



INTERNATIONAL HUMAN RIGHTS TRAINING PROGRAM

**42ND
EDITION**

Information document



Location
Orford, Quebec, Canada



**APPLICATION
DEADLINE**

APRIL 2, 2025



Online activities
September 15 - October 17, 2025



In-person training
October 26 - November 7, 2025



Program Goal

The goal of the IH RTP (International Human Rights Training Program) is to contribute to universal respect of human rights through strengthening the capacity of a global pool of human rights educators and defenders.

Program Objectives

By the end of the IH RTP, participants should be able to:

- Use internationally recognized human rights standards, principles and values.
- Integrate human rights-based, participatory and gender transformative approaches into their work.
- Identify human rights educational and advocacy tools and techniques that can increase the impact of their work.
- Develop critical thinking and analysis of the local and global context of human rights.
- Evaluate the results of their human rights education and advocacy work.
- Integrate global south, local and non- dominant perspectives in human rights educational and advocacy work.
- Create opportunities for networking to advance human rights and gender equality.
- Put into practice their learning for a better impact in their community.

About Equitas

Equitas - International Centre for Human Rights Education is a non-profit, non-governmental organization based in Montreal, Canada. Founded in 1967, Equitas works to advance equality, social justice and respect for human dignity through transformative education programs in Canada and around the world.

Equitas' global programming has been built upon the experience of its annual International Human Rights Training Program (IH RTP) in Montreal. Since its inception in 1980, over 3,800 human rights defenders from more than 140 countries have attended the program.

Our approach to education

Innovative elements of Equitas' approach to human rights education include:

- Promotion of a human rights-based approach in response to challenges regarding human rights abuses, sustainable development, democratic governance and conflict
- Education focused on building knowledge, skills and positive values
- Participatory learning approach/methodologies
- Follow-up and support for practical application of learning
- Ongoing evaluation
- Engaged partnerships and networking that include systematic sharing of experience and methodologies

Program Content

The IH RTP is an intermediate-level program focusing on international and regional human rights standards, current human rights issues and human rights education strategies. The exploration of human rights principles and mechanisms, ongoing critical reflection and inquiry, as well as extensive sharing of experiences allow participants to strengthen their capacity to engage in effective human rights education and advocacy, and advance equality and human dignity, thus leading to social change.

The International Human Rights Training Program (IH RTP) is comprised of three components:



An online introductory component with a limited number of activities

 September 15 - October 17, 2025

In the weeks preceding the in-person training, selected participants will engage in a series of preparatory activities designed to help them maximize the benefits of the training. These online activities ensure the program is better tailored to participants' experiences and enable them to arrive with a shared understanding of human rights and human rights education. They are self-paced and represent **an involvement by the participant of 12 to 15 hours over a six-week period.**

Introductory activities involve:



Completing and submitting a pre-training assignment



Completing a 10-hour online course to learn more about human rights




Participating in a discussion forum and associated activities with other selected participants





First week of an 11-day in-person training session in Orford, Quebec, Canada

 October 26 - November 7, 2025

Week 1




Week 1 establishes a foundation by encouraging participants to articulate their needs and experiences in human rights education and advocacy while introducing a participatory approach through the "learning spiral". Participants deepen their understanding by sharing personal and professional experiences, situating human rights issues within diverse societal and global contexts.

Participants are introduced to fundamental human rights concepts, emphasizing the Universal Declaration of Human Rights and the UN Declaration on Human Rights Education and Training as central to fostering a culture of respect for rights. They examine how personal values, cultural diversity, and biases shape our approach to human rights, emphasizing the importance of acknowledging differences to build common ground and respect for dignity.

The week ends with a shift towards a focus to action, exploring how human rights-based approaches and alignment with Sustainable Development Goals can drive positive social change and strengthen respect for human rights worldwide.



Second week of an 11-day in-person training session in Orford, Quebec, Canada

 October 26 - November 7, 2025

Week 2



Week 2 focuses on building practical skills for human rights education and advocacy, enabling participants to design and implement initiatives for community-level change. It highlights international and regional human rights systems and mechanisms, tools for monitoring and mobilization while emphasizing the importance of raising awareness about human rights violations to foster cultural, social, and legal transformation.

Participants explore evaluation as a critical tool for continuous improvement in human rights programs. They explore the assessment of outcomes, instructional materials, and program goals to refine efforts and enhance impact. Participants reflect on effective evaluation methods to capture evidence of change at individual, organizational, and societal levels, demonstrating how human rights work contributes to greater respect for human rights.

Participants also begin planning for action, integrating their learning from the IH RTP into actionable strategies. By designing plans that drive social change, participants are empowered to create meaningful and sustainable impact in their communities.

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Post in-person session and follow-up



As part of the Program, each participant is required to develop an Action Plan to apply their learning in a practical way once the Program concludes. This plan helps participants identify how the content can be adapted to their specific contexts, enabling them to design realistic and achievable social actions to implement within their communities.

In the months following the IH RTP, participants will be invited to engage in brief evaluation and follow-up activities, such as completing online questionnaires, to reflect on their progress and share updates.

Participants will also benefit from ongoing learning opportunities through the Equitas Online Community. This platform provides IH RTP alumni access to online courses and serves as a space to exchange experiences and best practices with peers from previous IH RTP sessions and regional training programs.

Curriculum model

The participatory curriculum model of the IH RTP is based on principles of adult experiential learning.

- The underlying principle is that much of the content will come from the participants and that the Program will serve as a framework for drawing out this content.
- Participants and facilitators commit themselves to engage in a process of mutual teaching and learning.
- The emphasis is on practical application and on the development of strategies for action.
- Continued reflection and evaluation are central to the learning process.
- Participants work for the most part in groups of about 15, led by two facilitators whose role are to provide guidance in achieving the Program objectives.
- The facilitators are skilled in adult education methods, knowledgeable about human rights and experienced in working with diverse groups. Many of the facilitators are alumni of the IH RTP.
- Internationally recognized human rights experts are invited to give presentations and participate in panel discussions throughout the two-week program.



Organization and participant profile

The International Human Rights Training Program is aimed at human rights educators and human rights defenders:



Human rights educators are individuals or members of organizations dedicated to educating and promoting human rights principles. They work to increase awareness and understanding of human rights standards, principles, and values. Their efforts often include developing educational materials, conducting training sessions, advocacy and activism, and collaborating with communities to build a culture of human rights.



Human rights defenders are persons who, individually or with others, act peacefully to promote or protect human rights in accordance with the United Nations Declaration on Human Rights Defenders. Activism and advocacy are often their main tools.

Learners can either be:



Affiliated with an organization (formal or informal) or an institution (civil society organization, national human rights institution, government) for at least 2 years



Individuals without affiliation to an organization but who demonstrated their commitment to influencing, engaging with and advocating for the promotion of human rights and social justice.

Other requirements:



Learners should be in a position to both **apply their learnings to their work and have an impact on the human rights situation in their communities.**



Learners must be **18 years and over.**



Learners must be proficient in **speaking, reading and writing** French or English.

Applying as a human rights educator / human rights defender affiliated with an organization

A human rights educator or defender that is “affiliated” with an organization is an individual who is currently working for an organization (formal or informal) or institution (civil society organization, national human rights institution, government).

Candidates affiliated with an organization must:

- Be active employees/volunteers with their organizations (for at least two years)
- Be in a position to influence the human rights education or advocacy work of their organization
- Submit 2 letters of recommendation from recognized organizations or institutions that promote human rights or social justice (through the application form)
- Submit 3 concrete examples of how their work engages with, influences, and/or advocates for human rights (through the application form)
- Have some knowledge of human rights principles and major international instruments
- Be committed to applying the knowledge and skills gained during the Program through a follow-up action that promotes human rights in their community
- Be sensitive to the issues which arise when working in multicultural groups, and be respectful of diversity
- Be fluent in French or English

Applying as a human rights educator / human rights defender not affiliated with an organization

A human rights educator or defender who is “not affiliated” with an organization is an individual who is not currently working for an organization (formal or informal) or institution but has demonstrated their commitment to influencing, engaging with and advocating for the promotion of human rights and social justice.

Candidates not affiliated with an organization must:

- Be actively engaged in their human rights or social justice education or advocacy work (for at least two years)
- Submit 2 letters of recommendation from recognized organizations or institutions that promote human rights or social justice (through the application form)
- Submit 3 concrete examples of how their work engages with, influences, and/or advocates for human rights (through the application form)
- Be in a position to influence the human rights or social justice education work of others
- Be committed to applying the knowledge and skills gained during the Program through a follow-up action that promotes human rights in their community
- Be sensitive to the issues which arise when working in multicultural groups, and be respectful of diversity
- Be fluent in French or English

Selection Process

A Selection Committee will review all applications based on the eligibility criteria outlined above. Given the high volume of applications and limited space available (maximum of 65 participants this year), we encourage all applicants to submit a complete and well-prepared application.

In addition to meeting the eligibility requirements the Selection Committee will consider:

- Gender balance to ensure a diverse and equitable cohort.
- Geographic representation to promote a broad range of regional perspectives.
- Thematic diversity, ensuring the inclusion of participants working on key human rights issues such as gender equality, LGBTQI+ rights, disability rights, environmental justice, children's rights, and more.



Venue

The IHRTP 2025 will be held at a venue in **Mont-Orford National Park**. Located 145km from Montréal-Trudeau International Airport, this natural setting will make for an excellent destination for exchange, learning, and new perspectives. Transport to and from the airport will be arranged for all participants.



Participation Fee

The IHRTP participation fee is **\$9,000 CAD**. This amount covers:

- Training fees
- Program materials
- Accommodation
- Meals
- Emergency medical insurance

Participants are responsible for their international transportation, costs for obtaining a Canadian visa as well as for any extra expenses such as entertainment and meals not provided at the training venue.

Bursaries

Equitas may be able to award **a limited number of partial and full bursaries** to selected international candidates. A full bursary covers the participation fee (which includes room and board) for the 2-week training program as well as travel expenses.

Once eligibility has been determined, the selection committee will award the bursaries to the international candidates who best meet the requirements of each bursary. Due to the limited number of bursaries available, there is no guarantee that international candidates selected will receive funding.

Therefore, we strongly urge all candidates to immediately begin seeking funding from other sources.

How to apply

- 1 Complete the online application form.
- 2 When completing the form, please ensure that you also upload the necessary accompanying documents:
 - The Memorandum of Agreement signed
 - Two supporting letters from national and/or international human rights organizations (other than the candidate's) that are familiar with your work and/or the work of your organization
 - **(For applicants affiliated with an organization)** A brochure and/or mission statement describing your organization

Application Deadline

The completed application must be submitted using the online application form by **April 2, 2025**.

If you haven't received an email confirming that we received your application by March 21, 2025, please contact us immediately at pifdh-ihrtp@equitas.org.



Informations

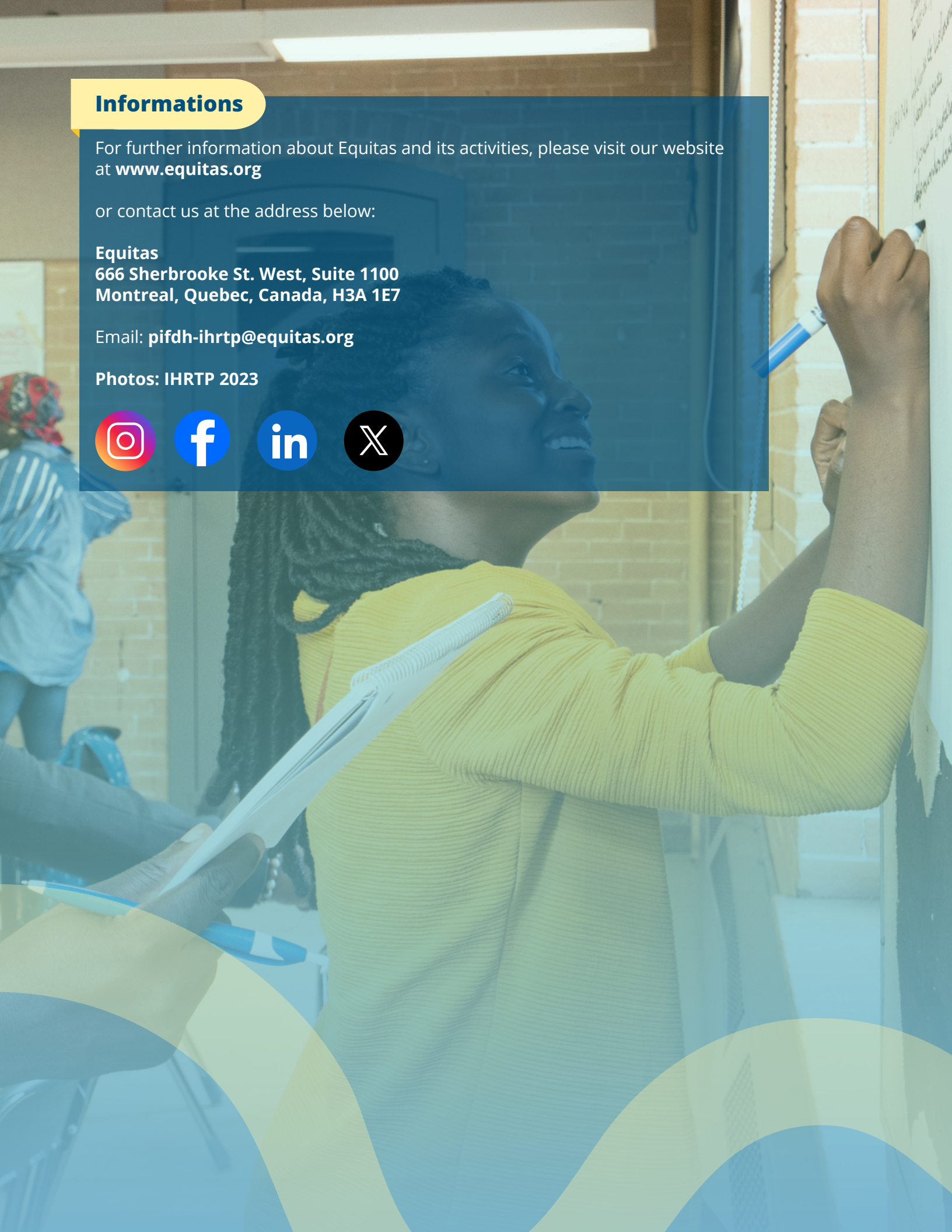
For further information about Equitas and its activities, please visit our website at www.equitas.org

or contact us at the address below:

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