

*Human Rights Education
- Making a Difference*

The Appendices

Ten-Year Report on Educational Activities
Saskatchewan Human Rights Commission
December 2005

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A DECADE OF HUMAN RIGHTS EDUCATION IN SASKATCHEWAN SHRC Awareness and Educational Initiatives, 1995 – 2004 ¹

- (A) Communications and Publications
- (B) Public Education
- (C) Community Outreach, Liaison and Support
- (D) Policies, Guidelines and Submissions

Date	Project Title/Brief Description	Purpose	Activities/Outcomes
(A) Communications and Publications			
Ongoing	www.gov.sk.ca/shrc/ Web site of Saskatchewan Human Rights Commission was established in 1996. It includes an "Equity sub site."	1) To provide fast and easy access to information on complaint, educational and other Commission services to a broad range of audiences. 2) To increase dissemination of human rights information. 3) To facilitate the complaint process. 4) To facilitate human rights education and diversity initiatives by others.	Greater awareness of human rights issues. Easier access to human rights information and resources. Reduced need for hard copies of publications. Web site is widely used by the community.
Ongoing	Publications (fact sheets, brochures, handouts, posters, bookmarks etc.)	1) To provide accurate information on human rights issues in plain-language, permanent formats. 2) To prevent discrimination and encourage compliance. 3) To supplement presentations.	Increased awareness and understanding of human rights and obligations, in a broad range of audiences. Thousands of copies of SHRC publications are distributed each year.
Ongoing	Opinion pieces and letters to the editor by the Chief Commissioner.	To increase awareness of and support for human rights issues.	Positive feedback; articles quoted by others.

¹ Note: This chart is based on a project initiated and designed by the public education staff of CASHRA (the Canadian Association of Statutory Human Rights Agencies).

Date	Project Title/Brief Description	Purpose	Activities/Outcomes
(A) Communications and Publications (cont'd)			
Ongoing	Annual public reports on employment and education equity	1) To ensure public accountability of equity programs approved by the SHRC. 2) To encourage the expansion and development of equity programs through information and resource sharing.	Employment equity and K-12 education equity reports published annually since 1995.
Ongoing	Inquiries, consultations, referrals and requests for resource materials	To provide accurate information to the public and to support the human rights education activities of others.	Numerous requests filled each year.
Annually	Annual Report	To report to government, stakeholders and the public on the Commission's mandate, programs and activities.	Creates a permanent, reliable record of Commission activities and ensures accountability to the public.
1995	Poster celebrating diversity – “The beauty of our differences begins with our right to belong”	1) To promote diversity as a fundamental human right. 2) To provide contact information for the SHRC and basic information about <i>The Saskatchewan Human Rights Code</i> .	The poster has gone through many reprints, and continues to be widely used by schools, service agencies and other organizations.
1995 to 2001	SaskRights	1) To provide information on SHRC activities, resources, and human rights settlements and decisions. 2) To highlight human rights trends, issues and events.	Newsletter produced up to 4 times per year. Circulation of approximately 5,000. Terminated when resources were re-allocated to web site.
1995 to 2001	Equity Forum	To promote and report on equity programs and initiatives in Saskatchewan.	Newsletter produced once a year. Circulation of approximately 5,000.
1996	“Renewing the Vision: Human Rights in Saskatchewan.” Report of the 1993-94 review of The Saskatchewan Human Rights Code	To recommend ways of modernizing and improving human rights protections in Saskatchewan, following an extensive review and public consultation.	Report contained 152 recommendations for changes to human rights legislation and SHRC functions. In 2000, the legislature enacted many changes to <i>The Saskatchewan Human Rights Code</i> in response to these recommendations.

Date	Project Title/Brief Description	Purpose	Activities/Outcomes
(A) Communications and Publications (cont'd)			
1997	"Our Children, Our Communities and Our Future" (Partnership project with the Equity in Education Forum, which consists of all major players in the provincial, K-12 educational system.)	To provide a policy framework for the educational and advocacy initiatives of the Equity in Education Forum.	Document used to promote equity goals in the K to 12 system, and as a basis for Forum activities.
1998	Bookmarks	1) To publicize the SHRC web site. 2) To provide basic information about <i>The Saskatchewan Human Rights Code</i> .	<ul style="list-style-type: none"> ➤ 14,000 bookmarks distributed to grade 12 students across province ➤ 20,000 more distributed in subsequent years
1998	SHRC events & publications celebrating the 50 th anniversary of the <i>Universal Declaration of Human Rights</i>	1) To promote and participate in human rights celebrations. 2) To reach as many provincial residents as possible. 3) To promote long-term support for human rights.	SHRC staff and Commissioners were involved in many events and produced several publications celebrating the 50 th anniversary. In addition, the Chief Commissioner chaired an interagency committee formed to promote and coordinate 50 th anniversary events throughout Saskatchewan.
1998	Distribution of "Stop the Hatred," an interactive poster developed by the Canadian Human Rights Commission for middle and senior year students	To increase understanding of racism and human rights issues among youth.	In partnership with the CHRC, the SHRC distributed this poster to every school in Saskatchewan.
2000	"Human Rights Are Everyone's Business" poster launched. (Partnership project with Canadian Association of Statutory Human Rights Agencies.)	1) To raise awareness of discrimination in the workplace, where human rights violations most frequently occur. 2) To promote human rights and diversity in the workplace.	Poster distributed to a wide variety of audiences.

Date	Project Title/Brief Description	Purpose	Activities/Outcomes
(A) Communications and Publications (cont'd)			
2001	Fact sheet series introduced	To provide up-to-date information on human rights topics in convenient, one-page format	Four titles produced since 2001: Human Rights For Everyone; How To File a Complaint; Building a Representative Workforce; and Erasing Racism.
2001	"Planning for Action" - Handbook of exercises and resources for implementing equity in K-12 classrooms. (Partnership project with the Equity in Education Forum, which consists of all major players in the provincial, K-12 system.)	To provide classroom teachers with exercises and materials for promoting equity in the classroom.	Widely distributed throughout Saskatchewan's kindergarten to grade 12 system.
2002	"The Rights Path" - Handbook on human rights and other issues for Aboriginal people in urban settings. Joint project of SHRC, CHRC, Public Legal Education Association, and Aboriginal Friendship Centres of Saskatchewan.	To provide information about rights, resources, remedies and services available to Aboriginal people living in urban centres.	Approximately 6500 copies distributed to date to friendship centres and other organizations serving Aboriginal clients or students.
2002	"Northern Exchange: A Discussion with Residents of Northern Saskatchewan" (Partnership Project with the Ombudsman and Children's Advocate)	To report on the community meetings held by the Chief Commissioner, the Children's Advocate and the Ombudsman in Beauval, Creighton, Fond du Lac, Ile-a-la-Crosse, La Loche, La Ronge, Pelican Narrows, Sandy Bay and Stony Rapids.	Report distributed to the northern communities, to government representatives, and to other interested parties.

Date	Project Title/Brief Description	Purpose	Activities
(A) Communications and Publications (cont'd)			
2002	"Towards a Culture of Equality, Inclusion and Respect" - Discussion paper launching SHRC's comprehensive review of equity programs approved under <i>The Saskatchewan Human Rights Code</i>	To provide a framework for community consultation in the SHRC's review of employment equity and education equity programs.	Distributed broadly to equity stakeholders during the SHRC's review of equity programs.
2003	"Free and Equal" poster launched on April 17 th (Equality Day)	To provide basic information on the prohibited grounds of discrimination, and contact information for the SHRC.	Poster distributed widely, including through Sask Learning.
2003	"Aboriginal Educators Consultation"	To summarize a discussion of education equity by Aboriginal teachers and educators working in the K to 12 and post-secondary systems.	Report distributed to education equity sponsors and to the public.
(B) Public Education			
Ongoing	Educational presentations on request to a wide variety of audiences on a wide variety of human rights topics	1) To provide public education, as resources permit. 2) To target particular audiences and issues in order to achieve maximum impact.	Presentations are in great demand. Many more requests are received than can be filled.
Ongoing	Employment equity and education equity conferences	1) To build skills and knowledge of equity sponsors. 2) To promote equity initiatives.	Greater understanding of human rights and equity issues. Development of links and partnerships. Suspended in 2003 due to financial constraints.
Ongoing	Video lending library established in 1996.	1) To provide support where SHRC staff cannot provide educationals in person. 2) To provide resources for educators wishing to incorporate human rights material into their presentations.	Greater awareness of human rights and discrimination. Provided free of charge.

Date	Project Title/Brief Description	Purpose	Activities
(B) Public Education (cont'd)			
Ongoing	Educationals, consultations and referrals provided in resolution of individual complaints	To help fulfil the remedial and preventive purposes of the complaint process.	Some educationals provided by SHRC staff. (Largely suspended since 2003, due to financial constraints.) Referrals to external resources.
Ongoing	Information displays	To provide information on human rights issues and SHRC activities to a variety of audiences.	Wider dissemination of information, to a broad range of audiences
Annually	Special days - Organization of and participation in events, proclamations and opinion pieces to mark International Day for the Elimination of Racism (March 21 st), National Aboriginal Day (June 21 st) and International Human Rights Day (December 10 th), & other special days.	To promote awareness of discrimination and encourage anti-discrimination initiatives.	Greater awareness of human rights and discrimination. Development of links and partnerships.
1996	SHRC web site launched.	To make human rights information quickly available to a much broader audience than print communications or presentations allow.	Web site improved and expanded over time.
1997	Day-long sessions on "Human Rights in the Workplace." (Partnership project with Saskatchewan Legal Education Society.)	To provide up-to-date information and advice on human rights law to members of the legal community, union members and human resources personnel.	Staff helped organize, chaired and presented at sessions in Saskatoon and Regina.
1998 and 1999	Youth for Human Rights Conferences for high school students. (Partnership project with Public Legal Education Association.)	1) To promote awareness of human rights among youth. 2) To develop community partnerships.	The Commission participated in the planning and delivery of the conferences, which were attended by youth from Saskatoon, Regina and Prince Albert.

Date	Project Title/Brief Description	Purpose	Activities
(B) Public Education (cont'd)			
1999 to 2001	Human Rights in the Workplace seminars.	To help employers and unions avoid human rights complaints and develop positive, productive work environments.	Full-day sessions presented in Saskatoon, Prince Albert and Regina to private and public sector employers and union representatives.
2001 and 2002	Northern Tours (Visits to northern Saskatchewan by Chief Commissioner, together with Children's Advocate and Ombudsman)	1) To develop the Commission's awareness of northern issues. 2) To improve services to the north. 3) To increase awareness of human rights in the north.	Visits to nine northern communities raised awareness of human rights issues, and will be followed up by continued northern outreach.
2002	Participation in SaskEd committee responsible for revising the curriculum of the Law 30 high school course.	To ensure inclusion of human rights content in the curriculum.	The new curriculum makes human rights information available to grade 11 and 12 students throughout Saskatchewan.
2002	Pilot project for two half-day seminars: Introduction to human rights law; and the duty of reasonable accommodation.	To provide public education in a proactive manner.	Seminars provided to general public, and to human resource professionals. They were fully registered within two days.
2002 - 2004	Half-day seminars expanded to cover human rights law, reasonable accommodation, harassment prevention, and human rights in the workplace.	1) To promote awareness of human rights. 2) To match seminars to needs of different target audiences. 3) To offer seminars throughout Saskatchewan.	Seminars were in great demand. Suspended in 2004 due to financial constraints.
2002-2007	Partnership with the Aboriginal Friendship Centres of Saskatchewan - "Accessing Human Rights." Phase one will pilot education and training to 3 centres. Phase two will deliver education and training to friendship centres throughout Saskatchewan.	To make human rights protection more accessible to Aboriginal people in Saskatchewan by 1) providing human rights awareness presentations at all friendship centres in Saskatchewan; and 2) providing in-depth training in intake, mediation and referral methods to designated staff from each centre.	Intended outcomes: ➤ greater human rights awareness among Aboriginal people ➤ increased capacity of friendship centres to address human rights issues ➤ development of materials and processes that can be adapted for use elsewhere

Date	Project Title/Brief Description	Purpose	Activities
(B) Public Education (cont'd)			
2004	Participation in Community Police Board Training in Stony Rapids, LaLoche, La Ronge and Prince Albert	To provide human rights information to board members.	Positive feedback received from participants.
2004	Co-organizer with City of Saskatoon of a community based committee to bring the Anne Frank in the World exhibit to Saskatoon during Centennial year.	1) To promote pro-diversity and anti-racism values through a broadly based community partnership. 2) To involve youth, artists, students and others in anti-racism through a range of related events and projects.	The exhibit was displayed at the Diefenbaker Canada Centre from May to August, 2005 and attracted over 18,000 visitors, including thousands of school children from northern Saskatchewan. Public interest led to the exhibit being extended.
(C) Community Outreach, Liaison and Support			
Ongoing	Participation in Equity in Education Forum: SHRC; Saskatchewan Learning, Saskatchewan Teachers' Federation; Saskatchewan School Boards Association; League of Educational Administrators and Directors; Gabriel Dumont Institute; Colleges of Education at Universities of Regina and Saskatchewan (network of organizations promoting equity in provincial, K-12 system)	To provide equality of educational benefit to all K-12 students who currently experience barriers to success because they belong to a disadvantaged group.	Equity principles & initiatives are expanding and achieving greater acceptance and integration throughout the K-12 system.
Ongoing	Review of application forms for employers	Advise employers on how to revise their application forms to make them comply with <i>The Saskatchewan Human Rights Code</i> .	Discrimination and complaint prevention with regard to applications for employment.
Ongoing	Assistance to employers and others developing anti-harassment and anti-discrimination policies and procedures		

Date	Project Title/Brief Description	Purpose	Activities
(C) Community Outreach, Liaison and Support (cont'd)			
2000	Employment Equity Community Consultations (full-day events in Regina and Saskatoon)	To arrange opportunities for community representatives and employers with approved plans to discuss employment equity issues.	Positive response from participants.
(D) Policies, Guidelines and Submissions			
Ongoing	Four SHRC policies defining the four traditional equity groups (women, Aboriginal people, visible minorities and people with disabilities) for the purposes of employment and education equity plans approved by the SHRC.	To ensure consistency of interpretation and practice among equity sponsors.	Policies provide guidance to sponsors and information to the public on the SHRC's requirements for membership in equity groups to which approved programs apply
June 1998	Submission to provincial Work & Family Task Force	To identify and publicize the relevance of human rights law to work and family issues.	Excerpts included in task force's final report.
April 1999	SHRC Submission to Special Education Review Committee	To explain the human rights obligations of teachers and educational institutions with regard to students with disabilities.	Used by parents and community organizations.
November 2000	SHRC Policy on Drug and Alcohol Testing	<ol style="list-style-type: none"> 1) Guidance to employers, unions and individuals re the SHRC's interpretation of the circumstances in which <i>The Saskatchewan Human Rights Code</i> prohibits or permits drug or alcohol testing. 2) Protection of the rights of individuals to privacy, dignity, and non-discrimination. 3) Prevention of human rights violations. 	Policy is a useful resource for answering inquiries and explaining the SHRC's interpretation of the requirements of the <i>Code</i> .

Date	Project Title/Brief Description	Purpose	Activities
(D) Policies, Guidelines and Submissions (cont'd)			
January 2001	Revision of SHRC Physical Accessibility Standards Guidelines (detailed specifications, comparable to those under the National Building Code)	To promote accessibility and prevent human rights violations by outlining the SHRC's interpretation of minimum physical accessibility requirements under <i>The Saskatchewan Human Rights Code</i> .	Document widely distributed to architects, building inspectors and others.
2001	Presentation to the Standing Senate Committee on Human Rights	To assist the Committee's inquiry into ways Canadian governments fulfil their national and international human rights obligations.	Chief Commissioner's presentation recommended specific ways the federal Parliament could facilitate the work of human rights agencies.
2003	Submission to Commission on First Nations and Métis Peoples and Justice Reform.	To support the goals of the Justice Reform Commission.	Chief Commissioner's presentation noted the Commission's anti-racism activities in the areas of public education, equity programs, talking circles, and complaint processing.

Excerpts from *The Saskatchewan Human Rights Code, 1979*

Section 3

The objects of this Act are:

- (a) to promote recognition of the inherent dignity and the equal inalienable rights of all members of the human family; and
- (b) to further public policy in Saskatchewan that every person is free and equal in dignity and rights and to discourage and eliminate discrimination.

Section 25

The commission shall:

- (a) forward the principle that every person is free and equal in dignity and rights without regard to religion, creed, marital status, family status, sex, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race or receipt of public assistance;
- (b) promote an understanding and acceptance of, and compliance with, this Act;
- (c) develop and conduct educational programs designed to eliminate discriminatory practices;
- (d) disseminate information and promote understanding of the legal rights of residents of the province and conduct educational programs in that respect;
- (e) further the principle of the equality of opportunities for persons, and equality in the exercise of the legal rights of persons, regardless of their status;
- (f) conduct and encourage research by persons and associations actively engaged in the field of promoting human rights;
- (g) forward the principle that cultural diversity is a basic human right and fundamental human value.

SHRC's Educational Partners, 1995 - 2004

Between 1995 and 2004, the Saskatchewan Human Rights Commission worked with the following partners to develop and provide human rights education. In addition, the Commission collaborated with numerous community organizations and equity sponsors in the organization and delivery of public education and special events.

Aboriginal Friendship Centres of Saskatchewan

Canadian Association of Statutory Human Rights Agencies (CASHRA)

Canadian Human Rights Commission

Children's Advocate of Saskatchewan

City of Saskatoon's Cultural Diversity and Race Relations Committee

Equity in Education Forum

A network and an advocate for equity in Saskatchewan schools. Its members are representatives from the Saskatchewan Human Rights Commission and from all major players in the provincial K to 12 system: Saskatchewan Learning, the Saskatchewan School Boards Association, the Saskatchewan Teachers' Federation, the League of Educational Administrators, Directors and Superintendents, Gabriel Dumont Institute, and the Colleges of Education of University of Regina and University of Saskatchewan.

Interprovincial Association on Native Employment

March 21st (International Day for the Elimination of Racism) Organizing Committees in Saskatoon and Regina

National Aboriginal Day Organizing Committee (Saskatoon)

New North

The New North - SANC Services Inc. (Saskatchewan Association of Northern Communities) advocates issues and concerns on behalf of northern communities within the Northern Administration District of Saskatchewan.

Provincial Ombudsman

Public Legal Education Association of Saskatchewan (PLEA)

Saskatchewan Association on Human Rights

Saskatchewan Intercultural Association

Saskatchewan Justice

Saskatchewan Legal Education Society Inc. (SKLESI)

Saskatchewan Learning

Saskatoon Anne Frank Committee

A committee of educational, governmental, religious, cultural, community and arts organizations which worked to bring the "Anne Frank in the World" exhibit to Saskatoon and raise awareness of the harmful impact of racism.