

Public Education Partners/ Partenaires en éducation publique et populaire Human Rights Awareness and Education Survey: March 2003

Human Rights Awareness and Education Survey

This survey provides information about human rights awareness and educational initiatives undertaken by member commissions and fair practice offices of the Canadian Association of Statutory Human Rights Agencies (CASHRA). For the purposes of this survey, the terms “awareness” and “education” are intended to have their broadest possible meaning, and include all those initiatives that increase public awareness or educate the public about the commission, its processes and human rights, and/or that lead to better protection and enjoyment of human rights. Initiatives may involve research, analysis and policy development that supports educational programming, the design and delivery of awareness and education programs, program evaluation and partnerships. Initiatives may be targeted to specific audiences or may be designed for more general audiences, and may address specific areas, grounds or issues, or may provide more general content.

For more information about these initiatives, contact the appropriate commission or fair practice office. Contact information is provided at the end of this document.

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Commission: Alberta Human Rights and Citizenship

Completed by: Cassie Palamar

Position: Manager, Education & Commission Services

Date: February 14, 2003

Awareness and Educational Initiatives completed in the past five years

Project title/Brief description	Date	Purpose	Outcome/Impact	Languages/formats
<i>Initiatives to build awareness of human rights content and processes, and of the Commission.</i>				
Commission newsletter, "The Citizen"	Ceased publication August 2001	To inform clients and stakeholders about Commission news and events and other related human rights news	Clients and stakeholders were kept informed of Commission news and events and other human rights news.	English/print and Web site: pdf
Two educational video (half-hour long video, a user's guide with tips on making presentations and facilitating discussions, and an audio tape from the video production)	1998	Through dramatized vignettes, to provide information about how to comply with human rights law in Alberta.	Increased awareness about human rights laws in Alberta; improved workshops and presentations using these educational tools.	English/available for purchase and for viewing on Web site
Commission displays –	Spring 2001	To make the Commission's display appropriate for a wide range of audiences, including employers and other professionals	Display system is more attractive, easier to transport (so staff are more likely to use it), attracts more attention at various venues.	English

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<p>Human Rights Award and Suzanne Mah Award. The Human Rights Award honours an individual or organization for outstanding effort, achievement and leadership in enhancing and promoting human rights in the province. The Suzanne Mah Award honours a member of the legal profession in Alberta who exemplifies human rights principles, ideals and leadership in the practice or teaching of law, or other aspects of the legal profession.</p>	<p>Annually</p>	<p>To recognize human rights champions in Alberta, to increase awareness of human rights and of the Commission.</p>	<p>Increased awareness of human rights and the Commission.</p>	
<p><i>Building knowledge and skills within targeted audiences that leads to change</i></p>				
<p><u>Tools for Transformation: Human Rights and Diversity Initiatives in Alberta</u></p>	<p>2000</p>	<p>To profile human rights education and diversity initiatives developed by groups in Alberta; to increase awareness about human rights activities across the province and promote sharing.</p>	<p>Increased awareness of the range of activities and organizations involved in this work; high request rate has resulted in the publication being reprinted</p>	<p>No longer available February 2003</p>
<p><i>Building partnerships to create change</i></p>				

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<p>Building a human rights culture: Tools for transformation Faire des droits de la personne un mode de vie: les outils de transformation (CASHRA 2000 Conference)</p>	<p>May 2000</p>	<p>A forum to discuss successful strategies and tools for building a human rights culture; provide participants with the opportunity to share ideas on how a human rights culture can be built through activities in different sectors of society, and to form new networks.</p>	<p>Strategies on how a human rights culture can be built in different sectors were shared; increased understanding and application of that knowledge to our work in human rights and diversity; new networks were formed; a better appreciation of the significant positive work done in Alberta to protect human rights and promote fairness and access.</p>	<p>Conference report and selected presentations/handouts available on a request basis; available language of presentation (primarily English).</p>
<p>International Conference on Human Rights</p>	<p>November 1998</p>	<p>The Commission contributed significant time to conference planning and to projects related to the Conference, including a poster and essay project for Alberta school children. The Human Rights, Citizenship and Multiculturalism Education Fund was a major sponsor. An outcome of the conference was publication of the book, <i>Peace, Justice and Freedom – Human Rights Challenges for the New Millennium</i>, The University of Alberta Press, 2000.</p>	<p>Networking and sharing of information and resources among participants; positive profiling of Alberta's human rights community in organizing a conference of this size and scope; positive community feedback; significant media increasing awareness of human rights provincially.</p>	

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Ongoing or planned awareness and educational initiatives.

Project title/Brief description	Date	Purpose	Outcome/Impact	
<i>Build awareness of human rights content and processes, and of the Commission</i>				
www.albertahumanrights.ab.ca Web site development, redesign and reorganization.	Launched December 1998; revisions completed Summer 2001; updated on ongoing basis	To increase accessibility of Commission resources by having them available on the Web site; revisions are a reflection of a commitment to continuous improvement, and were made to make the information easier to find; to update the look of the site, making it more appropriate for all stakeholders.	Increased dissemination of information through the web site; increased number of requests for materials, easier and quicker access; clients are referred to the Web site for information.	English/many items are in both text and pdf
Information sheets	Ongoing	To provide plain language information about specific human rights topics; revised based on feedback received and changes to legislation and human rights law.	Accurate information is disseminated; increased basic-level understanding of human rights topics among Albertans; less time spent by staff verbally responding to basic inquiries. Intended long-term outcomes include reduced levels of discrimination.	English/print and Web site: text and pdf
Complaint form and guide	Ongoing from 1998; revisions underway	To provide complainants with the ability to complete complaint forms with the assistance of a self-guiding tool; revisions reflect a commitment to	Complainants can submit complaints without staff assistance; savings of resources with staff not having to prepare complaints.	English/print and Web site: pdf

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		continuous improvement and will incorporate changes to make the form and guide easier to use and understand for both staff and clients.		
Alberta Human Rights Information Service— electronic newsletter	Ongoing from Fall 2001	To replace print version of Commission's newsletter; to keep stakeholders informed of Commission news and events and other related human rights news, as presented on Commission's Web site and related sites on a timely and cost-efficient basis.	Less expensive, more frequent and timely communication with clients and stakeholders; increased use of Commission resources; approximately 11,000 visits per month (January 2003).	English/electronic; distributed via e-mail
Guides for parties appearing before Human Rights Panels	February 2002	To inform parties about the human rights panels process.	Increased understanding by parties appearing before a panel about the panel process; less time spent by the panel coordinator responding to inquiries.	English/print and Web site; pdf
Complaint process guides for complainants and respondents	Summer 2003	To inform complainants and respondents about the complaint process.	Anticipated outcomes: complainants and respondents will have a clearer understanding of the complaint process; staff will spend less time explaining the process to clients.	English/print and Web site: text and pdf
Annual Report	Annually	To inform clients and stakeholders about the Commission's mandate, processes and results achieved.	Key stakeholders and Commission staff have a better understanding of the results achieved by the Commission; higher transparency and	English/print and Web site; text and pdf

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			accountability.	
Human Rights Day Kit	1998	To encourage schools, organizations and businesses to celebrate December 10 th . Originally produced in celebration of 50 th Anniversary of the signing of the Universal Declaration of Human Rights.	Significant number of requests received for the kit; increased awareness of human rights day and ways of commemorating the event and other similar significant days.	English Print and Web site - html
Annotated human rights bibliography for children and teens	1998; updated 2000	To provide public libraries, parents, teachers and other users with a guide to current resources suitable for children and youth on a human rights theme. The bibliography was originally accompanied by funding through the Human Rights, Citizenship and Multiculturalism Education Fund to libraries to purchase human rights-related resources.	Increased awareness of and interest in appropriate resources; Approximately \$50,000 worth of additional human rights resources added to Alberta public libraries.	English Print and Web site pdf and html
General presentations and workshops	Ongoing	To increase awareness of the Commission and provide basic-level information about human rights.	Increased awareness of human rights content and processes and of the Commission.	
Commission Annual Review. Provides information on the previous year's achievements as well as providing information on Commission	Annually	To increase awareness of the Commission and its work. To provide Commission statistics and other information in	Increased awareness of the Commission and the results achieved in its work related to resolving and settling complaints of	

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activities and processes.		one document.	discrimination, in its educational work, and in the work of human rights panels in adjudicating complaints.	
Temporary Displays	Ongoing	To increase awareness of human rights and of the Commission.	Increased awareness of human rights and of the Commission.	
International Human Rights Day Ceremonies. Until 2002 the Commission organized a formal ceremony at which it also presented the Human Rights Award and the Suzanne Mah Award. The Commission now participates with other organizations in community events and undertakes media initiatives (news release, letters to the editor) about this day.	Annually	To increase awareness of International Human Rights Day, human rights in general and of the Commission.	Increased public awareness of International Human Rights day, human rights and the Commission.	
Disseminating resource materials	Ongoing	To provide basic-level information about human rights and the Commission.	Increased awareness of human rights content and processes, and the Commission.	
Miscellaneous consultations	Ongoing	To provide basic-level information about human rights and the Commission.	Increased awareness of human rights content and processes, and the Commission.	
Referral and information	Ongoing	To provide appropriate referrals.	Clients can connect with appropriate organizations and individuals.	
Information brochures, posters, bookmarks, mugs, pens, pins, etc.	Ongoing	To increase awareness of human rights and of the Commission.	Awareness of the Commission and of human rights is maintained or increased.	English
<i>Building knowledge and skills within targeted audiences that leads to change</i>				
Interpretive bulletins:	Spring 2002	To provide intermediate-	Accurate information is	English/print and Web site:

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<ul style="list-style-type: none"> -Duty to accommodate -Pregnancy & maternity leave -Using mediation to resolve human rights issues in the workplace -Drug and alcohol testing 	<p style="text-align: center;">Summer 2003</p>	<p>level information about specific human rights topics</p>	<p>disseminated; increased intermediate-level understanding among Albertans about selected human rights topics; less time spent by staff verbally responding to inquiries. Intended long-term outcome is reduced levels of discrimination.</p>	<p>text and pdf</p>
<p>Guide to human rights in the area of employment</p>	<p style="text-align: center;">Spring 2002</p>	<p>To provide employers, unions and employees with intermediate-level information regarding human rights in the area of employment.</p>	<p>Anticipated outcomes: accurate information is disseminated; increased intermediate-level understanding among employers, unions and employees about human rights as it relates to employment; less time spent by staff verbally responding to inquiries. Intended long-term outcomes are positive employment rights policies and practices, more inclusive workplaces, reduced workplace discrimination, and ultimately a reduced number of employment-related human rights complaints.</p>	
<p>Targeted presentations on various topics</p>	<p style="text-align: center;">Ongoing</p>	<p>To provide targeted audience with intermediate-level information on selected</p>	<p>Anticipated outcomes: increased intermediate-level understanding of human rights topics.</p>	

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		human rights topics.		
Workshops targeted to the employment area on key human rights topics, supported by six specialized curriculum modules.	Development was completed in the Spring 2002, and delivery of the workshops was initiated in Fall 2002.	To provide employers, unions and employees with basic to intermediate-level information on key topics focused on human rights in the workplace.	Accurate information is disseminated; increased basic to intermediate-level understanding among employers, unions and employees about human rights as it relates to employment; less time spent by staff verbally responding to inquiries. Intended long-term outcomes are positive employment rights policies and practices, more inclusive workplaces, reduced workplace discrimination, and ultimately a reduced number of employment-related human rights complaints.	
Partnership with the Human Resources Association of Calgary (HRAC) and the Calgary Network for Equity and Diversity (CNED) to offer workshops on human rights in the workplace in Calgary. HRAC and CNED organize the workshops and the Commission delivers the content.	Fall and Spring 2002	To provide human resource practitioners with intermediate-level information on key topics on human rights in the workplace.	Greater understanding by human resource practitioners; greater awareness of HRAC and CNED membership of the Commission.	

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Remedy/education sessions	Ongoing	To provide parties to complaints with targeted information on human rights to fulfil the requirements of an agreed remedy to a complaint or to fulfil an order of a human rights panel.	Remedy requirements are met; increased understanding among parties to complaints about targeted human rights topics.	
Review of human rights/anti-discrimination policies developed by organizations	Ongoing	To provide organizations with information on appropriate content and how to develop and/or improve human rights policies.	Increase in the number of human rights policies developed by organizations; improved quality of policies.	
Liaison with commissions in other jurisdictions in the research and policy area and in the education area	Ongoing and special projects	To share information and work in collaboration on initiatives that can further joint mandates and lead to change in the direction of a fairer and more equitable society.	Maximized financial and human resources, reduced duplication of efforts, better quality programs and services and more consistent messages that ultimately lead to increased public awareness and understanding of human rights across Canada.	
Collaborative initiatives with other levels of government, agencies and organizations	Ongoing and special projects	To share information and work in collaboration on initiatives that can lead to change in the direction of a fairer and more equitable society.	Intended outcomes vary by initiative; results generally relate to fostering equality and reducing discrimination so all Albertans have the opportunity to participate fully in the social, economic and cultural life of the province.	
Provide support to organizations undertaking human rights and diversity initiatives that lead to change	Ongoing	The Commission participates on the Human Rights, Citizenship and	Intended outcomes vary by initiative that is funded; the goals of the overall funding program are to reduce	

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<p>through the Human Rights, Citizenship and Multiculturalism Education Fund.</p>		<p>Multiculturalism Education Fund Advisory Committee in assessing and making funding recommendations on educational initiatives in human rights and diversity</p>	<p>discrimination and racism and foster equality and promote fairness and inclusion.</p>	
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Commission: Canadian Human Rights Commission

Completed by: Alexander Waddell

Position:

Date: February 14, 2003

Awareness and Educational Initiatives completed in the past five years

Project title/Brief description	Date	Purpose	Outcome/Impact	Languages/formats
The Anti-discrimination Casebook on Race, Colour, National or Ethnic Origin: - case summaries describing incidents of discrimination because of race, colour, or national or ethnic origin.	2001	These cases were selected to provide examples of what employers should do to fulfill their responsibilities under the Canadian Human Rights Act, and the types of remedies that are used to address discrimination.	Increased awareness of anti-discrimination behaviour related to race, colour and national or ethnic origin by federally regulated employers.	French English
A Place for All: A Guide to Creating an Inclusive Workplace	2001	This Guide seeks to help employers understand their legal obligations regarding the duty to accommodate, and to create their own workplace accommodation policies and procedures.	Increased understanding of obligations regarding the duty to accommodate on the part of employers.	French English
Anti-Harassment Policies for the Workplace: Employer's Guide	1998	This guide presents model policies to help employers meet the requirements for	Development of more effective harassment policies by employers.	English French

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		developing their own harassment policies.		
Barrier-Free Employers	1997	Practical guide for job accommodation for people with disabilities. It is intended primarily for employers, company managers and human resources officers.	Promotes the integration of people with disabilities into the workplace, explains the steps that should be taken in order to facilitate the smooth integration of this productive sector into the labour force.	French English
Bona Fide Occupational Requirements and Bona Fide Justifications Under the Canadian Human Rights Act.	2000	This publication explains the implications of Supreme Court decisions in the cases of Meiorin and Grismer and the impact on the way the CHRC processes human rights complaints.	Fosters a greater understanding of the dilemmas with which the Commission is often faced in evaluating cases of discrimination, as well as of the requirements of the complaints process.	French English
Guide to Screening and Selection in Employment	2001	Tells employers how to avoid common pitfalls when interviewing prospective employees.	Increase understanding of the Act among federally regulated employers, and decrease the potential for employers implementing flawed hiring practices.	French English
A Time for Action	2001	Special Report to Parliament on Pay Equity to review the rationale for pay equity legislation, assess how federal pay equity provisions have worked up to now, and suggest how those provisions might be improved.	The report formed the starting point for the CHRC's input into the Pay Equity Task Force.	French English
Pay Equity: Employer's Guide		A guide for employers under federal jurisdiction.	Increased understanding of pay equity by employers.	French English
Pay Equity: Employee's Guide		A guide for employees under federal jurisdiction.	Increased understanding of pay equity by employees.	French English

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Visible Minorities in the Federal Public Service	1997	The Commission initiated this study to provide the public service with constructive input by identifying elements in hiring practices and in the workplace environment that may help to explain the statistical patterns observed.	The publication set forth several recommendations to the Public Service Commission to establish better hiring and general employment practices.	French English
Acquired Immunodeficiency Syndrome (AIDS)	1999	Outlines the Commission's position on AIDS, the rights of those with the disease, and obligations of employers.	Helped to send a message to the general public that AIDS discrimination is a human rights issue.	French English
Canadian Human Rights Commission's revised policy on Drug and Alcohol testing in the workplace	2002	This policy paper explains the Commission's position on drug testing, the rights of people with a previous or existing dependence on drugs, and the obligations of employers.	A revision of the original initiative put forth in 1999, the new version served to clarify the Commission's position and increase awareness among the general population.	French English
"Results Of Survey Of Employers Conducted By Consulting and Audit Canada"	2002	Summary of the review of the Employment Equity Act aimed at establishing better methods of adhering to its mandate.	Resulted in several recommendations to the Legislative Committee reviewing the Employment Equity Act	French English
ONTARIO REGION				
"Taking Action Against Hate"	2001	Participated on advisory committee of the Hate Propaganda Steering committee organized by the League for Human	Resulted in the production of a training manual aimed at community leaders and human rights educators that deals with ways to handle	English

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		Rights B'Nai Brith	hate propaganda/crime.	
ATLANTIC REGIONAL OFFICE (ARO)				
Black History Month: events	Annual event	In partnership with the Black History Month Association, the Atlantic Regional Office (ARO) organizes events to celebrate African Heritage Month (February).	These events help raise awareness about, and celebrate the heritage and contributions of Nova Scotians of African descent.	
International Women's Day: event	Annual event	ARO is a member of an interdepartmental organizing committee that holds an event attended by approximately 600 women from federal departments and agencies. Events include workshops on pay equity, health issues and others faced by black, aboriginal and lesbian women.	Increased awareness among female public servants about issues pertaining to their human rights.	
Partners Against Racism	Annually	ARO is a member of a committee that organizes event in the Halifax region for Human Rights Day (Dec. 10) and International Day for the Elimination of Racial Discrimination (Mar. 21). Events included a conference on poverty and race in the fall 2000.	Increased sensitivity about the various issues surrounding these human rights days among the general population, government departments and community groups.	
Anti-Hate Conference	March 25, 2000	In partnership with the Community Advocates for Rights with	Increased awareness about human rights issues within the community.	

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		Responsibilities (CARR). Over 70 educators, students and representatives of government and community groups attended this conference.		
CARR presentations	2000/2001	Given to numerous schools on the issue of "hate"	Increased awareness about human rights issues among students.	
Two-Day Conference on Duty to Accommodate	May 2001	In partnership with PSAC, PIPSC, and a number of federal departments and agencies. Geared at educating federal employees about the Duty to Accommodate.	Attended by around 200 people. Conference helped raise awareness of responsibilities with respect to duty to accommodate.	
Two-Day Session on "Embracing Change"	December 2001	In partnership with PSAC, PIPSC, and a number of federal departments and agencies. Geared at educating federal employees about employment equity.	Attended by around 200 people. To raise awareness of the changes required to create a representative federal public service.	
QUEBEC REGIONAL OFFICE (QRO)				
Sponsorships	Ongoing	Paid advertisements paid visibility during events such as Black History Month, Women's Day, Action Against Racism Week, Human Rights Day (e.g., in the program for the <i>Festival de Musique Multi-Montréal</i> , in the <i>Gazette</i>	Increased awareness about human rights issues among the general public.	

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		<i>des femmes</i> , in the program and calendar for Black History Month, and in the <i>Journal La Presse</i> for Action Against Racism Week).		
Rosa Parks Award: Participation in the Rosa Parks Award presentation for Black History Month.	February 2000 and 2001	The award is presented to an outstanding individual from the Black community for human rights advocacy and promotion. The award was presented by Ms. Falardeau-Ramsey in 2000 and by Ms. Adams in 2001.	To increase awareness among the general public.	
Opening ceremony for the Human Rights exhibition at the <i>Musée de St. Laurent</i> .	February 2001	The regional office organized the opening ceremony in cooperation with Canadian Heritage and the Museum.	Increased awareness among the general public.	
Award for the best written works against racism	March 2001	The regional office participated in presenting the awards during the Hip Hop 4 Ever festival.	Increased awareness among the general public.	
Award of merit for persons with a disability who are members of a visible minority and an award for young members of visible minorities.	1999-2000	The regional office participates in the selection board to choose the recipients of these awards.	To increase awareness among the general public.	
Symposium on visible minorities in the Public Service.	February 2001	Organize a symposium on visible minorities in the Public Service with the National Council of Visible Minorities.	To increase awareness among public servants.	
Meetings on the	1999-2000	Organizing meetings for	To increase awareness	

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recruitment of visible minorities		federal employers from a given sector (banks, FCC) and NGO representatives who are working to hire visible minorities or Aboriginal people.	among federal employees.	
ONTARIO REGION				
Black History Month – Human Rights Through Art exhibit	February 2001	In partnership with the Law Society of Upper Canada, the Bank of Montreal, the Ontario Black History Society and the City of Toronto. Helped to organize the exhibit.		
“No Racism Here” Poster Campaign	2001	In partnership with Guelph District and Multicultural Centre, co-sponsored the Centre’s campaign as part of the Centre’s 12-month anti-racism initiative for Wellington County.		
Human Rights Festival	April 2001	Participated as speaker at a festival organized by a Coalition of Advocacy Groups in Pickering.		
United in Unity Event	Sept 2001	Participated in the event organized by the City of Pickering and the Progressive Muslims Association of Ontario in the wake of September 11.		
Divali Conference – “United Against Hate”	Nov 2001	Regional Director participated as guest speaker at conference		

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		organized by the Hindu Association of Toronto. Government officials from across Southern Ontario and the Greater Toronto Area also participated.		
Forum on Diversity	Dec 2001	In partnership with Amnesty International and Niagara Region Presbyterian Diocese, conducted a forum to celebrate Human Rights Day.		
Human Rights Forum	Dec 2001	In partnership with the CAW and the City of St. Catharine's Mayor's Committee on Race and Community Relations, organized a forum to celebrate International Human Rights Day. Participated as guest speaker at forum organized by the Access and Equity Centre of the City of Toronto to celebrate International Human Rights Day.		
PRAIRIE REGION				
Interactive Poster – Stop the Hatred	March 1997	In partnership with Choices, a social justice group, produced poster targeted at middle and senior year students. Produced in response to a series of hate incidents and increased activity at	Demands for the poster were quite high and suggested an increased awareness.	English French

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		schools with the City of Winnipeg by Neo Nazi groups. Launched in conjunction with a March 21 st conference sponsored by the League for Human Rights of B'Nai Brith and distributed to every school in the province of Manitoba.		
Interactive Poster – Stop the Hatred	1998	In partnership with SHRC and the Saskatchewan Department of Education, the posters were distributed to every school in Saskatchewan.	Increased level of understanding of human rights issues among youth.	English French
The Rights Path Booklet - Manitoba	2001	In partnership with the Social Planning Council of Winnipeg and the Manitoba Association of Friendship Centres, a plain language rights booklet aimed at urban Aboriginal peoples was produced to inform them of their rights with respect to housing, employment, child protection, etc.	The staff of the Friendship centres throughout Manitoba, where the booklet was distributed, indicated that the booklet was of great benefit to them and the users of the Centres and a number of teachers advised they were using it in their classrooms.	English
The Rights Path – Saskatchewan	2002	In partnership with SHRC and Public Legal Education Association, production of a Saskatchewan version of the booklet was produced for a similar	Increased awareness among the aboriginal population about their fundamental rights under the laws of Saskatchewan and Canada.	English

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		Saskatchewan audience.		
Embracing Change Initiative	Ongoing	In partnership with the Public Service commission, the National Council of Visible Minorities and Federal Council, will be hosting a series of March 21 st Embracing Change events aimed at federal public servants and middle managers and at linking the community and the public service.	To raise awareness of the changes required in order to establish a representative federal public service.	
General Human Rights Seminars, conferences, etc.	Over past 5 years	Have partnered on a number of occasions with League for Human Rights of B'Nai Brith, Workers of Colour, MSEEPA, various unions to host seminars, conferences, etc.	To raise awareness of the CHRC, the CHRAAct and human rights principles.	
ALBERTA & NWT REGION				
International Day for the Elimination of Racism	Yearly events	In partnership with the Northern Alberta Alliance on Race Relations, organize year events to celebrate human rights.	Raises awareness about human rights.	
December 6 th events in Montreal	Yearly events (pending avail. of volunteers)	In partnership with the December 6 th Committee, a grass roots committee working to raise awareness of the events surrounding December 6 th in Montreal, organizes events every year.	Statue raised in Mary Borle Park; Each year men and women remember and participate in the event to reduce violence against women	
Rights Path	2002	In partnership with the	Increased awareness	English

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		Aboriginal Human Rights Committee, printing of Rights Path and its updates.	among the aboriginal community about provincial and federal human rights legislation.	
"It Takes Courage"	2002	Pocket-sized brochure intended for use by young persons	Increased awareness among youth about human rights legislation.	English
Embracing Change Conference	2000	In partnership with the Public Service Commission	To raise awareness of the changes required in order to establish a representative federal public service.	
Education sessions		Provided to Red Deer College, Grant MacEwan College and the Northern Alberta Institute of Technology to students in human resource studies.	Increased awareness about human rights issues among human resource practitioners.	
Information session on Meiorin and Grismer case and the duty to accommodate		Sessions to University of Alberta.		
BRITISH COLUMBIA & YUKON REGION				
Human Rights My Rights: A Handbook for Aboriginal Peoples + video	Latest copy released 2001	In partnership with BCHRC and B.C. Legal Services Society and several Aboriginal organizations. This handbook provides basic information on human rights to the Aboriginal community in B.C. through wide distribution of the booklet and video and the delivery of information and training sessions as limited resources permitted.	Greater awareness of human rights among members of the Aboriginal community.	English

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Human Rights Workshop	1999	In partnership with Stu-Lo First Nation, CHRC and the BCHRC, provided basic human rights training for the community including its leadership	Community reports greater level of awareness of human rights and are interested in follow-up workshops	
Poverty and Human Rights Workshop	1998	In partnership with End Legislated Poverty, developed and delivered a human rights workshop for members and clients of End Legislated Poverty. The purpose was to provide basic information on human rights to an audience of people living below the poverty line.	Raised awareness and understanding of human rights in the community despite the continued absence of a prohibited ground of discrimination that addresses poverty.	
Community Education Project	Last two fiscal years	CHRC, BCHRC in partnership with several community organizations developed and delivered 6 public fora and human rights workshops in 6 different communities throughout the province. The purpose was to provide basic human rights information and training to employers, unions, members of community groups and interested individuals.	Participants indicated a greater level of awareness and understanding of human rights and wanted follow up in the form of more focused training in specific areas such as workplace harassment and accommodation.	

Ongoing or planned awareness and educational initiatives.

Project title/Brief description	Date	Purpose	Outcome/Impact	
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CHRC Annual Report	Annually	To inform Parliament and the general public of the Commission's activities.	Printing generates significant media interest	English French
VIDEOS - Equality ... We all have a hand in it (Canadian Human Rights Act) - All things being equal (Pay equity)	Ongoing	A video explaining the Canadian Human Rights Act and the grounds of discrimination, as well as a video explaining why pay equity was implemented, are available on loan to the general public from regional offices across the country.	Loaned to the general public to raise awareness.	English French
POSTERS - Equality... We all have a hand in it - Real people posters (Understanding disabilities – Understanding ourselves) - Stop the Hatred	Ongoing	The posters were designed to raise awareness of human rights during conferences and other public events.	Raised awareness of human rights issues.	English French
ATLANTIC REGION				
Information Sessions on Harassment	Ongoing	Sessions given to regulated employers, workers and new Canadians on their rights and responsibilities with respect to harassment in the workplace	To educate federally regulated employers, workers and new Canadians of their rights and responsibilities.	
Information Sessions on Employment Equity	Ongoing	Sessions given to federally regulated employers, workers and new Canadians of their rights and responsibilities with respect to Employment Equity.	To educate federally regulated employers, workers and new Canadians.	
Information Sessions on Human Rights	Ongoing	Sessions given to federally regulated employers, workers and new Canadians of their rights and responsibilities with respect to human rights.	To educate federally regulated employers, workers and new Canadians.	
Bureau régional du Québec				
Sessions de formation sur la	En cours	Le bureau régional offre des	Sensibiliser le grand public.	

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Commission et la Loi canadienne sur les droits de la personne		sessions de formation à des groupes tels que les FAC, Postes Canada, la Commission de la Fonction publique, aux étudiants (p. ex. l'Université McGill)		
Session de formation sur le harcèlement	En cours	Le bureau régional offre ces sessions de formation aux groupes tels que les FAC, Via Rail	Sensibiliser les employeurs fédéraux.	
Sessions de formation sur l'accommodement	En cours	Le bureau régional offre ces sessions de formation aux groupes tels que les gestionnaires de Poste Canada, Via Rail, le Conseil fédéral du Québec.	Sensibiliser les employeurs fédéraux.	
Session d'information sur l'équité d'emploi	En cours	Le bureau offre des sessions d'information aux groupes tels que la Banque nationale	Sensibiliser les employés fédéraux	
Montage d'un kiosque à divers événements	En cours	Le bureau monte un kiosque lors de divers événements, tels que le Colloque des gestionnaires organisé par le Conseil fédéral du Québec.	Sensibiliser les gestionnaires.	
ONTARIO REGION				
Workplace Harassment Workshops	2001/ Ongoing	Conduct workshops on harassment in the workplace for federal departments, Aboriginal groups, women's groups, colleges and universities, and unions.	Feedback from presentations provides indication that workshops are having an impact. Success can be judged by number of requests for repeat workshops and the number of calls for advice received after the workshop.	
Accommodation Workshops (incl. Bone Fide Operational Requirements)	2001/ Ongoing	Conduct workshops with federally regulated employers, such as Canada Post and Bell Canada, federal government	Feedback from presentations provides indication that workshops are having an impact. Success can be	

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		departments, colleges and Aboriginal groups. Presentations are also made to other groups on demand (e.g. Toronto Central Seventh Day Adventist Church)	judged by number of requests for repeat workshops and the number of calls for advice received after the workshop.	
Human Rights Training	2001/ Ongoing	Training sessions and presentations on general human rights issues are given to federally regulated employers, Aboriginal groups, colleges and universities, unions and advocacy/community groups. The office also worked with the Taipei cultural and Economic Office in Toronto to organize a two-day human rights conference for visiting delegates from Taiwan.	Feedback from presentations provides indication that awareness of human rights issues is heightened.	
PRAIRIE REGION				
Human Rights Conference	Yearly event (Dec. 10)	In partnership with the Community Legal Education Association, hosted a conference in recognition of December 10 th . Each year the conference highlights one or two specific human rights issues. The conference focuses employer/union and community attention on particular issues (e.g. Aboriginal issues, the role of educators, etc.)	Promotes greater awareness of December 10 th and human rights issues in general.	
Human Rights Commitment Award	Yearly (Dec. 10)	In partnership with the Community Legal Education Association, sponsor award given to person who has	Raises awareness of those who have made an ongoing commitment to human rights.	

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		made an ongoing commitment to human rights.		
Educational and informational seminars to businesses, employers, unions, universities (faculties of management) and continuing education labour/management classes	Ongoing throughout the year	The office delivers a range of seminars on an ongoing basis. The main focus has been on anti-harassment, employment equity, and the duty to accommodate.	Increased awareness of, and sensitivity to, human rights issues among members of the professional community	
ALBERTA & NWT REGION				
General human rights events	Ongoing	The regional office organizes a number of events in partnerships with groups such as the Canadian Multicultural Educational Foundation, the John Humphrey Centre for Peace and Human Rights and community groups such as Immigrant Women and Changing Together.	Increase awareness of, and sensitivity to, human rights issues among the general public.	
Information sessions on human rights, harassment and employment equity.	Ongoing	Provide information sessions on an ongoing basis to federal departments.	Increase awareness of, and sensitivity to, human rights issues among federal government employees.	
BRITISH COLUMBIA & YUKON REGION				
Duty to Accommodate: presentations	Ongoing	Presentations and workshops to both private and public sector employers. The regional office plans to deliver a number of these sessions to targeted employers in the private sector in areas like rail, trucking and marine transportation and the financial sector.	It is still too early to know what impact the new accommodation guide and the delivery of information and training sessions will have. We are receiving a growing number of requests for these training sessions and are predicting positive outcomes.	
Human rights, harassment, duty to accommodate and employment equity workshops	Ongoing	In partnership with Public Service Commission provide workshops for managers, supervisors, human resource	Provided basic level of awareness on human rights and employment equity legislation and policy. We	

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		<p>specialists, union representatives and employees. The regional office has provided a wide range of sessions to both public and private sector employers.</p>	<p>are seeing a gradual change in the level of awareness and understanding of all participants of their respective rights and responsibilities regarding human rights and employment equity.</p>	
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Commission: Commission des droits de la personne et des droits de la jeunesse du Québec

Completed by: Shirley Sarna

Position: Human Rights Educator

Date: February 7, 2003

Awareness and Educational Initiatives completed in the past five years

Project title/Brief description	Date	Purpose	Outcome/Impact	Languages/formats
Production of human rights pedagogical materials (see list in annex 1)	Jan. 1996 - present	Support materials for education activities in schools, community groups, workplace	Encouraged ongoing activities in these areas ie. training of trainers, teacher-training, establishment of anti-harassment policies, other human rights education projects, etc.	
Human rights training workshops (see workshop titles and target pop. in annex 2)	Jan. 1996 - present	Human rights sensitisation, empowerment, action in schools, community groups, workplace	Joint projects with various school boards, schools and organisations established, increased demand for further training, better understanding of recourses	
Organisation of special events, theme days, conferences, symposia (see list in annex 3)	Jan. 1996 - present	Celebrate, educate, draw attention to Dec. 10, 50 th anniversary of the UDHR, various human rights issues	Demand for Commission to intervene on certain issues, in the form of training workshops, publications, etc.	
Co-operation activities with community and other groups (see list in annex 4)	Jan. 1996 - present	Conflict resolution, community outreach, community support	Confidence in CDPDJ raised, links strengthened	

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International co-operation (see list in annex 5)	Jan. 1996 - present	Teacher-training course, h.r. ed. Support for educators from West Africa, North Africa and Eastern Europe	An evaluation is administered after each session. In addition, an evaluation request was sent to all who participated from 1994-2000. They were Asked to describe all human rights education initiatives undertaken as a result of the training session. Results have been compiled.	
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Ongoing or planned awareness and educational initiatives.

Project title/Brief description	Date	Purpose	Outcome/Impact	
Same as above				

ANNEX 1: PRODUCTION OF HUMAN RIGHTS PEDAGOGICAL MATERIALS

Human Rights Workshop Handbooks and Other Public Activity Print Materials

L'éducation aux droits : le lien du cœur et de l'esprit -- [Human rights education: Joining heart and mind]

Maryse Alcindor and Nicole Pothier
December 2000

Métro régional : session de sensibilisation aux droits de la personne et de la jeunesse – [Regional Metro: Awareness session on human and youth rights]

Jean-Marc Harnois
January 2001

Session de sensibilisation aux droits et libertés pour les personnes vieillissantes – [Awareness session on the rights and freedoms of the aging population]

Jean-Marc Harnois
January 2001

L'éducation aux droits et responsabilités au secondaire : Recueil d'activités

Constance Leduc

1998

(English version) Teaching and Learning about Rights and Responsibilities for Secondary Schools: Activity Guide

1999

À tout âge, des droits, des libertés : Atelier de sensibilisation – [Rights and freedoms at any age: Awareness workshop]

Constance Leduc

1999

Aboriginal Peoples: Fact and Fiction

(disponible en français : Mythes et réalités sur les peuples autochtones)

Pierre Lepage

2002

La rencontre québécois-autochtones : Un beau défi – [Quebecois-Aboriginal meeting: A wonderful challenge]

Pierre Lepage

2000

Youth Protection Act

Monique Lortie

October 2002

La Convention relative aux droits de l'enfant + 10 ans : Des promesses à la réalité – [Convention on the rights of the child over age 10: From promises to reality]

Nicole Pothier

October 1999

Les droits et libertés : Un tremplin pour un monde plus humain

Nicole Pothier

May 1998

(available in English: Human Rights and Freedoms: A Springboard for a More Humane World)

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Une école démocratique : Les règles de vie à l'école primaire – [A democratic school: The rules of living for elementary schools]

Nicole Pothier
1996

Éducation aux droits et à la démocratie en milieu scolaire : Avons-nous le luxe de nous en passer? – [Human rights and democracy education in schools: Can we afford to live without them?]

Nicole Pothier
1995

Construire une culture de la paix... De soi vers la communauté – Présentation de la culture de la paix et activités pédagogiques pour les écoles primaires et secondaires – [Building a culture of peace...from oneself to the community—
Presentation of the culture of peace and educational activities for elementary and secondary schools]

Nicole Pothier and Shirley Sarna
October 2000

Les jeunes à l'école secondaire : Prendre sa place! – [Secondary school students: Take your place!]

Nicole Pothier
February 1996

Droits et libertés à l'école : Un outil pour contrer la violence – [Human rights and freedoms at school: A tool to counter violence]

Nicole Pothier
1994

Prévenir les conflits et la violence à l'école : conjuguer la réflexion et l'action – [Preventing conflicts and violence at school: In pursuit of reflection and action]

Nicole Pothier
April 1996

**Do the "Right" Thing! Know Your Rights
(human rights handbook for literacy groups)**

Shirley Sarna
January 1996

(available in French: *Vous êtes en droits de connaître vos droits*)

Contemplating Change: A Synoptic View of Anti-Racist Education

Shirley Sarna

May 2000

(available in French: *Faciliter l'évolution des mentalités : Ébauche d'une formation anti-raciste*)

**For the Dawn of a New Millennium: Human Rights Education
A Conceptual Framework for Transforming Paradigms
(guide to human rights pedagogy)**

Shirley Sarna

1998

(available in French: *À l'aube d'un nouveau millénaire, l'éducation aux droits de la personne : Cadre conceptuel pour un changement de paradigme*)

**Reaching Out for Rights
Human Rights Education at the Grassroots
(guide to advocacy training)**

Shirley Sarna

1999

(available in French: *S'approprier les droits : Pour un militantisme des droits de la personne*)

Succeeding Against the Odds: Making Reasonable Accommodations for Students with Learning Disabilities

Shirley Sarna

1997

(available in French: *Pour que l'avenir ne lui échappe pas : l'accommodement raisonnable ou comment aider l'élève ayant un trouble d'apprentissage*)

Understanding and Dealing with Sexual Harassment in the Organisation

Shirley Sarna

1997

**It's Not Okay to be Anti-Gay
(human rights workshop on homophobia)**

Shirley Sarna

1996

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(available in French: *L'homophobie ou le pouvoir destructeur des mots*)

**The Council of Co-operation
Experiencing Democracy in the Classroom**
Shirley Sarna
1995

Sexual and Sexist Harassment and the School Environment
Shirley Sarna
1994

**Peaceful Conflict Resolution: What Do I Do Monday Morning?
(workshop handbook on peaceful conflict resolution and peer mediation)**
Shirley Sarna
2002

(available in French: *Résolution pacifique des conflits et droits de la personne : Que faire lundi matin?*)

**Painting Rainbows
Toward the Successful Integration of Handicapped Students
(workshop handbook on inclusion of handicapped students)**
Shirley Sarna
2002

(available in French: *Dessiner un ciel nouveau au-dessus de l'école : à la réussite de l'intégration scolaire des élèves handicapés*)

**I Dream of Peace
A Compilation of Writings, Songs and other Musings on Peace and Human Rights Issues in Celebration of the
International Year of Peace 2000**
Compiled by Shirley Sarna
1999

Learning Disabilities and Me
Shirley Sarna
January 2002

(available in French: *Les troubles d'apprentissage et moi*)

Multiple Perspectives or 'Thinking Outside of the Box'

Shirley Sarna

January 2002

(available in French: *Les perspectives multiples*)

Learning Disabilities and Employment

Shirley Sarna

January 2002

Advocacy and Learning Disabilities

Shirley Sarna

January 2002

Diversity and Education: Selected Readings

Compiled by Shirley Sarna

September 2001

Race Matters: Critical Race Theory and Organisational Change

Shirley Sarna

January 2002

**On the Cutting Edge of Education: Schools Where Different is Normal
(integration of special needs students)**

Shirley Sarna

September 1994

(available in French: *À l'avant garde de l'éducation : quand la différence fait partie de la norme*)

Le théâtre comme outil d'éducation aux droits

Shirley Sarna

September 2001

Human Rights Now: Ten suggested activities to celebrate the 50th anniversary of the UDHR

Shirley Sarna

July 1998

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(available in French: *Les droits de la personne au cœur de la vie :
Dix suggestions d'activités pédagogiques pour célébrer le 50e anniversaire de la DUDH*)

Rekindling the Art of Dialogue: Salaam/Shalom

Shirley Sarna
September 2002

Plan of Action for the Implementation of Non-sexist Curriculum at the Secondary IV and V Levels

Shirley Sarna
October 1996

Terrorism and Resisting War: Does Human Rights Education Matter?

Shirley Sarna
November 2001

One World: Human Rights Exercises in Global Citizenship

Shirley Sarna
July 2002

Quelques activités pédagogiques pour promouvoir la paix

Shirley Sarna
Juillet 2000

Les droits des enfants et les interventions de la Commission – [Children's rights and interventions by the Commission]

Manon Saucier and Monique Lortie
August 2002

L'exploitation des personnes âgées : Un mal à nommer pour mieux le combattre – [Exploitation of older persons:

Identifying an evil in order to fight it better]

Françoise Schmitz
November 2002

Human Rights and Freedoms: A Springboard for a more Humane World: Human Rights Kit to commemorate the 50th anniversary of the UDHR

1998

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(available in French: *Les droits et libertés : un tremplin pour un monde plus humain : Trousse de formation à l'occasion du 50e anniversaire de la DUDH*)

Actes du Forum Droits et Libertés : Que signifient les droits et libertés pour les jeunes de la rue? – [Proceedings of the *Forum Droits et Libertés: What do human rights and freedoms mean to street youth?*]
February 2000

Internet Human Rights Education Tools

Les trois D : Droits, Démocratie, Didactique – [The three Ds: Rights, Democracy, Education]
Discussion list

Interactive module for older persons

Other

Human Rights and Freedoms (Card Game)
(available in French: *Famille plein droits (jeu de cartes)*)

ANNEX 2: WORKSHOPS FOR COMMUNITY GROUPS, SCHOOLS AND THE WORKPLACE

Workshops for Community Groups

(tenants, women, parents, youth, seniors, ethnic associations, adult literacy groups etc.) conducted in English

1. Making a difference: parental participation in your child's education
2. Discrimination in housing
3. Youth: getting to know your rights
4. Overcoming sexual and racial harassment
5. Reading and "Righting": Human Rights Workshop for Literacy Groups
6. "Report card 2001": the state of democracy

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7. Let's talk about human rights
8. Developing advocacy skills: preparing a "tool box" for social change
9. Elder persons: rights and freedoms for all ages

Workshops for Schools

(teachers, administrative staff, non-teaching personnel, parents, volunteers)
conducted in English

1. Human Rights Literacy for Students: Global Citizens of the Next Millennium
2. Reading and "Righting"
3. Rights and Freedoms: 101
4. Challenging Intolerance: Nipping it in the Bud
5. Integrating Intellectually Handicapped Students into the Mainstream
6. Sexual and Sexist Harassment and the School Environment
7. Peaceful Conflict Resolution: Alternatives to Violence at School
8. Succeeding against the Odds: Making Reasonable Accommodations for Learning Disabled Students

Workshops for Community Groups

(tenants, women, parents, youth, seniors, ethnic associations, adult literacy groups etc.) conducted in French

1. Parents : votre opinion compte dans l'éducation de vos enfants
2. La protection des enfants : que fait-on de l'autorité parentale
3. Le harcèlement racial : on s'en défait !
4. La discrimination dans le logement
5. L'intolérance : l'enrayer avant qu'elle ne progresse
6. An 2000 : l'état de la démocratie
7. Nos droits : on en parle et on s'en occupe
8. S'outiller pour mieux défendre ses droits
9. À tout âge, des droits, des libertés: Module de formation sur les droits et libertés des personnes âgées
10. Métro régional : ateliers d'information dans les régions du Québec

Workshops for Schools and Youth

(teachers, administrative staff, non-teaching personnel, parents, volunteers, youth protection facilities) conducted in French

1. La Charte des droits et libertés de la personne a 25 ans. Que signifie-t-elle pour vous ?

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2. Éduquer à la citoyenneté, simple mode ou reflet d'une réalité nouvelle ?
3. Construire une culture de la paix ... de soi vers la communauté
4. L'accès des élèves handicapés aux services réguliers d'enseignement
5. Pour que l'avenir ne lui échappe pas - L'accommodement raisonnable et les troubles d'apprentissage
6. L'homophobie, une peur qui va droit au coeur
7. Plusieurs voix, une vision commune
8. Sous le Shaputuan - La rencontre Québécois-Autochtones
9. Ressources éducatives sur le Web en droits de la personne
10. La Loi sur la protection de la jeunesse : une loi pour me protéger
11. Mes droits et obligations en cas d'arrestation et de détention
12. Protéger les jeunes : pourquoi ? comment ?
13. Du droit à la vie privée au droit à l'information
14. Signaler, c'est déjà protéger
15. Nos jeunes devant la loi : leurs droits et obligations en cas d'arrestation ou de détention

Workshops for the Workplace

(conducted in French)

1. Recrutement, sélection et embauche du personnel et droits de la personne
2. Dossier médical et droits de la personne
3. Droits de la personne et relations de travail
4. L'accès à l'égalité - analyse des politiques et des pratiques du système d'emploi (en bref)
5. Harcèlement sexuel au travail
6. Valoriser les différences et la diversité

ANNEX 3: SPECIAL ACTIVITIES

- CASHRA 1999 (annual human rights conference of the Canadian Association of Statutory Human Rights Agencies)
- Prix Droits et Libertés (annual Human Rights Prize, awarded on December 10)
- Forum droits et libertés (biannual symposia on human rights issues ie. Homeless youth, 'Orphan clause' etc.)

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- Regular participation as panellists, speakers, resource people at university, ngo, and other events

ANNEX 4: CO-OPERATION ACTIVITIES

- Consultation with Montreal's ethnic associations
- Human Rights Advocacy (accompaniment of community groups and individuals in the process of advocating for their rights, ie. Integration of special needs students in regular classes, etc.)
- Consultation/support in the development and implementation of anti-harassment policies in public agencies and private companies

ANNEX 5: INTERNATIONAL EDUCATION/CO-OPERATION ACTIVITIES

- Human Rights Training Course «Université d'été», offered in conjunction with the Institut international des droits de l'homme (Strasbourg). The training course is aimed at teachers, school administrators, Education Ministry officials from North Africa, West Africa and Eastern Europe
- Human Rights Education course given as part of the Fi.ACAT (Fédération internationale des associations de chrétiens pour l'abolition de la torture) human rights training course for West African human rights activists in Yaoundé, Cameroon
- Human Rights Education Capacity Building with the KOMNAS HAM (Indonesian Human Rights Commission) (3 training sessions in Jakarta, Puncak, and Yogyakarta - 1997-1999)
- International Human Rights Training Program of the Canadian Human Rights Foundation (support and facilitation)

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Commission: Manitoba Human Rights Commission

Completed by: George Sarides

Position: Education

Date: March 25, 2003

Awareness and Educational Initiatives completed in the past five years

Project title/Brief description	Date	Purpose	Outcome/Impact	Languages/formats
Reasonable Accommodation Guidelines (Commission's Interpretation of Human Rights Code provisions relating to Reasonable Accommodation).	1997	Public Information regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to Reasonable Accommodation.	Public provided with current Commission interpretation and specific half day Seminar on Reasonable Accommodation developed.	
Filing Human Rights Complaints on the Basis of a Physical or Mental Disability Paper & Policy	1997	Public information regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to mental and physical disability.	Public provided with current Commission interpretation and definition of Physical or Mental Disability.	
Advisory Opinions 1. Hiring Practices (M/F) in Group Home	1997	Public information regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to hiring practices (M/F) in group home	Public provided with current Commission interpretation on this case specific issue.	
Advisory Opinion	1999	Public information	Public provided with current	

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<p>2. Registration Practices (Religion) Private School.</p> <p>Advisory Opinion 3. Signage for the denying entry based on age (under 18).</p> <p>Advisory Opinion 4. Collective Agreement - Seniority / LTD/Sick Leave.</p>	<p>1999</p> <p>2001</p>	<p>regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to student registration practices (Religion) in Private School.</p> <p>Public information regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to signage for the denying entry based on age (under 18).</p> <p>Public information regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to a collective agreement based on seniority / LTD / Sick Leave.</p>	<p>Commission interpretation on this case specific issue.</p> <p>Public provided with current Commission interpretation on this case specific issue.</p> <p>Public provided with current Commission interpretation on this case specific issue.</p>	
<p>Employment Seminars (Full Day).</p>	<p>5 or 6 per year.</p>	<p>A full day, business oriented seminar specifically for employers.</p>	<p>Responding less to specific employers and being able to reach more employers using less resources.</p>	
<p>Human Rights Issues for Non Profit Organizations (Half Day)</p>	<p>1 or 2 per year.</p>	<p>A half day seminar designed specifically to assist non-profit organizations.</p>	<p>Responding less to specific non profit organizations and being able to reach more organizations using less resources.</p>	
<p>Reasonable Accommodation in the Workplace Seminar</p>	<p>3 or 4 a year.</p>	<p>A half day seminar that considers when employers have a duty to</p>	<p>Responding less to specific employers and being able to reach more employers using</p>	

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		take reasonable step to accommodate employees.	less resources.	
Harassment in the Workplace Seminar	2 or 3 a year.	A half day seminar that focuses on what conduct constitutes harassment.	Responding less to specific employers and being able to reach more employers using less resources.	
Issues For Rental Agencies, Property Owners and Apartment Managers Seminar	1 or 2 a year.	A half day seminar designed specifically to assist those responsible for renting accommodations.	Responding less to specific agencies and being able to reach more agencies using less resources.	
Recent Developments in Human Rights Laws Seminar	1 or 2 a year.	Half day seminar that looks at recent court and tribunal decisions.	Providing a resource to lawyers and human resources professionals.	
Human Rights Award	Annual Event - Dec. 10 th		N/A	
Provincial Human Rights Youth Conference and Video Contest.	Annual Event - Dec. 10 th	Recognize human rights achievement in various sectors (changes yearly).	Greater awareness of Human Rights Issues and of the Commission.	
Northern Outreach	Ongoing	Forum for youth across the province to discuss and learn about human rights.	Greater awareness of Human Rights Issues and access to the Commission for Northern Manitobans	
Aboriginal Outreach	Ongoing	Human Rights Officer in Northern Manitoba has set up satellite offices in different communities and attends on a specific circuit.	Greater awareness of Human Rights Issues and access to the Commission for Aboriginal people in Winnipeg.	
Western Manitoba Outreach	Monthly	Human Rights Officer in Winnipeg has set up one		

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MHR Connections Bulletin	Ongoing	satellite office outside of Winnipeg and meets with Aboriginal agencies on a regular basis.	Greater awareness of Human Rights Issues and access to the Commission for Aboriginal people in Winnipeg	
Development of Commission Website	Ongoing	Human Rights Officer in Brandon is setting up regular contacts in Brandon and Western Manitoba.	On line bulletin	
Speaking Engagements Requests	Ongoing		Greater awareness of Human Rights Issues and access to the Commission for people with Internet access.	
Specific Education Projects	Dec. 10 th - Annual Event	Timely information on Commission initiatives and issues.		
	March 21 - Annual Event	Set up Website contact to the Commission.	Human Rights information to the public.	
Annual Human Rights Day Conference /Activities		Respond to agencies requiring specific education on human rights. (1 or 2 hours).	Human Rights information to the public.	
March 21 st Activities		Respond to agencies requiring specific education on human rights. (half day seminars).	Greater awareness of Human Rights Issues and of the Commission	
		Participate with other agencies to recognize Human Rights Day throughout the Province	Greater awareness of Human Rights Issues and of the Commission	
		Participate with other agencies to recognize March 21st throughout		

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		the Province		
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Ongoing or planned awareness and educational initiatives.

Project title/Brief description	Date	Purpose	Outcome/Impact	
Review of All Commission Policies	ongoing	Public information regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to matters covered by the legislation.	Public will have current Commission interpretation of Manitoba Human Rights Code.	
Seniors Only Housing (no provision under Manitoba Human Rights Code for Seniors Only / 55 plus Housing).	2003	Public information regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to "Seniors Only" Housing.	Public will have current Commission interpretation of Manitoba Human Rights Code provisions relating to "Seniors Only" Housing.	
Alcohol and Drug Testing	2003	Public information regarding Commission's interpretation of Manitoba Human Rights Code.	Public will have current Commission interpretation of Manitoba Human Rights Code.	
Criminal Records Check	2003	Public information regarding Commission's interpretation of Manitoba Human Rights Code	Public will have current Commission interpretation of Manitoba Human Rights Code.	
Reasonable Accommodation Guidelines Review.	2003	Public information regarding Commission's interpretation of Manitoba Human Rights Code provisions relating to Reasonable Accommodation (as a result of recent case law.)	Public will have current Commission interpretation of Manitoba Human Rights Code provisions relating to Reasonable Accommodation.	
Employment Seminars (Full Day).	3 or 4 per year.	A full day, business oriented seminar specifically for employers.	Responding less to specific employers and being able to reach more employers using less resources.	

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Human Rights Issues for Non Profit Organizations (Half Day)	1 or 2 per year.	A half day seminar designed specifically to assist non-profit organizations.	Responding less to specific non profit organizations and being able to reach more organizations using less resources.	
Reasonable Accommodation in the Workplace Seminar	2 or 3 a year.	A half day seminar that considers when employers have a duty to take reasonable step to accommodate employees.	Responding less to specific employers and being able to reach more employers using less resources.	
Harassment in the Workplace Seminar	2 or 3 a year.	A half day seminar that focuses on what conduct constitutes harassment.	Responding less to specific employers and being able to reach more employers using less resources.	
Issues For Rental Agencies, Property Owners and Apartment Managers Seminar	1 or 2 a year.	A half day seminar designed specifically to assist those responsible for renting accommodations.	Responding less to specific agencies and being able to reach more agencies using less resources.	
Recent Developments in Human Rights Laws Seminar	1 or 2 a year.	Half day seminar that looks at recent court and tribunal decisions.	Providing a resource to lawyers and human resources professionals.	
Human Rights Award	Annual Event - Dec. 10 th		N/A	
Provincial Human Rights Youth Conference and Video Contest.	Annual Event - Dec. 10 th	Recognize human rights achievement in various sectors (changes yearly).	Greater awareness of Human Rights Issues and of the Commission.	
Northern Outreach	Ongoing	Forum for youth across the province to discuss and learn about human rights.	Greater awareness of Human Rights Issues and access to the Commission for Northern Manitobans	
Aboriginal Outreach	Ongoing	Human Rights Officer in Northern Manitoba has set up satellite offices in different communities and attends on a specific circuit.	Greater awareness of Human	

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Western Manitoba Outreach	Ongoing		Rights Issues and access to the Commission for Aboriginal people in Winnipeg.	
Development of MHRC TV .	Ongoing	Human Rights Officer in Winnipeg has set up one satellite office outside of Winnipeg and meets with Aboriginal agencies on a regular basis.		
Bully Alert	Ongoing	Human Rights Officer in Brandon is setting up regular contacts in Brandon and Western Manitoba.	Greater awareness of Human Rights Issues and access to the Commission for Aboriginal people in Winnipeg	
Speaking Engagements Requests (120 per yr.)	Ongoing	Attract students to Commission Website (Videos, Quizzes & Chat room)..	Greater awareness of Human Rights Issues and access to the Commission for students with Internet access.	
Specific Education Projects (30 per yr.)	Ongoing		Students are using a medium that they are most familiar with).	
Annual Human Rights Day Conference /Activities	Dec. 10 th -Annual Event	Give students information on this topic using a Chat room, video and text on Commission Website.	Students have a greater awareness of what they can do if being harassed.	
March 21 st Activities	March 21 - Annual Event	Respond to agencies requiring specific education on human rights. (1 or 2 hours).	Human Rights information to the public.	
Youth Rights Manual	Fall 2003-	Respond to agencies requiring specific education on human rights. (half day seminars).	Human Rights information to the public.	
Youth Conference Video on website	Annual	Participate with other agencies to recognize Human Rights Day throughout the	Greater awareness of Human Rights Issues and of the Commission	
			Greater awareness of Human Rights Issues and of the	

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<p>Education activities aimed at youth identified by Commission as a priority for upcoming year (2002/2003)</p>	<p>2003/04</p>	<p>Province</p> <p>Participate with other agencies to recognize March 21st throughout the Province</p>	<p>Commission</p> <p>Greater awareness of their rights with the province.</p>	
<p>Plain Language Guide to The Code / Complaint Process.</p>	<p>2003/04</p>	<p>Manual available to Youth outlining their rights in the Province (in partnership with Children's Advocate and Provincial Ombudsman.</p>	<p>Greater access to conference proceedings.</p>	
<p>Plain Language Guide to The Code / Complaint Process in languages other than French and English.</p>	<p>2003/04</p>	<p>Greater access to annual conference by linking conference proceeding onto our Website.</p>	<p>Education activities aimed at youth identified by Commission as a priority f</p>	
<p>Sport Manitoba (partnership) on Harassment</p>	<p>ongoing</p>	<p>Education activities aimed at youth identified by Commission as a priority f</p> <p>Provide clear information to the public about The Code and our complaint process.</p> <p>Provide clear information to the public about The Code and our complaint process in languages other than French and English.</p> <p>Partnership to look at best way to reach recreation directors , coaches via seminars etc.</p>	<p>Greater awareness about The Code and Commission complaint process.</p> <p>Greater awareness about The Code and complaint process in languages other than French and English.</p> <p>Provincial Collective to look at the issue of harassment / abuse in sport</p>	

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Human Rights Awareness and Education Survey: March 2003**

Commission: Human Rights Commission of New Brunswick

Completed by: Francis Young

Position: Human Rights Officer

Date: March 31 2003

Awareness and Educational Initiatives completed in the past five years

Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
"Vision for Equality" television & video series (4 videos & study guide): 1. Human Rights in NB 2. Valuing Diversity 3. Combating Harassment 4. Educating for Equality	1998	Promote awareness of work and mandate of NBHRC. Promote recognition of value of diversity Combat harassment. Promote human rights education.	Better awareness of work and mandate of NBHRC. Increased recognition of value of diversity More awareness and understanding of human rights issues.	English & French VHS
Sen. Muriel McQueen Fergusson essay contest in high schools	1998	Promote awareness among students of human rights issues related to women	Increased awareness of human rights issues among students	English & French
50 th Anniversary of the Universal Declaration of Human Rights (UDHR) kit developed and provided to every school	1998	Promote awareness and understanding of UDHR, John Humphrey's role, and available resources about the UDHR	Heightened understanding of the UDHR and of John Humphrey's role	English & French Print & HTML
Poster with full text of UDHR	1998	Promote awareness and understanding of UDHR	Increased awareness and understanding of UDHR	English & French Print
Web design contest	1998	Develop interesting web projects for NBHRC site	Heightened awareness of the NBHRC and its website	English & French Print & HTML
Executive Round Table on Diversity (multi-agency partnership)	March 98 & 99	Promote recognition by employers of value of workforce diversity	Better appreciation of value of workforce diversity	English & French

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Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
"Building the Respectful Workplace and Learning Environment" workshop	1999	Promote workplaces and learning environments that are free from harassment	Increased understanding of cost of harassment and of rights and responsibilities under Human Rights Act in workplaces and at school	English & French
"Human Rights Film and Video Catalogue" (116 pages)	1999	Promote awareness and use of human rights films and videos readily available in NB	Increased awareness and use of films and videos available from NBHRC library and otherwise readily available in NB	English & French Print
Powerpoint presentations on: 1. human rights issues in the workplace 2. human rights in New Brunswick generally 3. creating respectful learning environments	2000	Promote understanding of rights, duties and procedures under Human Rights Act Promote a respectful learning environment in schools	Heightened awareness of rights and responsibilities in the workplace, at school and generally Increased awareness of NBHRC Improved working and learning environments	English & French Powerpoint
Annual youth forums (multi-agency partnership)	Annually until 2000	Promote understanding between youth leaders of various backgrounds	Increased multicultural understanding	English & French
Publication of "Learning Together about Rights and Responsibilities" 157-page teacher's guide. One copy sent to each middle school in NB.	2001	Assist teachers in grades 4 to 8 to teach about human rights and to promote tolerance	Teachers in grades 4 to 8 have additional information and resources to teach about human rights and to promote tolerance	English & French Print
Coordinate compilation by various provincial departments of periodic reports required under various international human rights instruments	Ongoing until 2002	Report to UN on progress and outstanding issues in implementing various human rights instruments	Informed UN of progress and problems in implementing various human rights instruments Fulfilled obligations under various international human rights instruments This responsibility has now been undertaken by the Dept. of Training and Employment	English & French Print

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Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
			Development	
Reprinting & distribution of French version of "Learning Together" to every Social Studies teacher in grades 4 to 8 of the francophone school districts	Aug. 2002	Facilitate infusion of human rights issues in school curricula	Provided resources and activities to help teachers include human rights issues into existing curriculum	French Print
Pioneer of Human Rights Award conferred to three key people who advanced human rights in N.B.	Sep. 15, 2002	Recognise and reward exceptional human rights contributions Improve awareness of, and interest in, human rights issues and human rights reform Improve awareness of N.B.'s human rights history	Recognition of exceptional human rights contributions of the three individuals Improved awareness of, and interest in, human rights issues Improved awareness of N.B.'s human rights history	French & English
Day-long human rights conference & consultation in Fredericton	Oct. 21, 2002	Improve awareness of, and interest in, human rights issues and human rights reform Obtain feedback on NBHRC draft guidelines on housing and on drug and alcohol testing	Improved awareness of, and interest in, human rights issues and human rights reform Received useful feedback on NBHRC draft guidelines on housing and on drug and alcohol testing	French & English
Publication of "Thirty-Five Years and Looking Forward," a discussion paper and survey about the NBHRC's priorities, processes and legislation.	Oct. 21, 2002	Obtain public input on Commission's effectiveness, priorities and legislation	Obtained useful public input on Commission's effectiveness, priorities and legislation	French & English Print & HTML
Online publication of all NBHRC draft and final guidelines	Nov 2002	Increase dissemination and timeliness of detailed information about rights and obligations under the Human Rights Act and about procedures of the NBHRC	Improved access to detailed and up-to-date information about rights and obligations under the Human Rights Act and about procedures of the NBHRC	French & English HTML

**Public Education Partners/ Partenaires en éducation publique et populaire
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Ongoing or planned awareness and educational initiatives

Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
Workshops & presentations to employers, students, etc.	Ongoing	Promote awareness of rights, duties & procedures under Human Rights Act. Counter prejudice, harassment and discrimination. Fulfil settlement agreements	Improved understanding of rights, duties and procedures under Human Rights Act. Increased awareness of NBHRC and legislation.	English & French Print & Powerpoint
Kiosks & displays at conferences and youth fairs and in schools, malls and government buildings	Occasionally	Promote awareness of discrimination, racism, NBHRC and resources available	Improved awareness of discrimination, racism, NBHRC and resources available	English & French
News releases, statements and interviews	Occasionally	Promote awareness of human rights issues and NBHRC activities and resources	Better awareness of human rights issues and NBHRC activities and resources	English & French Print & HTML
Publication of NBHRC annual reports	Annually	Promote awareness of activities of NBHRC and of current issues	Increased understanding of activities of NBHRC and of current issues	English & French Print, Word & PDF
Human Rights Award	Annually	Recognise and reward exceptional human rights contributions of individuals and organisations Improve awareness of, and interest in, human rights issues	Recognition of exceptional human rights contributions of recipients Improved awareness of, and interest in, human rights issues	English & French Print & HTML
Advice and assistance to employers and policy makers	Ongoing	Improve understanding of and compliance with Human Rights Act Promote respectful work, public service and school environments	Increased understanding of rights and obligations under Human Rights Act	English & French Phone & Email
Teach some of the classes in the "Teaching for and about Human Rights" summer course for teachers	Annually	Enable school teachers to integrate human rights into their classes	Learned about rights, duties and procedures under Human Rights Act and available resources.	English Powerpoint

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Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
			Increased awareness of NBHRC and legislation.	
Classes or presentations to Bar admission course, Canadian Bar Association meetings and law schools	Annually	Promote understanding of NBHRC procedures and rights and responsibilities under Human Rights Act among lawyers and Law students	Better understanding of NBHRC procedures and rights and responsibilities under Human Rights Act among lawyers Improved relations with Bar	English & French Print
Information sessions provided to high school students participating in the Department of Education's Youth Apprenticeship Program	Annually	Promote understanding among participants of the rights and responsibilities of employees Empower students to protect themselves against harassment	Promote understanding among participants of the rights and responsibilities of employees Empower students to protect themselves against harassment	English & French
"Projet d'éducation à la citoyenneté dans une perspective planétaire" (NBHRC is a member of its resource committee)	Ongoing	Provide francophone schoolteachers with knowledge and resources to teach from a global rights perspective.	Francophone teachers attending a weeklong course were given information, skills and resources to teach from a global rights perspective.	French
NBHRC Website includes publications list, full text and overview of legislation, FAQ, guidelines, NBHRC's mission, news releases, glossary, contact information, links, info about sexual harassment, pre-employment inquiries, special days, Human Rights Award, John Humphrey & Universal Declaration,	Ongoing	Provide up-to-date and accurate information about rights and duties under legislation. Promote equality of opportunity in employment, public services and housing Promote respectful work, public service, housing and school environments. Provide resources to promote equality and respect. Promote understanding and awareness of mandate, activities and procedures of NBHRC.	Better understanding of rights and duties under Human Rights Act. Increased compliance with Human Rights Act. Employers, service providers, landlords and schools are better able to ensure equality and respectful environments. Better understanding and awareness of mandate, activities and procedures of NBHRC	English & French Mainly HTML Some Word & PDF
Sep. 15 declared as New	Annually starting	Improve awareness of, and	Heightened awareness of	French & English

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Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
Brunswick Human Rights Day Declaration	in 2002	interest in, human rights issues	human rights issues Higher profile for the NBHRC	
Multi-agency day-long information sessions for employers in several cities	Occasionally	Inform employers on how to comply with the Human Rights Act	Employers are better informed about their obligations under the Human Rights Act	English & French
Public consultation meetings in 6 cities about the NBHRC's priorities, processes and legislation	Oct 02 to Apr 03	Obtain public input on NBHRC's effectiveness, priorities and legislation	NBHRC better informed of public's level of satisfaction with its educational services and the public's priorities relating to human rights education and information Public better informed of the NBHRC's services	French & English
Participation in City of Moncton's Public Safety Advisory Ctee	Planned launch in April 2003	Creation of safe and harmonious communities in which mutual understanding and respect are fostered Campaign against bullying in schools through posters, billboards, transit ads & radio spots		English & French Print & radio
Co-sponsorship of "Breaking Down the Barriers to Returning to Work" day-long conference	Planned for Apr 5, 2003	Provide employers, doctors and occupational workers with specific and useful information about the Human Rights Act in relation to accommodation of injured workers returning to work		English & French
"Moving Beyond Bullies and Victims" 3-day provincial conference (multi-agency partnership)	Planned for Oct 2-4, 2003	Provide positive practical strategies for ensuring emotional safety in families, schools, communities and workplaces		
"Human Rights Tool Kit Series, Unit 1: a Guide to Understanding Human Rights:	Proposed for 2003	Promote understanding of human rights and responsibilities		French & English Print

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Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
Getting back to Basics"				
Electronic newsletter	Proposed for 2003	Inform public about NBHRC resources and activities and of their rights and responsibilities under the Human Rights Act		French & English Email
Bookmarks, stickers or magnets	Proposed for 2003	Increase awareness of NBHRC and human rights generally		English & French Print
General kiosk on NBHRC and legislation	Proposed for 2003	Increase awareness of NBHRC and human rights generally		English & French
Liaison with Dept. of Education curriculum officials	Proposed for 2003	Encourage greater prominence of human rights issues in school curricula		English & French
Presentation on business case for human rights in the workplace	Proposed for 2003-04	Promote awareness of the monetary benefits of accommodation of disabilities and avoidance of sexual harassment and mandatory retirement Encourage employers to take measures to reduce sexual harassment and discrimination based on age and disability		English & French Powerpoint
"Human Right at Work in New Brunswick: a Guide to the N.B. Human Rights Act and the Relevant Case Law"	Proposed for 2003-4	Improve understanding by employers of their rights and duties under the N.B. Human Rights Act		English & French Print
"Examining Hate" workshop	Proposed for 2004	Improve understanding of hate, legislation that addresses it and ways of combating it		English & French

**Public Education Partners/ Partenaires en éducation publique et populaire
Human Rights Awareness and Education Survey: March 2003**

Commission: Northwest Territories Fair Practices Office

Completed by: Elaine Keenan Bengts

Position: Fair Practices Officer

Date: February 20, 2003

NOTE: The Northwest Territories Fair Practices Act does not have any public education component and Fair Practices Officers are given no mandate or budget to provide public education. We have a series of brochures which were prepared several years ago and give out approximately 12 copies of the Act each month upon request.
Awareness and Educational Initiatives completed in the past five years

**Public Education Partners/ Partenaires en éducation publique et populaire
Human Rights Awareness and Education Survey: March 2003**

Commission: The Fair Practices Office of Nunavut

Completed by: Bill Riddell

Position: Fair Practices Officer, Nunavut

Date: May 2, 2003

Awareness and Educational Initiatives completed in the past five years

Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
Human Rights Consultation in Iqaluit for the Baffin Region	March 2001	To consult with various representatives of agencies and land claim groups to begin the design of a new Human Rights Act for Nunavut	Initial statement of what is meant by Human Rights in Nunavut	Inuktitut and English
Regional Human Rights Consultation in Cambridge Bay	January, 2002	To provide a framework for discussing a possible Human Rights Act for Nunavut and to determine what is meant as Human Rights.	A regional clarity of what is human rights and what the Act should include (prohibited grounds) and how it should be delivered in Nunavut	Inuktitut and English
Regional Human Rights Consultation in Rankin Inlet	February, 2002	Same as above	Same as above	Inuktitut and English
Steering committee consultation and summary for the development of Human Rights Act in Nunavut	April 2002	To summarize the above consultations to provide direction to the consultants working on the new Human Rights Act for Nunavut	Draft of new Human Rights Act submitted using information from above public consultations	Inuktitut and English
CBC interview of Fair Practices Officer	June 2002	To begin public consideration for issues raised at the CASHRA Conference in PEI on Human Rights in the workplace	undetermined	English

**Public Education Partners/ Partenaires en éducation publique et populaire
 Human Rights Awareness and Education Survey: March 2003**

Ongoing or planned awareness and educational initiatives

Project title/Brief description	Date	Purpose	Outcome / Impact	Lang / Formats
Public Information Program to inform the public of the New Human Rights Act of Nunavut	Once Act is passed by the Legislative Assembly	To inform the public and specific target groups of the new Human Rights Act of Nunavut	The public will be aware of the new Human Rights legislation, and will know how to access the Human Rights Tribunal, and how to apply for complaints.	All languages and dialects of Nunavut and English and French

**Public Education Partners/ Partenaires en éducation publique et populaire
Human Rights Awareness and Education Survey: March 2003**

Commission: Ontario Human Rights Commission

Completed by: Ted Shaw

Position: Education Officer

Date: February 10, 2003

Awareness and Educational Initiatives completed in the past five years

Project title/Brief description	Date	Purpose	Outcome/Impact	Languages/formats
<i>www.ohrc.on.ca</i> Web site development and redesign to provide information about human rights and the work of the commission.	March 2001	To provide information in a user-friendly and accessible way.	Information is more readily available to the general public; a better-informed public	English and French; Accessible text-only site is also available.
<i>Teaching Human Rights in Ontario</i> : a curriculum document for teachers in high school law and co-op education classes.	January, 1996; revised December 2001	Provide teachers with information and tools which can be used in the classroom.	More teachers able to use material produced by the commission in the classroom.	English and French; printed format available; available on Web site in <i>html</i> and <i>pdf</i> formats; alternate formats available on request.
Partnership with Human Resource Professionals Association of Ontario (HRPAO): a commitment to deliver workshops on <i>Human Rights in the Workplace</i> in centres around the province; local chapters organize the workshop and commission staff present the content.	September 2000 to present	Provide human resources practitioners with first-hand information and tools to use in the classroom	Workshops throughout the province; participants contact the Commission for information and advice; regular attendance at Annual Conference.	English/French

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Public Awareness Campaigns on Sexual Harassment: Two campaigns in partnership with HRPAO, local transit commissions, other ministries, CHRC to draw attention to sexual harassment and its contravention of the <i>Code</i> .	May 1998 & May 1999	Raise awareness around sexual harassment and the option to contact the human rights commission for more information. Posters were placed in buses, subways and streetcars. Workshops presented by the commission dealing with sexual harassment.	Increased awareness and better knowledge about employer/landlord/service provider, employee/tenant/customer rights and responsibilities.	English & French
Public Awareness Campaign on the rights of breastfeeding mothers in the workplace and public spaces: In partnership with the Infant Feeding Action Coalition (INFACT) and Toronto Public Health: ad placed in municipal transit vehicles across the province and on subway station platforms.	2000/2001	To eliminate discriminatory practices against breastfeeding mothers and their children.	Increased awareness, especially in the workplace and service sector.	English & French
<i>Human Rights Policy in Ontario</i> : compendium of commission publications published in partnership with CCH Canadian. The partnership calls for 2 more publications in 5 years.	June 2001	Ensure that all policies and guidelines are available in a format useful to professional users (lawyers, human resource professionals, etc.) All publications continue to be available on the Commission's Web site.	Availability of up-to-date Commission policies for specialized users and for the general public.	English & French (Available on the Commission Web site and in alternate format upon request); also part of CCH Canadian subscription Web site.
Release of plain language information brochures: one page summaries of	December 2001	Accessibility of human rights information to a broader community audience.	Publications are distributed at a variety of outlets leading to broader availability of information	<i>Human Rights in Ontario</i> available in English, French, Bengali, Urdu, Hindi, Punjabi, Gujarati, Tamil.

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commission policies: <i>Hiring; Human Rights in Ontario; Pregnancy & Breastfeeding; Racial Harassment; Sexual Harassment; Role of the Commission; Sexual Orientation</i>			about human rights.	All others available in English & French. Available on Web site (except alternate languages) Alternate formats available on request.
<i>Rights on Reel</i> a Human Rights Film and Video Festival. Commission was an organizing partner with several community organizations and the local municipality	December 1998 and December 1999	Raise awareness of human rights issues.	The festival raised awareness of human rights at an international level. The festival has since ceased to exist.	English, French & languages of production.

Ongoing or planned awareness and educational initiatives.

Project title/Brief description	Date	Purpose	Outcome/Impact	
Aboriginal Human Rights Initiative. A partnership with a community agency and the local native Canadian centre in a pilot community-based awareness program. Also included was training for staff of the Commission on Aboriginal issues.	Needs analysis and project plan: Summer, 2001. Staff training: September, 2001. Ongoing	Access of individual members of the Aboriginal community to the services of the commission. Knowledge and awareness of commission services in community agencies. Development of sensitivity and awareness in commission staff of Aboriginal issues.	Better access for Aboriginal people to human rights information and to the Commission process.	n/a
Public Awareness campaign on Age discrimination: A poster "Nobody has a shelf life" has been published in <i>50 Plus</i> , <i>HRProfessional</i> , and <i>Marketing Magazine</i> . A broader distribution is anticipated.	Ongoing	Draw attention to the value of older workers and the need to deliver services equitably on age.	Better awareness of discrimination against older persons in the areas of employment, health care, housing and public transportation.	English & French
Partnership with Canadian Race Relation Foundation:	Spring 2003	For use in delivering anti-racism workshops.	This project is as yet uncompleted.	English & French

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video and study guide for use in schools and workplaces				
Web site Newsletter: periodic publication of information distributed by e-mail	ongoing	Maintain contact with key stakeholders in the community and provide information about new developments.	> 20,000 user sessions per month on the web site	English & French
Racial Profiling Inquiry: Provincial residents invited to participate by phone, Web submissions, mail, public hearings & private audiences. Following completion of data gathering, an educational tool is contemplated; however, the format of this tool is not determined.	Spring/Summer 2003	To make people aware of the effects of racial profiling on individuals, families, communities and society as a whole.	Commission intends to publish accounts of profiling along with an analysis of its effects. Increased public awareness will result in attitudinal and behavioural changes & increased public motivation to take concrete steps to put an end to the practice of racial profiling.	English & French Outcome document(s) will be available on the Web site and in alternate formats.

**Public Education Partners/ Partenaires en éducation publique et populaire
Human Rights Awareness and Education Survey: March 2003**

Commission: Saskatchewan Human Rights Commission

Completed by: Genevieve Leslie

Position: Supervisor of Public & Special Programs

Date: March 31, 2003

Awareness and Educational Initiatives completed in the past five years

Project Title/Brief Description	Date	Purpose	Outcome/Impact	Languages/formats
Communications and Publications				
SHRC events & publications celebrating the 50 th anniversary of the <i>Universal Declaration of Human Rights</i>	1998	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.	English
Distribution of "Stop the Hatred," an interactive poster developed by the CHRC for middle and senior year students	1998	Increased understanding of racism and human rights issues among youth.	In partnership with the CHRC, the SHRC distributed this poster to every school in Saskatchewan.	
"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 K-12 field.)	March 2001	To provide classroom teachers with exercises and materials for promoting equity in the classroom.	Widely distributed throughout Saskatchewan's Kindergarten to Grade 12 system.	

Public Education Partners/ Partenaires en éducation publique et populaire Human Rights Awareness and Education Survey: March 2003

Project Title/Brief Description	Date	Purpose	Outcome/Impact	Languages/formats
"The Rights Path" - booklet & poster - A 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	March 2002	To provide helpful information about rights, resources, remedies and services available to Aboriginal people living in urban centres.	Approximately 6500 copies distributed to date. Friendship centres and other organizations serving Aboriginal clients or students are very interested in the publication.	
"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>	October 2002	To provide 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.	
Public Education				
Youth for Human Rights Conferences for high school students (partnership projects)	1998 and 1999	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.	
Participation in SaskEd committee responsible for revising the curriculum of the Law 30 high school course.	2002	To ensure inclusion of human rights content in the curriculum.	Purpose accomplished.	
Policies, Guidelines and Submissions				
Submission to provincial Work & Family Task Force	June 1998	To identify and publicize the relevance of human rights law to work and family issues.	Excerpts included in Task Force's final report. Follow-up by educators and unions on the duty to accommodate needs based on family status.	

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Project Title/Brief Description	Date	Purpose	Outcome/Impact	Languages/formats
SHRC Submission to Special Education Review Committee	April 1999	To explain the human rights obligations of teachers and educational institutions with regard to students with disabilities.	Parents and community organizations use the SHRC submission in their discussions with school divisions.	
Revision of SHRC Physical Accessibility Standards Guidelines (detailed specifications, comparable to those under the National Building Code)	January 2001	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.	
SHRC Policy on Drug and Alcohol Testing	November 2000	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 position.	
Community Outreach, Liaison and Support				
Northern Tours (Visits to northern Saskatchewan by Chief Commissioner, together with Children's Advocate and Ombudsman)	2001 and 2002	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 seven northern communities raised awareness of human rights issues, and will be followed up by continued northern outreach. In 2002, the three agencies published a report on the tours entitled "Northern Exchange."	
Employment Equity Community Consultations (full-day events in Regina and Saskatoon)	2000	To arrange opportunities for community representatives and employers with approved plans to discuss employment equity issues.	Positive response from participants.	

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Ongoing or Planned Awareness and Educational Initiatives

Project Title/Brief Description	Date	Purpose	Outcome/Impact	Languages/formats
Communications and Publications				
www.gov.sk.ca/shrc/ Web Site of Saskatchewan Human Rights Commission - ongoing development and maintenance Includes "Equity sub site"	ongoing	1) To provide fast and easy access to information on complaint, educational and other Commission services and resources, to a broad audience. 2) To increase dissemination of human rights information.	<ul style="list-style-type: none"> ➤ greater awareness of human rights issues; ➤ easier access to human rights information; and ➤ reduced need for hard copies of publications. Web site widely used by community.	
Annual Report	annually	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.	
Publications (fact sheets, brochures, handouts, posters, bookmarks etc.)	ongoing	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, among a broad range of audiences. Thousands of publications distributed each year.	All available on web site (most in pdf format).
Guest editorials, opinion pieces and letters to the editor by the Chief Commissioner.	ongoing	To increase awareness of and support for human rights issues.	Positive feedback; articles quoted by others.	
News releases, media advisories and media interviews	ongoing	1) To raise awareness of human rights and responsibilities. 2) To prevent discrimination and promote compliance with <i>The Saskatchewan Human Rights Code</i> .	Greater awareness of general human rights issues, of specific situations that can lead to complaints, and of practical strategies for preventing and addressing discrimination.	

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Annual public reports on employment and education equity	ongoing	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.	
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Project Title/Brief Description	Date	Purpose	Outcome/Impact	Languages/formats
Inquiries, consultations, referrals and requests for resource materials	ongoing	To provide accurate information to the public and to support the human rights education activities of others.	Numerous requests filled each year.	
Public Education				
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 approximately 18 friendship centres.	2002-2006	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 technical 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 could be adapted for use elsewhere	
Educational presentations on request to a wide variety of audiences on a wide variety of human rights topics	ongoing	1) To provide educationals, as resources permit. 2) To target particular audiences and issues.	Presentations are in great demand. Many more requests are received than can be filled.	
SHRC Seminars - Annual schedule of 6-8 half-day seminars on topics such as human rights law, reasonable accommodation, and harassment prevention.	ongoing	1) To promote awareness of human rights issues. 2) To match seminars to needs of different target audiences. 3) To offer seminars throughout Saskatchewan.	Seminars are in great demand. They typically are fully registered, with waiting lists.	
Special days - organization of and participation in events, proclamations and guest editorials to mark Anti-Racism Day (March 21 st), National Aboriginal Day (June 10 th) and International Human Rights Day (December 10 th)	annually	To promote awareness of discrimination and encourage anti-discrimination initiatives.	➤ Greater awareness of human rights and discrimination. ➤ Development of links and partnerships.	

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Project Title/Brief Description	Date	Purpose	Outcome/Impact	Languages/formats
Employment equity and education equity conferences	ongoing	1) To build skills and knowledge of equity sponsors. 2) To promote equity initiatives.	<ul style="list-style-type: none"> ➤ Greater understanding of human rights and equity issues. ➤ Development of links and partnerships. 	
Video lending library	ongoing	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.	<ul style="list-style-type: none"> ➤ Greater awareness of human rights and discrimination. 	
Policies, Guidelines and Submissions				
Four SHRC policies defining the four equity groups (women, Aboriginal people, visible minorities and people with disabilities) for the purposes of employment and education equity plans approved by the SHRC.	ongoing	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.	
Participation in Equity in Education Forum (network of education partners promoting equity in K-12 system)	ongoing	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 "ownership" throughout the K-12 system.	
Community Outreach, Liaison and Support				
Review of Application Forms for Employers	ongoing	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.	

**Public Education Partners/ Partenaires en éducation publique et populaire
Human Rights Awareness and Education Survey: March 2003**

Commission: Yukon Human Rights Commission

Completed by: Lillian Nakamura Maguire

Position: Public Education

Date: February 19, 2003

Awareness and Educational Initiatives completed in the past five years

Project title/Brief description	Date	Purpose	Outcome/Impact	Languages/formats
Employer Workshop	April 1998	One day workshop for employers on all aspects of h.r. in Yukon with guest speakers	Stronger relationship with Chamber of Commerce, CHRC in Vancouver, raised awareness of rights and obligations in the private sector	
CASHRA Conference	May 2001	H.R. conference hosted by Yukon	Raised awareness for Yukoners, built stronger community relations	
Move to End Racism Walk/Run	June 2001	Show support for anti-racism in community	Public awareness raised, built stronger relations with Canadian Heritage and community agencies	
Youth Conference Workshop presentation and displays	Feb. 2001,2002, 2003	Raise awareness among youth re: racism and human rights issues	Links made to youth audience and people working with youth	
Private Employers Workshop on Employment of Persons with Disabilities	March 2003	Raise awareness of employment supports and resources for persons with disabilities, and related human rights issues	Build relationship with disability resources in the community, and with private employers	
Community consultation	Winter/Spring	Needs assessment to	Links to community groups	

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process	2003	determine human rights education priorities for YHRC in Whitehorse and rural communities	interested in h.r. education. Documents "success" stories, identifies priorities for YHRC	
** Additional ongoing activities listed in next section				

Ongoing or planned awareness and educational initiatives.

Project title/Brief description	Date	Purpose	Outcome/Impact	
Proclamations	Ongoing	Dec. 10 th and March 21 st proclaimed by the Commissioner of Yukon and in newspaper	Raised public awareness of the YHRC and of the events	
Static Displays – new banner and display stand purchased in 2002	1999 - ongoing	Raise public awareness of YHRC, Dec. 10, Mar. 21	New stand/banner is more attractive and captures attention	
Open Houses	1998, 1999, 2002	Opportunity for community to meet staff and Commissioners and visit facilities	Increased profile of staff and Commission services	
"Circle" celebrations	1998, 2001, 2002, 2003	Celebrate Dec. 10 and March 21	Raised public awareness, media coverage	
Radio interviews	Ongoing	Information regarding new Director, and other events related to CHRC conference, Dec. 10 and March 21 events	Raised public awareness of Commission and human rights events	
School and College presentations	Ongoing	Respond to requests for information to students in public education and college system	Raised awareness of Yukon Human Rights Act	
YHRC brochure updating	Ongoing	Basic print information on YHRC, Act, complaint process	Complainants and respondents better informed of process and Act	
YHRC website development	Launched in Summer 2002,	Provide basic information on YHRC, Act, and resources	Provide additional source of basic information, easily	

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	Ongoing development		updated, less expensive distribution of info	
YHRC fact sheets	Proposed start Spring 2003	Information sheets that provide more detailed information eg. Duty to accommodate	Accurate, up-to-date info which increases public understanding of more indepth h.r. issues, public able to do self-education rather than relying solely on verbal response from staff	
Annual report	Annually	Information to stakeholders and public about mandate, processes and results obtained	Accountability to the public and stakeholders on accomplishments and results	
Youth education consultations and cosponsored events (Hip Hop Anti-Racism March 21, 2003 event)	Ongoing	Consultations with various youth related groups and Women's Directorate on educational initiatives re:eliminating racism, bullying and discrimination	Links to groups concerned about h.r. issues and youth. Partnering with community groups to do educational activities.	
Yukon Teachers' Association Conference	May 2003	Two workshop presentations on human rights law and education issues, and teaching strategies for building inclusive learning environments	Links to schools and teachers. Resources provided to education system.	
Referral and basic information	Ongoing	Refer people to appropriate resources in community	Link people to individuals and organizations that can provide further information or support	
Targeted presentations to specific groups eg. Tourism and service industry, small employers	Ongoing	To increase awareness of responsibilities as an employer, provide information on policies and practices, resources	Increase knowledge of human rights in the workplace, and prevention of problems and complaints, improve quality of employment policies and procedures	
Newspaper articles/releases	Ongoing	To increase awareness and provide information on human	Increase profile of Commission, and overall	

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		rights issues to the community	awareness of human rights issues	
Community activities with other equity seeking groups	Ongoing	To cosponsor educational programs with other community agencies and groups and to share information and resources to promote equity and human rights education	Develop a group of human rights supporters and partners in public education; effective use of financial and human resources	

Public Education Partners/ Partenaires en éducation publique et populaire Human Rights Awareness and Education Survey: March 2003

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Public Education Partners/ Partenaires en éducation publique et populaire Human Rights Awareness and Education Survey: March 2003

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Public Education Partners/ Partenaires en éducation publique et populaire Human Rights Awareness and Education Survey: March 2003

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