engagement from decision-makers. Among these initiatives were; a campaign to integrate women into a village committee, an agreement to demystify biases about student mental health, and a counseling group for women who are victims of violence.



Article 1

All human beings are born free and equal in dignity and rights

From Division to Dialogue

Every human being should be able to benefit from the same fundamental rights and be treated equally, without discrimination.

Despite the guarantees made in the United Nations' Universal Declaration of Human Rights, millions of people in Canada and around the world suffer injustices on a daily basis. It is essential that the human rights of each individual be respected, regardless of their skin colour, background, gender, language, religion, gender identity, sexual orientation, physical ability, social status or other criteria.

Divisions on human rights issues only continue to grow, such as the right to express oneself without fear of reprisals, the right of women to their own bodily autonomy, the right of 2SLGBTQI+ people to live in safety and the right of minorities to participate in democratic processes, to name only a few.

And yet, everyone is part of the same grand community: humanity.

In the face of forces that would divide us, human rights remind us of how human beings are interconnected. Learning about human rights and their values is a universal practice that conveys a shared language. Everyone can become an actor for change by learning about their rights and those of others, and thus contribute to eliminating injustices.



PARTNER VOICES

“Democracy and the protection of human rights are achieved through action. We need to go beyond words. We need to go beyond simply sitting back and seeing how things evolve.

We need to act to change the status quo.”

– **Maiwand Rahyab**,
Founder and CEO of Resilient Societies and panelist at EquiTalks

📍 Canada



How can we transform division into dialogue?

During the EquiTalks panel discussion in February 2024, five human rights defenders from different backgrounds, including Myrlande Pierre, Vice-President of the Commission des droits de la personne et des droits de la jeunesse du Québec, sought to answer this question. Their conclusion was clear: human rights education is a powerful tool that fosters openness and tolerance, helping us create connections between people and encourage constructive dialogue.





Article 26

Right to education

Forums for Conversations that Catalyze Equality

People cannot defend their rights unless they know what they are. This is why human rights education is so essential. It's an ongoing process through which we can drive change via learning about our rights and those of others, which will help us lay the foundations for a more egalitarian society.

Human rights education is a universal and dynamic process.

After a 4-year hiatus, Equitas held the 41st edition of our International Human Rights Training Program (IH RTP). Over 100 human rights defenders from 45 countries gathered for an intensive training program in Montréal (Tiohtiá:ke). This training fostered conversations about contexts of human rights violations and helped create profound human connections around participants' shared values of respect, equality and non-discrimination.

Each participant contributed their respective experiences and deepened their understanding of human rights, learning how to teach them and implement concrete actions to advance them. This is the multiplier effect of human rights education in action: learning, and then taking this knowledge to build the skills of our community members, so they can defend their own rights and those of others.



COMMUNITY MEMBER VOICES

"The program also highlighted the importance of empathy and active listening in advancing human rights. It reminded me of how powerful dialogue and comprehension are in fostering positive change. I'm motivated to take part in constructive conversations and defy discriminatory attitudes whenever I come across them. [...]"

– Participant at the 41st edition of IH RTP

📍 Bangladesh



This same objective of creating strong bonds was at work in West Africa, where the 7th edition of the Regional Human Rights Training Session took place.

Bringing together over 40 human rights defenders from 11 different countries in the region, the training was enriched by the diversity of its participants' identities. This diversity brought an additional layer of depth to the discussions on human rights education, gender equality and the principles of non-discrimination and respect, which were actively implemented by all present.

Participants brought their new knowledge to the other members of their organization, providing additional support to their work of defending human rights in challenging contexts. Through actions like implementing trainings on regional tools for human rights or on key notions of gender equality, steps were taken to fight back against the shrinking of civil spaces.

All of these opportunities for learning were made possible thanks to collaborations with local partner organizations, which helped ensure that they were relevant to each specific context.

At Equitas, we are committed to evolving our practice, learning, and questioning ourselves.

Social change does not happen in a vacuum: Equitas invited over 30 of our long-term partners for a five-day International Learning Event . Representing different regions around the world, we came together to question ourselves and prepare for the future of human rights education to ensure that it remains relevant in a world struggling with geopolitical unrest and waves of crises. This gave us the opportunity to identify new ways of co-constructing partnership and to find innovative solutions to engage in dialogue with groups that may not necessarily share our human rights values. It is through dialogue that we can build bridges and clear the way to social justice.

COMMUNITY MEMBER VOICES



“Human rights education—by which I mean, a process that strives to empower individuals and communities by bringing knowledge and a deep understanding of the norms, principles and values related to human rights—is very important for living together in harmony and building peace.”

– Dr Justine Françoise Houzanmè,
Participant at the 2023 Regional Human Rights Training Session in West Africa, representing the Centre d’Aide et de Lutte contre les Agressions Sexuelles

📍 Benin



Article 21

Right to participate elections

Women Speaking Up

All women—whether mothers, daughters, sisters, or friends—should enjoy the same rights as men.

And yet, women remain under-represented at every level of decision-making power, despite the guarantees of the Universal Declaration of Human Rights that every human has the right to participate in democratic processes.

Equitas collaborates with local organizations to provide activities that build communities' power, leadership and capacity to defend the rights of every person and thus, advance gender equality.

In Kenya, the impacts of the “Advancing Equality” project, led in partnership with Women’s Empowerment Link, were clear. Organizations that defend women’s rights as well as human rights defence organizations worked hand in hand to advance gender equality. The activities that were organized promoted a culture of inclusion for women throughout the community. Having gained recognition and appreciation, they are now seen as leaders and active participants in decision-making processes.

The result? Women’s participation in decision-making has increased significantly, and more women hold leadership roles in their villages. This evolution is a testament to tangible change in social norms: men are committing to making room for women to engage in meaningful ways.

In Haiti, women who participated in the training on gender equality and the human rights-based approach organized by Equitas and Asosiyasyon Fanm Solèy Dayiti (AFASDA) also saw the value of their leadership skills within their community. Bolstered by the knowledge they gained on human rights and gender equality, they now have the confidence they need to express themselves on these topics. They now act as spokespeople for gender equality and the right of women and girls to participate in decision-making spaces.



PARTNER VOICES



"The best ways to create equitable, egalitarian social change in which everyone can have full enjoyment of their rights are through continual education on human rights values and promotion of the Universal

Declaration of Human Rights."

– **Mathieu Jules**, Partner in the "Advancing Equality" project, AFASDA

📍 Haiti

COMMUNITY MEMBER VOICES



"Thanks to these trainings, community members—especially poorer women—developed the confidence they needed to participate in decision-making platforms for governance. They were able to rediscover the power

within them and the voices they had been stifling."

– **Vincent Tanui**, Participant in the "Advancing Equality" project, Centre for Enhancing Democracy and Good Governance

📍 Kenya

They have even been asked by other organizations and schools to lead trainings or conferences on women's rights and the importance of their participation in decision-making spaces to ensure that their voices are heard. What a resounding success!

In Guinea, Equitas is a proud partner of the new "Femme Pro-Forêts" (*Women Pro-Forest*) project, which seeks to increase women and their families' ability to adapt to climate change.

The consequences of climate change, such as increases in droughts and flooding, affect access to natural resources and lead to reduced agricultural yields. Women in rural contexts are disproportionately affected by this reality, as their subsistence depends on agriculture and access to water.

They also play a central role in increasing their communities' resilience in the face of these changes.

But for this to be possible, the rights of women must first be recognized and respected in their communities. To discuss these challenges and possible solutions, a group of over 20 Guinean civil society organizations came together for an event that helped identify their needs and lay the foundation for a forum on issues that affect the rights of women, youth and vulnerable people at the intersection with the environment and climate change.

In addition, a training manual on the rights of women in the face of climate change was developed; the workshops that follow will seek to build local women's capacity for influence, from a feminist climate justice perspective.



Article 28

Right to social order
assuring human rights

Having the Self-Confidence to Defend One's Rights

Everyone has the right to a social and international order in which the rights and freedoms set forth in the Universal Declaration of Human Rights can be fully realized.

And yet, not all societies guarantee a just and safe environment in which all people can fully participate. To achieve this goal, the people who are excluded from decision-making spaces, such as women who cannot read or write, must often show tremendous courage in standing up to have their voices heard and their rights respected.

In Burkina Faso, in partnership with Mouvement Burkinabè des Droits de l'Homme et des Peuples (MBDHP), we offered training activities on issues of gender inequality and different ways of addressing them. The safe framework offered by these activities helped the women who participated to build their confidence in public speaking.

Reinforcing self-confidence is a key element in encouraging women's participation in decision-making.

These women experience discrimination and want to push back against sexist stereotypes. Thanks to the confidence they gained, they can advance gender equality within their community. They overcame their fear of interacting with local authorities and traditional chiefs to advocate for their rights. As a result, they were able to participate more fully and be included in public spaces, even debating with detractors.

Men are more receptive to women's participation in public affairs. Different local structures that were previously controlled by men have encouraged greater participation from women in decision-making. This is both a women's rights issue and a benefit for the well-being of all communities.





COMMUNITY MEMBER VOICES

"Equitas has impacted Koudougou and Sourgou [...]. If every woman in every family emphasizes what she has learned about gender equality in raising her children, in 10 or 15 years a lot will change. They themselves have suffered inequality and are not ready for their children to go through that."

– **Géraldine SOUGUE Nasson**, Teacher-activist for the SYNATEB (Syndicat des Enseignants de l'École de Base) and the RESAO (Réseau des Enseignantes syndicalistes de l'Afrique de l'Ouest)

📍 Burkina Faso



PARTNER VOICES

"The women are more confident in their abilities and they're able to shift the divides by organizing educational and information sessions and advocating for the advancement of gender equality in their respective communities. Lastly, they're more inclined to propose themselves for positions of responsibility within decision-making community bodies."

– **Samirah Dera**, Coordinator of the "Advancing Equality" project, Mouvement Burkinabè des Droits de l'Homme et des Peuples (MBDHP)

📍 Burkina Faso

In Algeria, women gained confidence to actively take part in advocating for advancing women's rights. They gained solid skills on human rights-based advocacy, helping them more effectively defend the interests of women in their community. These changes were brought about through trainings, online mentoring sessions and mechanisms that provided additional support. These women fought against the harassment of female students in university contexts, found revenue-generating activities for women in rural areas, and contributed to integrating women into traditional village councils.

They are now focusing on the most marginalized women and recognize the importance of accessibility in ensuring that all women can participate without discrimination. They now see themselves as engaged actors in society, capable of actively participating in political actions and defending women's rights.



COMMUNITY MEMBER VOICES

"Before joining the Union des femmes, I was a housewife with big ideas, but not a lot of confidence in myself. Now, thanks to the Equality for Change program, I have more confidence, as well as communication skills. This experience reinforced our section in Krib and allowed me to participate actively in various projects."

– **Kalthoum Mimouni**, President, Union Nationale de la femme tunisienne (UNFT) de Krib and project participant

📍 Tunisia



Article 3

Right to life, freedom, personal security

Putting an End to Violence against Women

The Universal Declaration of Human Rights states that, “Everyone has the right to life, liberty and security of person.”

According to a statistic from the WHO¹, one-third of women around the world have experienced physical and/or sexual violence.

In Tanzania, as part of a closing ceremony celebrating the accomplishments of the “Advancing Equality” project, several participants spoke about the impact that the project had on their personal and professional lives.

Women and girls are at risk for a wide range of violence, simply because of their gender. In Tanzania, sexual violence against women and children is common. Pregnant girls and youth mothers are often barred from receiving education, and women are generally not involved in decisions related to their household’s income.

Thanks to their participation in the project’s activities, the women said they gained confidence to defend their rights and fight against sexual violence in their community. The people in positions of authority who participated in the project explained how they now use a survivor-centred approach when working with women. Organizations that defend women’s rights have integrated a human rights-based approach to their work in advancing gender equality.

The many and diverse accomplishments that came from this project over the past five years are worthy of celebration. We’d like to highlight the tremendous courage, determination and engagement of everyone who participated in the project!

1 World Health Organization, [Violence against women \(who.int\)](https://www.who.int)





PARTNER VOICES



"The major changes that I've noticed are: the development of laws that require cases of sexual violence to be brought before the law; the passing of an agenda that addresses gender-based violence for local government and school meetings; transformations in women's mindsets as regards leadership positions, taking an active role in fighting against sexual

violence and participating in decision-making structures; and, lastly, breaking the culture of silence on gender-based violence in our communities."

– **Aginatha Rutazaa**, Executive Director of Tusonge and partner of the "Advancing Equality" project

📍 Tanzania

COMMUNITY MEMBER VOICES



"Thanks to this project's contributions, we observed a greater degree of awareness among students, teachers and school staff on the violence that girls face and the impact of early pregnancies in educational contexts."

– **Yadicone D Mamading SANE**, Participant in the "Advancing Equality" project and civil society activist

📍 Sénégal

In Senegal, violence against women and girls, limited access to civil status and well rooted socio-cultural factors are major obstacles towards the participation of women, girls and young people in community life. In collaboration with our partners, Rencontre Africaine pour la Défense des Droits de l'Homme, Comité de Lutte contre les Violences Faites aux Femmes and Réseau Sénégal pour l'Éducation aux Droits Humains, we have joined forces to fight against these problems.

Over the past year, hundreds of people gained awareness and were mobilized to fight against sexual harassment, early pregnancy and child marriages. We supported the creation of alliances between women's rights organizations and decision-making structures by strengthening the development of a shared vocabulary on human rights, which helped them to find areas of agreement and work together. In the educational sector, targeting meetings were organized through these new alliances. Special emphasis was placed on including the voices of people with disabilities, women and children in these meetings.



Article 2

Freedom from discrimination

No One Should Be Left Out

Every human being deserves to be treated with respect and without discrimination based on their skin colour, cultural background, identity or the person they love.

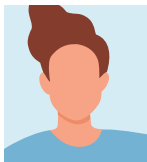
Identity-based discrimination is a barrier towards the full enjoyment of human rights. Human rights education helps us gain the knowledge and skills we need to advocate not only for our own rights, but also those of others, especially those who are most frequently the victims of discrimination, such as: children; women; 2SLGBTQI+ people; Indigenous, Black or racialized people; and people with disabilities.

In Canada, digital storytelling and other artistic approaches have been used as tools for human rights education, allowing for young people's voices to be heard on issues related to equality and non-discrimination and advancing their right to participate in society.

During an online forum for young people and decision-makers, six youths, representing British Columbia, Ontario and Quebec, shared digital stories that illustrated how they fight against racism, discrimination and exclusion in their communities. Following this event, some of these young people continued the conversation by developing a brochure, a simple tool with questions for decision-makers and their allies to use as part of their own work to fight against racism, discrimination and exclusion. Ensuring that youth were centred in creating this tool made it all the more powerful.

Furthermore, our flagship programs, Speaking Rights and Building Inclusive Communities, continue to train front-line youth workers, helping them to create more rights-respecting environments that empower young people to take on leadership roles for change. This year, Equitas trained over 170 front-line youth workers across Canada.

COMMUNITY MEMBER VOICES



"The level of confidence and faith in our capacity to lead was

impressive. After this project, I'm more interested and invested in the fight against racism, discrimination and exclusion, but I also feel like I can speak publicly."

– Youth who created and shared a digital story during the online forum

📍 Canada

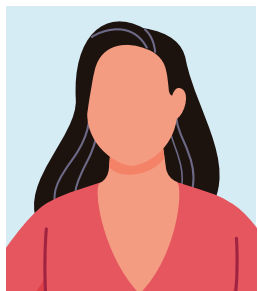
People around the world face violations of their human rights due to their sexual orientation, gender identity, gender expression, or sexual characteristics.



In Latin America as well as in Southern and East Africa, the persecution of LGBTQI+ people and geographic instability forces members from these communities to relocate, or are subjected to extremely precarious and dangerous living conditions.

The “Building Durable Solutions for LGBTQI+ Refugees in the Global South” project contributes to supporting and protecting LGBTQI+ asylum seekers in Argentina, Ecuador, Mexico, South Africa and Kenya by providing them with a baseline of aid, psycho-social support and legal assistance. This is an example of just one project among 14 that were implementable thanks to funding received through the Act Together for Inclusion Fund, managed by Equitas in collaboration with Dignity Network Canada and funded by Global Affairs Canada.

PARTNER VOICES



“In many African countries, relations with a person of the same gender have been criminalized, which leads many members of these communities to seek asylum in South Africa on the grounds of their sexual orientation or gender identity. [...] This project seeks to limit some of the suffering that the community endures by providing them with shelter, skills and food. In addition, it strives to push many of these issues into public consciousness and find ways to engage with the government and communities in a broader sense.”

– Act Together for Inclusion Fund Partner

📍 South Africa

In Haiti, the first time that a “Thriving Communities” project staff spoke about gender equality and invited women to speak about it, many men spoke up to discredit their comments.

One year later, after many shared conversations and the successful completion of a training on gender equality and inclusion, the human rights defenders who participated in the project returned to their respective communities and led their own awareness-building actions. Hundreds of people were able to learn about the rights of women, girls, people with disabilities, LGBTQI+ people and youth, and the importance of including them in communities. Incredible progress was made, as some of the men who initially spoke out against what women were saying about their rights and gender equality began to question themselves and went on to get involved and engage with more inclusive actions!

Our Team



Partner Organizations

International

Asosiyasyon Fanm Solèy Dayiti (AFASDA), Haiti
Association des Handicapés Espoir, Laaroussa, Tunisia
Association Jeunes Actifs, Kasserine, Tunisia
Association Joussour de Citoyenneté, Kef, Tunisia
Association Magnolias, Aguerb, Tunisia
Association marocaine des droits humains (AMDH), Morocco
Association Voix de l'Enfant Rural (AVER), Medenine, Tunisia
Association voix du sourd de Tunisie (AVST), Tunisia
Centre de formation pour l'entraide et le développement communautaire (CFEDEC), Haiti
Centre Tunisien méditerranéen (TUMED), Tunisia
Comité de lutte contre les violences faites aux femmes (CLVF), Senegal
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) in Egypt
Dignity Network Canada, Canada
Kouraj pou pwoteje dwa moun, Haiti
Mouvement burkinabè des droits de l'homme et des peuples (MBDHP), Burkina Faso
Partenaires pour la citoyenneté engagée, Haiti
Rencontre africaine pour la défense de droits de l'Homme (RADDHO), Senegal
Réseaux Equitas d'Afrique francophone, East Africa
Réseau Sénégal pour l'éducation aux droits humains (RESEDHU), Senegal
Ruwwad, Jordan
The Ministry of Social Solidarity (MoSS), Egypt
Tusonge Community Development Organization, Tanzania

Union Nationale des femmes de Tunisie (UNFT) - Section Krib, Tunisia
UPA Développement International, Canada
Women's Empowerment Link, Kenya

Act Together for Inclusion Fund

Access Chapter 2, South Africa
Al Otro Lado, United States
AMAL, Argentina
Asociación Lambda, Guatemala
Canadian Centre for Gender and Sexuality Diversity, Canada
Caribbean Vulnerable Communities Coalition, Jamaica
CCAP, Cameroun
Centro para el Desarrollo y la Cooperación LGBTI – SOMOS CDC, Honduras
CGLCC, Canada
Colombia Diverso, Colombia
DAMJ, Tunisia
Dialogo Diverso, Ecuador
EGALE, Canada
Egides, Canada
Equal Asia Foundation, Thailand
FACSDIS, Haiti
FARUG, Uganda
Fierté Afrique Francophone, Ivory Coast
Montreal Pride, Canada
Fondation Émergence, Canada
Fondo Lunaria Asociación, Colombia
HAPA, Kenya
HOYMAS, Kenya
IBU, Uganda
Institut Diversité Égalité Inclusion, Canada
Interpares, Canada
Intersex Asia, Taiwan
Journalists for Human Rights, Canada
Lawyers without borders, Canada
LGBT+ Rights Ghana, Ghana
MAAYGO, Kenya
Massimadi, Canada
PASSOP, South Africa
Rainbow Faith and Freedom, Canada
Rainbow Pride Foundation, Fiji

Rainbow Railroad, Canada
Samavesh Chamber of Commerce, India
SMUG, Uganda
Stephen Lewis Foundation, Canada
The Centre for Girls and Interaction, Malawi
The Global Interfaith Network for People of All SSOIGIE, South Africa
Trans organizacion Feminista, Peru
Transbantu Zambia, Zambia
Upper Rift Minority, Kenya
YMCA GTA, Canada
YMCA Peru, Peru

In Canada

Accueil SANA Shawinigan
Art in the Park - Trinity Bellwoods
Atlantic Equity and Research Alliance (AEARA)
Battle of the Arts New Brunswick (BOTA NB)
Black Creek Youth Initiative (BCYI)
Bon Courage De Place Benoît Community Center
Britannia Community Centre
Canadian Roots Exchange
Carrefour des 6-12 ans de Pierrefonds-est inc.
Central Vancouver Island Multicultural Society (CVIMS)
Centre Benny – Jeunesse Benny and NDG OSC
Centre d'amitié autochtone de Lanaudière
City of Calgary
City of Surrey
City of Toronto
City of Vancouver
City of Winnipeg Collingwood Neighbourhood House
East Side Family Place
Eva's Initiatives for Homeless Youth
Femmes Autochtones du Québec Inc. (FAQ)
Immigrant and Refugee Community Organization of Manitoba Inc. (IRCOM)
Je suis Montréal
La Fondation Dr Julien

La Maison d'Haiti
Loisirs & Culture Sud-Ouest
LOVE Quebec
Ma Mawi Wi Chi Itata Centre
Maison des enfants de St-Roch
MOSAIC
Motivacion Jeunesse Projet Orion
Mount Pleasant Neighbourhood House
Mouvement contre le viol et l'inceste (MCVI)
MU
Multicultural Association of Fredericton (MCAF)
Native Montreal
Open Jam Collective
Options Community Services
Place Maillardville Community Centre
Pure Gold Foundation
Ray-Cam Cooperative Centre
Say Ça! Montreal
Saint Thomas University (STU)
South Vancouver Neighbourhood House (SVNH)
Surrey Community-Schools Partnership (CSP)
Terrace Restoratice Justice (Volunteer Terrace)
Tri Cities Charter Worker Group
Tri Cities Pride Society
Umoja Operation Compassion Society
Union of Youth Newcomers
Vancouver School Board Engaged Immigrant Youth Program (VSB- EY)
Voices: Manitoba's Youth in Care
Watari Counselling Services
YMCA of Greater Vancouver
Youth Fusion
YWCA Montreal
YWCA Quebec

Staff

Administration

Ariane Lagacé

Communications and Community Officer

Armella Mukorako

Senior Manager, People and Culture

Darla Fontus

Financial Analyst

Dirceu Machado

IT & Operations manager

Felipe Alva

Senior Financial Analyst

Kaitlin Doucette

Generalist, People and Culture

Kate Monaghan

Senior Advisor, Fund Development

Leyla Yazami

Administrative Assistant

Odette McCarthy

Executive Director

Sasha Masabanda

Fund development Officer

Selma Khedhaier

Director of Finance and Information Technology

Stephanie Nichols

Director of Communications and Development

Tarina Boyer Jean

Communications and Development Coordinator

Education

Andrea Velghe

Education Specialist

Anna Julia Maszewska

Education Specialist

Annie Pettigrew

Senior Education Specialist

Candace Blake-Amarante

Knowledge Manager

Daniel Roy

Senior Education Specialist

Diane Tzovanis

Senior Education Specialist

Diane Zittel

Education Specialist

Dominique Bautista

Senior Education Specialist

Hani Sadati

Education Specialist, E-learning

Hervé Boudou

Senior Education Specialist

Jean-Sébastien Vallée

Director of education and communications

Juanita Gonzalez

Education Specialist

Laurence Bourcheix Laporte

Education Specialist

Peter Dimitrakopoulos

Education Specialist

Reanne Bremner

Education Specialist

Steve Tiwa Fomekong

Senior Education Specialist

Programs

Alexandra Mitsidou

Programs Manager

Amélia Julia Sheridan

Logistic Coordinator

Angie Osachoff

Director of Canadian Programs

Ariane Duplessis

Program Officer, West Africa

Ayoub Souna

Senior Program Officer, Finance and Compliance

Brian Mac Donncha

Logistic Coordinator

Caroline Iliescu

Program Officer, IHRT

Claire-Anse Saint-Éloi

Program Officer, East Africa

Chris Bradley

Senior Program Officer

Deon Mejri

Senior Fund Officer, ACTIF

Dieynaba Diouf

Logistic Coordinator

Élise Voyer

Director, ACTIF

Eloïse Gauthier

Logistic Coordinator

Elom K. Ezuho

Senior Program Officer, Haiti

Émilie-Jane Allard-Côté

Program Officer, West Africa

Erik Bornemann

Program Officer, Canada

Gerardo Ducos

Monitoring, Evaluation and Reporting Manager

Helena Arroyo

Logistic Coordinator

Holly Norris

Senior Program Officer, Canada

Hudson Michel

Program Officer, Haiti

Jessica Moerman

Program Officer, Canada

Katie Corker

Director of Programs

Laura Martinez Lung

Senior Program Officer, East Africa

Libertad Benito Torres

Senior Gender Advisor

Marie-Line Sarrazin

Program Officer, West Africa

Marie-Pierre Arseneault

Senior Program Officer, West Africa

Nadjet Bouda

Program Manager, Middle East & North Africa

Nazik El Yaalaoui

Senior program Advisor

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 Cottereau

Fund Officer, ACTIF

William Hamilton

Senior Finance Officer, ACTIF

Zineb Zellag

Program Officer, Middle East & North Africa

Zoe Mineret

Logistic Coordinator

Board of Directors

Executive Committee

André Beaulieu

President

Erin Aylward

Director

Inez Jabalpurwala

Secretary

Karine Joizil

Director

Marc Girard

Treasurer

Directors

Alison Breen

April Ingham

Bushra Ebadi

Daniel Tran

Darryl Yates

Drew Wawin

Jillian Stirk

Krista Pawley

Lisa Schmidt

Nikki Gladstone

Remzi Cej

Robert Yalden

Volunteer Committee Members

Audrey Paquet

Carla Hogan-Rufelds

Natasha Blanchet-Cohen

Rex Fyles

Ron Wigdor

Thomas Ledwell

Interns

Alina Bootwala

Amélia Julia Sheridan

Andrea Oraka

Attou Mamat

Aziz Driss

Brian MacDonncha

Donel Kadima

Giuliana Grabina

Jennifer Lachance

Jessica Ostiguy-Harnois

João Barbosa

Kikè Adoutan

Mason Carter

Valérie Séguin

Zoe Mineret

Thank you!

Equitas is grateful for the generous support and community spirit of our donors, loyal partners and socially responsible sponsors, who share our beliefs about the value and importance of human rights education. Without you, our work would not be possible.

If we look at the world today, it's clear that Equitas' human rights education work is more urgent than ever. The need for everyone's human rights to be respected and for spaces for constructive dialogue to be reinforced remains an imperative. For over 57 years, Equitas has worked to advance equality, social justice and the respect for human dignity through our transformative human rights education programs in Canada and around the world.

Government partners who support our work

Canada 

Québec 

Montréal 



**BC Ministry of Education
and Childcare**

**Le Ministère de l'immigration, francisation et
l'intégration (MIFI)**

Equitas wishes to thank the Government of Canada for its financial support through Global Affairs Canada, the Canada Arts Council through the Canadian Commission for UNESCO, Canadian Heritage, the Canadian Race Relations Foundation and Service Canada.

Our sponsors

A SPECIAL THANK YOU
to TD Bank Group
for their generous
support as the
Presenting Sponsor
of Building Inclusive
Communities program
and for Platinum
Sponsorship of
EquiTalks 2024



**TD READY
COMMITMENT**



**Future
Launch**



Our supporters

AccedianAeroplan

Air Canada

Alena Perout

AmDocs

The Azrieli Foundation on
behalf of Andre Beaulieu

Ambassade du Canada au
Burkina Faso et au Benin

American Jewish World
Service

Lawyers Without Borders
Canada

Brian Bronfman Family
Foundation

Centre d'étude et de
coopération internationale
(CECI)

Deutsche Gessellschaft
für Internationale
Zusammenarbeit (GIZ)

Drew Wawin

Fondation Paul Gérin-Lajoie

Forte

George Hogg Family
Foundation

Inez & Kaizer Jabalpurwala

ISDAO

Jean Paiement

Judith Kavanagh

Kairos, United Church
of Canada

Lisa Schmidt

Marc Girard

MasterCard Foundation
(MCF)

May Kersten Social Justice
Fund at the Foundation of
Greater Montreal

Maxwell F. Yalden Bursary
Fund at the Foundation of
Greater Montreal

McCarthy Tétrault LLP

McGill University

Michael & Tatsuko Cooper

National Endowment for
Democracy (NED)

Les Œuvres Marie-Gérin
Lajoie

OXFAM Quebec

Robert Yalden

Telecon

Transec

United Way of the Lower
Mainland

Union des Producteurs
Agricoles Développement
International (UPADI)

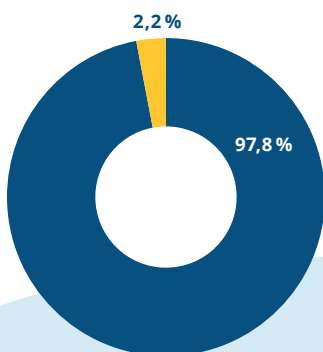
Volunteer Terrace

Our numbers

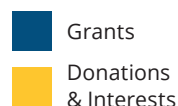
STATEMENT OF FINANCIAL POSITION*	31 march 2024	31 march 2023 (Restated)
Assets		
Current Assets		
Cash	\$5,500,080	\$3,467,115
Short-term deposits	\$749,242	\$714,328
Accounts receivable	\$237,974	\$216,531
Advances to partners	\$362,826	\$327,253
Prepaid expenses	\$12,711	\$44,368
	\$6,862,833	\$4,769,595
Immobilisations corporelles	\$15,962	\$21,601
Total actif	\$6,878,795	\$4,791,196

Liabilities and net assets		
Current liabilities		
Accounts payable and accrued liabilities	\$769,275	\$593,757
Deferred contributions	\$5,619,440	\$3,777,098
	\$6,388,715	\$4,370,855
Net assets		
Invested in capital assets	\$15,962	\$21,601
Restricted for endowment purposes	\$8,650	\$8,650
Unrestricted net assets	\$465,468	\$390,090
	\$490,080	\$420,341
Total liabilities and net assets	\$6,878,795	\$4,791,196

Statement of changes in net assets*	31 march 2024	31 march 2023
Net Assets Balance, beginning of year	\$420,341	\$364,995
Net Assets Balance, end of year	\$490,080	\$420,341



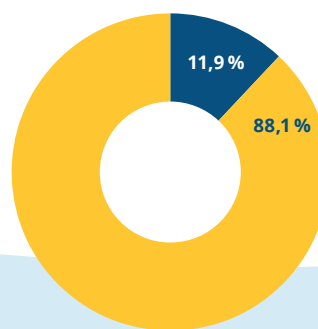
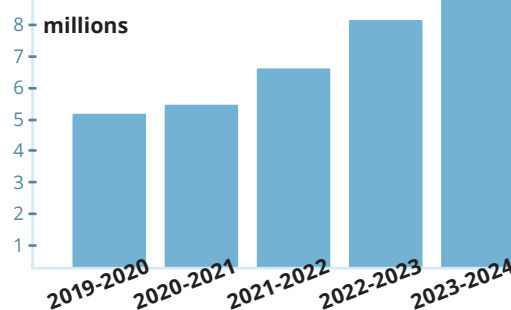
Revenues



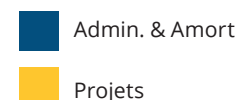
Statement of operations*	31 march 2024	31 march 2024 (Restated)
Revenues		
Contributions and Grants from governments and private organizations	\$8,452,438	\$7,378,535
Donation	\$131,498	\$173,435
Training	\$376,524	
Interests	\$38,367	\$5,413
Total revenues	\$8,998,827	\$7,557,383

Expenses		
Projects	\$7,799,488	\$6,533,813
Administration and general expenses	\$1,117,681	\$947,817
Amortization of capital assets	\$11,919	\$20,407
Total expenses	\$8,929,088	\$7,502,037
Excess revenue over expenses	\$69,739	\$55,346

Operating budget over past five years



Expenses



* In Canadian Dollar

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

Equitas at a Glance

Who We Are

57 staff members

17 Board of Directors members

72

partner organizations in Canada

44

partner organizations around the world

Our Impact over 57 Years

31

Indigenous communities with whom we have collaborated across Canada

78

communities participated in our programs across Canada

41

editions of the **International Human Rights Training Program**

2

editions of the online **Global Rights Connection training program**

145

countries in which human rights defenders participated in our programs

8 520

human rights defenders participated in our trainings

37 020

followers on **social media**



311 370

children and youth participated in our programs in **Quebec**



1 441 121

children and youth participated in our programs in **Canada**

4 500 900

learners who benefited from our programs **around the world**



equitas

educate. empower. change.



Printed on recycled paper
