

## 2009 International Human Rights Training Program (IH RTP)

### Program Information

June 14<sup>th</sup> – July 3<sup>rd</sup>, 2009

Montreal, Canada

**Application deadline: November 21<sup>st</sup>, 2008**

#### The International Human Rights Training Program

The International Human Rights Training Program (IH RTP) is at the heart of Equitas' activities. Now in its 30th year, this annual three-week education event brings together over 120 participants from approximately 60 countries. The IH RTP is an intermediate-level program. It provides a unique opportunity for human rights workers and educators to deepen their understanding of human rights and of the essential role of human rights education in effecting social change.

The IH RTP is an integral part of Equitas' Global Human Rights Education Program (GHREP) which in addition to the IH RTP includes follow-up human rights education initiatives with selected IH RTP alumni in their home regions.

Participants in the IH RTP include representatives of non-governmental organizations (NGOs), national and regional human rights institutions and government bodies. If you feel you and your organization meet the selection criteria and the program objectives meet your respective needs, I invite you to complete the attached application form.

*Ian Hamilton*

Executive Director

#### Program Goal

The goal of the IH RTP is to strengthen the capacity of human rights organizations to undertake human rights education efforts (e.g., training, awareness campaigns, information dissemination, and advocacy) aimed at building a global culture of human rights.

To this end, the Program places a strong emphasis on the transfer of learning and on follow-up activities. Participants attending the Program develop an Individual Plan for putting their learning into action as part of the training. Therefore, when submitting their application, both organizations and Candidates nominated should consider how the transfer of learning might take place within and beyond the organization after the Program. (See Individual Plan section below for some examples)

#### Program Objectives

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

- use a framework based on internationally accepted human rights standards and principles to analyze the issues and situations encountered in the work of their organizations
- determine how to incorporate participatory methods and techniques into their human rights education work
- indicate appropriate ways for putting their learning from the IH RTP into practice in the work of their organizations
- identify opportunities for future collaborative and networking activities essential for furthering the cause of human rights
- determine strategies for promoting gender equality in their human rights education work
- employ a basic evaluation process for assessing the results of their human rights education work

#### Curriculum Model

The participatory curriculum design model of the IH RTP is based on principles of adult experiential learning. The underlying principle is that much of the content will come from the participants and that the Program will serve as a framework for drawing out this content. Participants and facilitators commit themselves to engage in a process of mutual teaching and learning. The emphasis is on practical application and on the development of strategies for action. Continued reflection and evaluation are central to the learning process.

Participants work for the most part in groups of about 15 with a facilitator whose role is to provide guidance in achieving the Program objectives. The facilitators are skilled in adult education methods, knowledgeable about human rights and experienced in working with diverse groups. Internationally recognized human rights experts are invited to give presentations and participate in

panel discussions throughout the three-week program.

## Program Content

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

### Week 1

Participants will get to know the members of their working group and engage in activities that lay the groundwork for developing a productive group dynamic based on mutual respect. They will become familiar with the overall Program content and methodology and begin a process of reflection on their individual societies, the human rights work of their organizations and their own role within those organizations. Participants will also compare their roles as human rights activists/educators and reflect on the universality of rights.

### Week 2

Participants will begin the week discussing major human rights issues, leading to an examination of their roles as human rights workers in the current global context.

Through case studies and discussions, participants will examine the main international human rights instruments in order to explore the usefulness of these instruments in their work.

### Week 3

During a number of activities, participants are grouped by geographic region, giving them an opportunity to work together to:

- examine key components of effective monitoring and advocacy and the role of these activities in human rights education
- become familiar with methods of evaluating educational activities

## Individual Plan for Putting Learning into Action

During the program, every participant is required to prepare an Individual Plan for putting their learning into practice once they return to their home organizations. By reflecting on the content of each Stream of the Program, the Individual Plan helps the participants determine how content is transferable to their own context, resulting in a planned integration of this new knowledge in the future activities of their organization. Throughout the Program, participants will have opportunities to discuss

their Individual Plans with other participants, their facilitators and Equitas staff for feedback. Examples of past activities developed in Individual Plans and carried out afterwards include: organization of training sessions based on certain components of the IH RTP, integration of participatory methodology in training sessions, translation of training manuals, the creation of networks and the development of new programs and partnerships.

## Organization and Participant Profile

Organizations and Candidates are carefully selected in order to maximize the benefits from the IH RTP.

Organizations which nominate Candidates must:

- have a demonstrated commitment to the protection and promotion of human rights
- have an established record for effective action
- be involved in human rights education activities such as training sessions, workshops, public awareness campaigns, advocacy, monitoring
- be committed to providing opportunities for their Candidate to apply the knowledge and skills gained in the Program within the organization

The IH RTP is primarily designed for representatives of non-governmental human rights organizations (NGOs), national human rights institutions and government departments who have undertaken some human rights education training activities. In a limited number of cases, consideration will also be given to Candidates affiliated with other types of organizations involved in human rights education and corresponding to the above profile, such as educational institutions.

Candidates from qualifying organizations must:

- be active employees / volunteers with their organization for at least two years
- be in a position to influence the human rights education work of their organization
- have knowledge of human rights principles and major international instruments
- be committed to transferring knowledge and skills gained during the Program to colleagues and to others with whom they work
- be sensitive to the issues which arise when working in multicultural groups, and respectful of diversity

## Language Requirement

The IH RTP requires participants to actively engage in group work and read extensively. Therefore, all participants must be fluent in either English or French.

## Selection Process and Bursaries

A Selection Committee will review all applications. In addition to the requirements previously listed, consideration will also be given to overall gender balance and geographic representation. Given the number of applications and limited space available, we are unable to accept many worthy Candidates. Your understanding is greatly appreciated.

Through the support of the Canadian International Development Agency (CIDA), Equitas has funding to award a **limited** number of bursaries to selected Candidates. Once eligibility has been determined, the Selection Committee will award the bursaries to the Candidates who best meet the requirements. Due to the limited number of bursaries available, there is no guarantee that the selected Candidates will receive funding. **Therefore, we strongly urge all Candidates to immediately begin seeking funding from other sources.**

Completed applications must be returned to Equitas by **November 21<sup>st</sup>, 2008**. All Candidates will be notified of the results of the selection by the end of March 2009.

## Program Preparation

To maximize the benefits of the IHRTP, it is crucial that accepted Candidates prepare themselves prior to the training. These preparations include:

- returning a completed pre-training assignment
- exploring ideas for possible human rights education follow-up activities to be implemented by their organization after completion of the IHRTP (see Individual Plan for Putting Learning into Action on page 2)
- reviewing the content of international human rights instruments and bringing copies in their native language, where available
- collecting human rights education materials to share with other participants

## Participation Fee

The IHRTP participation fee is CAN \$5,025. This amount covers:

- tuition
- program materials
- accommodation
- meals
- emergency medical insurance

Participants are responsible for any extra expenses such as entertainment and meals purchased outside of the cafeteria.

## Accommodation

The IHRTP is held in Ste-Anne-de-Bellevue, a small community in suburban Montreal, 45 km from the city centre. Participants stay in shared apartments at John Abbott College. Each apartment has separate bedrooms (one person per bedroom), one bathroom, a sitting room and a kitchenette.

Meals are served in the campus cafeteria during the Program. Although every consideration is made to accommodate the needs of participants, it is difficult to cater to all dietary preferences. Your understanding in this matter is greatly appreciated.

## Your application must include:

- The completed Application Form (Part A completed by the Director of the Candidate's organization; Part B completed by the Candidate)
- The **Memorandum of Agreement** duly signed by the Candidate **and** the director of the Candidate's organization
- Two supporting letters** from national and/or international human rights organizations (**other than the Candidate's**) familiar with the Candidate's work and/or the work of his or her organization
- A **brochure** (and/or mission statement) describing the Candidate's organization

The deadline for submitting applications is **November 21<sup>st</sup>, 2008**.

Please send all documents for applications, **preferably by email**, to: [ihrtp-pifdh@equitas.org](mailto:ihrtp-pifdh@equitas.org)

or by fax to: 1-514-954-0659

## Equitas- International Centre for Human Rights Education

Equitas, formerly known as the Canadian Human Rights Foundation, was established as a non-profit, non-governmental organization in 1967 by a group of leading Canadian scholars, jurists and human rights advocates with a mandate to advance democracy, human development, peace and social justice through educational programs. Equitas has become a global leader in human rights education. Equitas' capacity-building programs in Canada and abroad have assisted civil society organizations and government institutions to participate effectively in human rights debates, to challenge discriminatory attitudes and practices and to advance important policy and legislative reforms to enhance human rights protection and fulfillment.

Currently, Equitas is implementing programs in Canada, Africa, Asia, Central and Eastern Europe, the Americas and in the Middle East. These programs engage civil society organizations and government institutions in an effort to advance policies which promote and protect human rights. The current activities of Equitas focus on the following themes:

- Training for HRE trainers
- Human rights education for children and youth (in schools and in informal settings)
- Training in human rights advocacy and monitoring
- Protection and promotion of women's human rights
- Protection and promotion of children's rights
- Promotion of minority rights and diversity
- Promotion and protection of economic, social and cultural rights
- Creation and strengthening of independent National Human Rights Institutions
- Promotion and protection of the rights of Migrant Workers

For further information about Equitas and its activities, please visit our website at [www.equitas.org](http://www.equitas.org) or contact us at the address below:

### **Equitas - International Centre for Human Rights Education**

666 Sherbrooke St. West, Suite 1100

Montréal, Québec

H3A 1E7

Canada

Telephone: 1-514-954-0382

Fax: 1-514-954-0659

Email: [ihrt-pifdh@equitas.org](mailto:ihrt-pifdh@equitas.org)