



MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

The past year marked an important transition for the Canadian Human Rights Foundation (CHRF). After ten years of inspired leadership, Ruth Selwyn retired as Executive Director. During her tenure, the CHRF experienced a decade of tremendous growth. Her commitment and boundless enthusiasm will be missed.

Ian Hamilton became Executive Director on January 1, 2004 after five years as CHRF's Director of Programs. Rob Shropshire, formerly Development Team Coordinator with the Primate's World Relief and Development Fund (PWRDF), has replaced Ian as Director of Programs. The transition was made easier through the exceptional support provided by the Board and staff.

The year also marked the first year of implementation of the CHRF's new strategic plan (2003-2006). The strategic planning process helped energize the board/staff committee structure with the Programs, Fund Development, Communications, Finance and Human Resources committees playing a more dynamic role in the life of the organization.

In June 2003, the organization launched an administrative review with the assistance of an external consultant, Paul Turcot. This process, which was ongoing at the end of the fiscal year, has been extremely helpful. Management and staff responsibilities were reviewed and clarified and an improved process for annual planning and budgeting has been put in place. This period of reflection has also helped staff to better integrate best practices into the ongoing human rights education programming of the CHRF.

With the launch of our joint program with the City of Montreal, *Strengthening Human Rights Education Among Children and Youth in Montreal*, in January, the CHRF also took a significant step in re-establishing programming in Canada. Additional efforts were made to establish links with Canadian organizations involved in human rights education (HRE).

CHRF's international programming continued to achieve impressive results in 2003-2004. An external evaluation of the annual International Human Rights Training Program (IHRTTP) and programming in Central Asia commissioned by the Canadian International Development Agency (CIDA) confirmed that both programs are producing and/or surpassing the expected results.

During the year, the CHRF continued its efforts to strengthen follow-up strategies for the IHRTTP participants. Alumni meetings were organized in Kenya and Tanzania in November. CHRF also supported efforts of alumni networks in these East African countries as well as in Pakistan and India to consolidate themselves and plan joint HRE activities. As part of its IHRTTP follow-up, the CHRF also sent its first ever mission to the Americas with two staff visiting Costa Rica in March to explore new programming opportunities.

CHRF also developed two new training programs focused on protecting and promoting the human rights of minorities. A training workshop for human rights organizations in South Asia was delivered in Sri Lanka with our partner, the International Centre on Ethnic Studies. CHRF also began working with the European Roma Rights Centre to incorporate more participatory methodologies into their annual Roma Rights Summer School in Budapest.

In Indonesia, our work during the past four years culminated in the launch of a national campaign to ratify the International Covenant on Economic, Social and Cultural Rights by our partners. Programming activities in Africa during the year continued efforts to strengthen the capacity of partners to promote and protect the rights of young girls working in domestic servitude.

We would like to thank all the Board, staff, volunteers, partners, donors and friends who contributed to making 2003-2004 such a successful year.

Nandini Ramanujam Ian Hamilton



Nandini Ramanujam President, Board of Directors

Ian Hamilton Executive Director

The International Human Rights Training Program (IH RTP)

The 24th annual International Human Rights Training Program (IH RTP) was held in Montreal from June 8-27, 2003. One hundred and twenty-one human rights activists took part in the program from 58 countries in Africa, Asia, Canada, Latin America, the Caribbean, the Middle East and Central and Eastern Europe. Follow-up activities during the past year included:

- Alumni meetings in East Africa:
Nairobi, Kenya and Dar es Salaam, Tanzania, October 31 to November 5, 2003
- Alumni meetings in India:
Goa, October 29 and December 30-31, 2003
- Alumni meetings in Pakistan:
Lahore, September 17, September 27 and November 19-20, 2003
- Exploratory Mission to Latin America:
San Jose, Costa Rica, March 10-20, 2004

CANADA

The CHRF began to undertake a detailed needs assessment as part of its project with the City of Montreal to develop human rights education (HRE) materials for summer day camps. Greater efforts were also made to connect with other Canadian organizations engaged in HRE. CHRF continued its collaboration with PINAY (a Montreal-based organization working with Filipina domestic workers), supporting legal interns working with migrants who enter Canada through the Live-In Caregiver Program.

Representation

The CHRF participated in a number of important conferences to share its experience in HRE:

- Bilateral Human Rights Dialogue between Canadian Department of Foreign Affairs and International Trade and the Government of Indonesia:
Jakarta, Indonesia, June 8-14, 2003
- Consultative conference on Human Rights Training Methodology organized by the British Council, the South African Human Rights Commission and the Centre for Conflict Resolution:
Johannesburg, South Africa, November 11-12, 2003
- Trafficking in Women and Girls, (an initiative by the Canadian Council for Refugees):
Ottawa, Canada, September 26, 2003
- 16th Annual Human Rights Consultations organized by Department of Foreign Affairs and International Trade (DFAIT):
Ottawa, Canada, February 2-4, 2004
- International Symposium on Women's Voice in Conflict Resolution and Peace-Building:
Haifa, Israel, November 2-7, 2003
- Éduquer aux droits:
Montréal, Canada, February 27-28, 2004
- North-South Institute Workshop on Findings, Conclusions and Recommendations of the First Comprehensive Study on Canada's Seasonal Agricultural Workers Program:
Ottawa, Canada, November 21-22, 2003

In 2003/2004, the CHRF also engaged more actively in Canadian NGO coalitions such as:

- AQOCI ■ The Asia Pacific Working Group of the Canadian Council for International Co-operation ■ South Asia Partnership

AFRICA

CHRF's regional program in Africa is focused on strengthening the capacities of non-governmental organizations to promote and protect the human rights of girls working in domestic servitude in Mali, Morocco, Niger and Burkina Faso.

Activities for 2003-2004 included:

- Exploratory mission:
Rabat, Morocco, April 1-9, 2003
- First Regional Training Workshop on Promotion and Protection of the ESC Rights of girls working in domestic servitude:
Ouagadougou, Burkina Faso, November 9-15, 2003



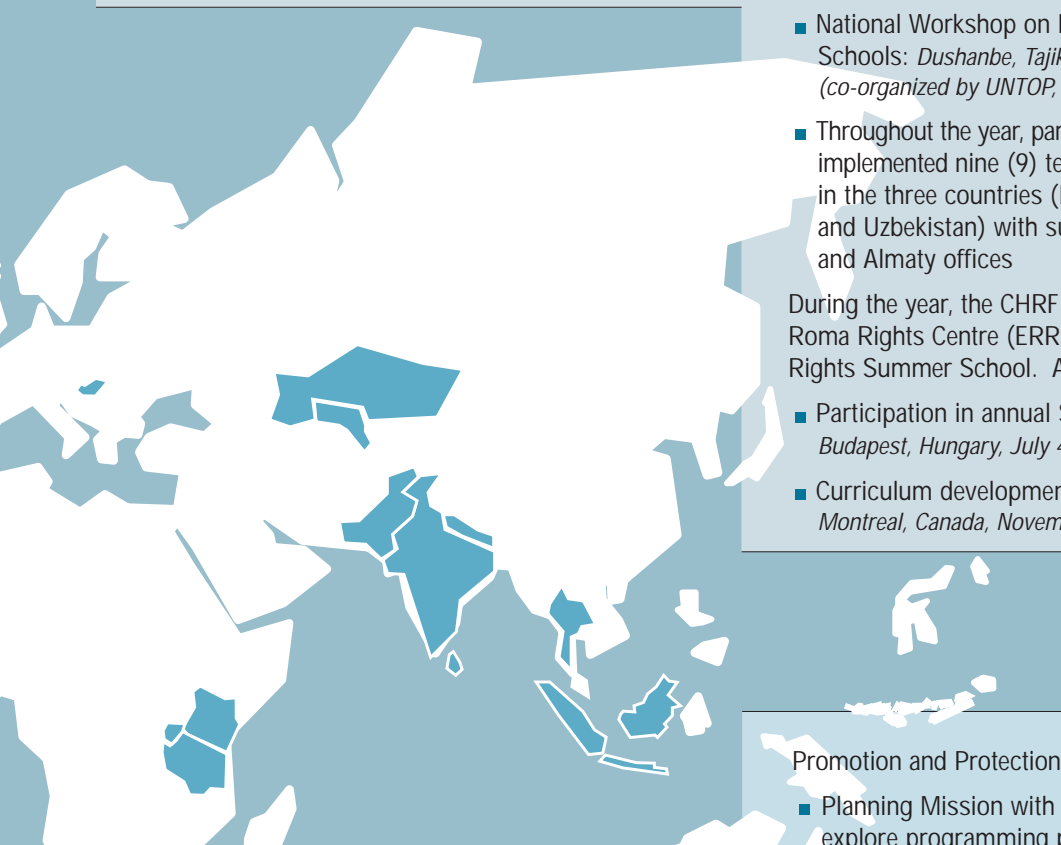
CENTRAL AND EASTERN EUROPE AND CENTRAL ASIA

CHRF's programming activities in Central Asia last year focused on strengthening the capacity of partners in Kazakhstan, Kyrgyzstan and Uzbekistan to provide human rights training for teachers. Activities included:

- Regional Workshop for Teacher Trainers (II): Almaty Kazakhstan, May 3-8, 2003
- Regional Evaluation Workshop: Tashkent, Uzbekistan - January 11-13, 2004
- National Workshop on Human Rights Education in Schools: Dushanbe, Tajikistan, March 29 to April 3, 2004 (co-organized by UNTOP, Tajikistan and CHRF)
- Throughout the year, partners in Central Asia implemented nine (9) teacher training sessions in the three countries (Kazakhstan, Kyrgyzstan and Uzbekistan) with support from CHRF's Montreal and Almaty offices

During the year, the CHRF also worked with the European Roma Rights Centre (ERRC) to revise their annual Roma Rights Summer School. Activities included:

- Participation in annual Summer School: Budapest, Hungary, July 4-16, 2003
- Curriculum development meeting with ERRC: Montreal, Canada, November 2003



ASIA

CHRF's programming in Asia encompasses a number of themes. The activities during the past year (by theme) included:

Human Rights Monitoring and Advocacy in Indonesia

- National Workshop on Human Rights Monitoring and Advocacy
Jakarta, Indonesia, May 5-9, 2003
- National Reflection Workshop:
Jakarta, Indonesia, October 17-20, 2003
- Throughout the year, Indonesian partners implemented a series of monitoring and advocacy initiatives in different regions of the country with support from the CHRF's Montreal and Jakarta offices, culminating in the launch of a national campaign to ratify the International Covenant on Economic, Social and Cultural Rights on December 10, 2003 (International Human Rights Day).

Promotion and Protection of the Rights of Migrant Workers

- Planning Mission with partners and stakeholders to explore programming possibilities:
Chiang Mai, Thailand and Jakarta, Indonesia, July 5-18, 2003
- UN Road Map project: Research to revise the 2nd edition of this publication

Capacity-Building for National Human Rights Institutions

- Participation in regional meeting of Asia-Pacific Forum of National Human Rights Institutions:
Kathmandu, Nepal, February 16-18, 2004
- Planning Mission to develop the first training workshop under the project Building the Capacity of the National Human Rights Commission of Nepal to Protect and Promote Economic, Social and Cultural Rights:
Kathmandu, Nepal, February 19-24, 2004

Protection of the Rights of Minorities and Promotion of Diversity in South Asia

- Regional Workshop on Protecting Minority Rights and Defending Diversity in South Asia:
Wadduwa, Sri Lanka, October 4-9, 2003

FINANCIAL STATEMENT

Financial Statement for the Year Ended March 31, 2004

REVENUE AND EXPENSES	2004	2003
REVENUE		
Grants and project revenue	2,222,578	1,951,063
Publications	1,362	2,493
Sundry	2,891	6,141
Donations	14,831	15,356
Investment income	5,030	6,604
	2,246,692	1,981,657
EXPENSES		
Projects	1,873,217	1,644,742
Publications	8,544	8,281
Administrative and general expenses	321,731	304,455
Amortization-capital assets	20,202	15,646
Amortization-deferred expenses	3,043	3,043
	2,226,737	1,976,167
EXCESS OF REVENUE OVER EXPENSES	19,955	5,490
Fund Balances at beginning	154,044	148,554
FUND BALANCES AT END	173,999	154,044

BALANCE SHEET	2004	2003
ASSETS		
CURRENT ASSETS		
Cash	733,743	278,263
Term deposits	188,526	334,856
Accounts receivable	141,512	57,832
Prepaid expenses	18,869	61,843
	1,082,650	732,794
INVESTMENTS-money market securities	13,602	13,602
CAPITAL ASSETS	12,131	27,998
DEFERRED EXPENSES	3,043	6,086
	1,111,426	780,480
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	76,938	66,138
Deferred revenue	860,489	560,298
	937,427	626,436
FUND BALANCES		
Invested in capital assets	12,131	27,998
Endowment fund	8,650	8,650
Unrestricted fund	153,218	117,396
	173,999	154,044
	1,111,426	780,480

TREASURER'S REPORT 2003-2004

The Canadian Human Rights Foundation continued to grow with revenue and expenses both up by 13% to \$2,246,692 and \$2,226,737 respectively for the year ended March 31, 2004.

The growth was due to increased spending on programs, particularly those in Central and Eastern Europe and Indonesia. Project expenses increased by 14% however Administrative and general expenses increased by only 6% in the same period.

The cash and deferred revenue balances as of March 31, 2004 were high because of advances made by funding agencies for activities in Central and Eastern Europe, Indonesia and Africa which were planned to take place early in the new fiscal year. Accounts receivable were high because of advances made to partners working in CEE and Indonesia

The Canadian Human Rights Foundation added almost \$20,000 to its accumulated surplus this financial year. These funds will be available to the CHRF in the future for developing follow-up initiatives.



Michel Desjardins
Treasurer

This financial information has been extracted from the financial statements audited by Dent, Trudeau, Aubut, a copy of which may be obtained from the Canadian Human Rights Foundation.



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Participants at the 2003 IHRT

Established in 1967, the Canadian Human Rights Foundation is a non-profit, non governmental organization engaged in human rights education programs in Canada and around the globe.

OUR MISSION

Through human rights education, the Canadian Human Rights Foundation contributes to the building of a culture of human rights in Canada and around the world.

OUR VISION

The Canadian Human Rights Foundation strives for the highest quality and effectiveness in its human rights education programs.

A SPECIAL THANKS TO VOLUNTEERS AND INTERNS WHO CONTRIBUTED TO CHRFP OVER THE YEAR:

Communications Committee

Nicole Morin, Mackie Vadamchino

Finance Committee

Harold Scharfe, Lorne Scharfe

Interns

Allison Anderson, Annie Dunnebacke, Esteban Nicholls, Olivia Pojar, Jeremy Rosenfeld, Laura Stone

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