

2022 ANNUAL REPORT

JOHN HUMPHREY CENTRE FOR
PEACE AND HUMAN RIGHTS

BUILDING A CULTURE OF PEACE AND HUMAN RIGHTS

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PRESIDENT'S REPORT

Presented by Megan Lukasewich

It has been an honour and privilege to serve as Board Chair over the past year. John Humphrey Centre staff, volunteers, and board members worked tirelessly in 2022 responding to increased demands for collaboration on human rights advocacy and education, anti-oppression capacity building, poverty advocacy and food dignity that emerged from the covid pandemic. Everyone continued to engage in collaborative relationships with communities, to build actions that foster a culture of peace and human rights for all.

First, I begin by acknowledging that the John Humphrey Centre for Peace and Human Rights is located in amiskwacîwâskahikan (Edmonton), Treaty 6 territory - the traditional and ancestral homeland of the Cree, Dene, Blackfoot, Saulteaux and Nakota Sioux, Métis Settlements and the Métis Nation of Alberta, Regions 2, 3 and 4 within the historical Northwest Métis Homeland. We acknowledge the many First Nations, Métis and Inuit who have cared for these lands and waters since time immemorial. Including the Papaschase First Nation who was displaced from their land in the current boundaries of south Edmonton. We are grateful for the caretakers and protectors of land and waters, past, present, and future.

Acknowledgement of Indigenous Peoples, land, and waters, changes how the land and water are seen and talked about. It helps us redefine how people place themselves in relation to the land they are on. Reminding us of the historical and contemporary colonial violence experienced by Indigenous Peoples, challenging the myth that colonizers found an empty land waiting to be occupied, and brings voice to the genocidal, colonial policies aimed to eradicate Indigenous Peoples across Turtle Island. Collectively we can amplify and end injustices, and mobilize knowledge in a way that educates and creates action, while honoring and respecting those experiencing colonial violence.

Over the past year the JHC has grown significantly, increasing the number of staff, volunteers and collaborative partnerships. The annual report speaks for itself, demonstrating the breadth and depth of work accomplished and underway at the JHC. Please check out our social media pages for additional information and pictures! Thank you to all the staff and volunteers of JHC who engaged children and young people in peace-building, fostered adult learning and community building, and worked with government, businesses and organizations to strengthen their application of human rights. The organization is advancing human rights because of your tireless efforts and action to progress dignity, freedom, justice, and security for all.

At the board level, we have been grounding our work in Righting Relations: Transforming the Non-Profit Sector: Addressing Toxicity in the Non-Profits Sector. We are starting to build and enact strategies that encourage us to adopt decolonizing, heart-centred practices that transform ways of being in NPOs. Together we identified the ways in which the board is integrating transformative practices in our work and the ways in which those strengths could be expanded to address gaps or areas for change. Areas for change included: conflict management, onboarding for new members and addressing the hierarchical structure of NPOs. The board will continue to explore and take actions that address our role in transforming the sector. A big thank you to Ebum Akomolafe, Community Service Learning Board Intern, who is starting us off in the right direction by developing a proposal for a JHC Board Internal Conflict Resolution Policy.

Throughout the last year, the Executive Committee continued to focus on board member accountability through 'board buddy' check-ins, a board member self-evaluation and an accountability survey. The Finance Committee remained committed to building our trust fund, a key priority for 2023-24.

The Human Rights Awards Committee shifted back in-person events, hosting the 14th Annual Human Rights Awards in person, the first since 2019. In collaboration with Her Honour Salma Lakhani, Lieutenant Governor of Alberta, we hosted a beautiful event in October recognizing four incredible Albertans who are making meaningful change in the community; Dicky Dikamba, Ganiyat Sadiq, Deborah Dobbins, and Patricia Paradis. The committee reviewed and updated their terms of reference to give greater clarity to the awards and their eligibility as well as assessment criteria. The Awards Committee was a small team in 2022 and has set their sites on increasing their membership in 2023.

Over the past year, the Nominating Committee implemented a tool to identify gaps in experience and skills within the current board member composition. They will continue using the tool in 2023-24 to inform our recruitment efforts. The committee developed an orientation package for new board members, to better prepare new board members joining us. The revised and enhanced orientation process provides a comprehensive compilation of important reference materials and an opportunity to learn about JHC from senior leadership.

The Community Engagement Committee remained committed to building and expanding our network within all levels of government, local organizations, and University, aligning with the goals set out by the JHC board. In the past year, the committee identified several opportunities for engagement, including Patronage with Her Honour Salma Lakhani, Lieutenant Governor, and collaboration with local organizations. The committee participated in creating components for a Donor policy. The Donor policy and its implementation will remain a priority for the upcoming year. Building on the Donor Policy, and working to improve donor confidence, the committee presented the opportunity of adopting the Donor Bill of Rights to the board. JHC will be moving forward with putting in an application to the Association of Fundraising Professionals to adopt the Donor Bill of Rights.

Reflecting on all the activities of 2022, I extend a sincere appreciation to all the JHC staff, volunteers, and board members. The ongoing dedication and drive to advance peace and human rights is evident in the amount accomplished over the past year. Thank you for all your contributions!

Looking ahead to 2023, there is a lot of exciting work happening at JHC including the Ignite Change Global Convention, celebrating the 75th Anniversary of the UN Universal Declaration of Human Rights. From December 1-10, 2023, partners will host a series of online and in-person events to bring together civil society, youth, academics, and decision makers in dialogue, learning and action on human rights. Work is underway to strengthen Alberta's Human Rights Commission to better support victims and survivors of rights violations. JHC is also introducing a brand-new Human Rights Award, the Lieutenant Governor Salma Lakhani Award for Leadership in Pluralism and Reconciliation. The award is a celebration of achievement and excellence to promote diversity, harmony, collaboration, and connection. I am also excited that the YEG Dignity Mural will be completed in Summer 2023. The project is led by artists diverse in gender, race, sexuality, and ability to amplify the perspectives of a diverse range of backgrounds, abilities, and experiences, collaborating on highlighting the histories and people that have shaped Edmonton's landscape and our collective yet varied connections to Mother Earth.

Thank you again to everyone working with JHC in fostering a culture of peace and human rights.

In Solidarity,



Megan Lukasevich
President of the Board
John Humphrey Centre for Peace and Human Rights

EXECUTIVE DIRECTOR'S REPORT

Presented by Renee Vaugeois

Entering 2022 was entering a year like no other. Coming full out of pandemic work and re-orienting ourselves to the increasing demands on the organization related to human rights issues and advocacy, capacity building for anti-oppression and rights based approaches to organizations, and pressures of growing networks of collaboration emerging in our work such as Righting Relations and Stride. This reorientation and regrouping took place in the midst of some of the most tense social, political and economic times in our country and world. Sometimes I look back and wonder how we managed to emerge from all this doing strong and solid work, while navigating difficult and tricky relations in a post-COVID world which is inherently steeped in collective trauma not fully realized.

Despite the larger macro level realities, JHC's operational team this year set their sights on regrounding and solidifying our systems of working together and taking care of each other. The non-profit sector is filled with burnout right now, along with rising demands, and we knew we needed to strengthen our systems to ensure staff were better able to manage the workload while meeting the demands of family, work and community. The management team of JHC really deepened and focused on their collaboration and creating a strong framework of support for the other staff and each other. We made difficult decisions to create a healthier and safer working environment. The management team worked hard to strengthen staff on-boarding and development, built a full revision of a policy manual, and established guidelines for strengthened collaboration.

In addition to strengthening our management team, this year saw substantial improvements and growth in the branding and communications of JHC. Our following continues to grow and the team is working well together in building content and being braver in our public engagements. 2022 saw the most press releases this year than any other garnering important attention to the work of teams like Radical Inclusion, Social Stride and the Anti-Racism Muslim Collaborative.

2022 was also a grounding year in terms of re-evaluating our financial relationships and capacities after all the increased inflows and outflows from the COVID Response and Collaborative work. We shifted our auditor to undertake a full review of the organization and how we were doing and where we could strengthen our protocols and processes. This was a positive process showing us that we were performing well in our management of resources and adjusting to the shifts coming from COVID.

This year we also laid foundations to increase and strengthen our fundraising capacities, building a donor management policy for the first time and establishing plans and goals. Our Human Rights Awards was a beautiful opportunity to thank our many partners and donors and the event in October was one to remember for all of us as our first major event in years. We were honoured to host the awards with Her Honour Salma Lakhani, Lieutenant Governor, a former board member and now patron of the John Humphrey Centre. JHC saw an increase in our grant-writing capacity and we supported a number of grassroots organizations to access resources to support their important work as well.

JHC's operational team spent a lot of time and effort strengthening our capacity and processes around evaluation and reporting. The team was, and continues to, work well together to ensure all our obligations and timelines are met. The team also worked to build our Theory of Change of which we are happy to share with you in this report which we hope reflects the breadth and impact of our work.

Capacity building internally was a significant focus in 2023. In addition to the above accomplishments, our volunteer management continues to strengthen. In 2022 we developed a volunteer management policy, undertook further training of staff and the expanded volunteer engagement into our various projects. The most outstanding volunteer growth was in relation to plans for the 75th Anniversary of the United Nations' Universal Declaration of Human Rights (UDHR) coming in 2023. A total of seven teams were built and functional within four months and working towards planning the premier and largest gathering in the country to commemorate and reflect on the UDHR at 75. We are excited to create a space of collaboration and learning that will amplify the Declaration and advance the realization of human rights in Canada.

I want to thank all the staff, volunteers, board members and supporters of JHC. We continue to make significant contributions to our local community and are driving forward and modelling change across the country. I am honoured to work with such an incredible circle of people and look forward to the continued journey



Renee Vaugeois
Executive Director
John Humphrey Centre for Peace and Human Rights

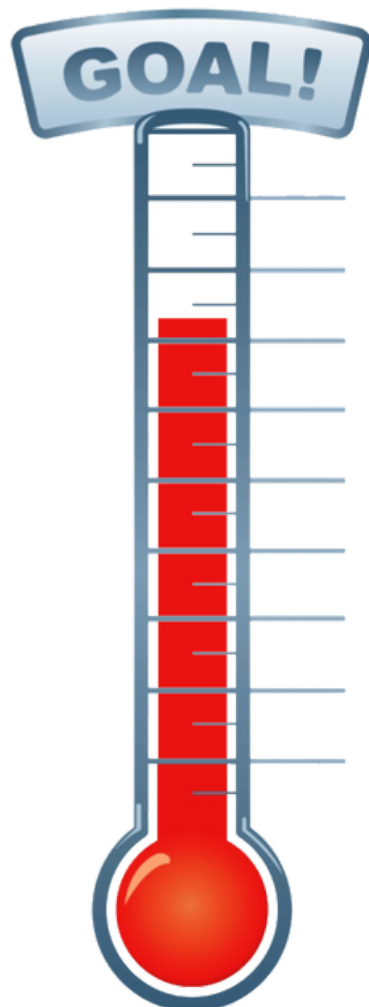
ENDOWMENT FUND

We work with children, youth and adults to promote and foster peace-building and human rights education locally and nationally. In order to keep our work alive and in honour one of our late founding fathers, Gerald L. Gall, we have been working hard over the past year to increase our new Endowment Fund at the Edmonton Community Foundation to build longer term sustainability of the important work to advance peace and human rights

Help us continue to plant seeds for justice, peace and dignity for future generations by contributing to our trust fund. By the end of 2022, our goal is to have \$30,000 in the Fund. Help us get there!

Contribute here:

<https://www.ecfoundation.org/funds/john-humphrey-centre-fund/>



Our Goal for 2022: \$30,000

Amount Raised to Date:

\$25,337.40

WHO WE ARE

Board of Directors

A huge thank you to our **volunteer board of directors** in 2022 who provided governance and leadership to the organization over the past year.

- **Scott Ariza**
- **Darcy Bemister**
- **William Descalchuck**
- **Jill Flaman**
- **Noelle Jaipaul**
- **Megan Lukasewich**
- **Syed Abbas Mehdi**
- **Emilea Saadeh**
- **Jeffrey Westman**

Huge shout out to Fea Gelvezon and Ebum Akomolafe, Community Service Learning Board Interns, and Trish Anderson for your assistance to the Board as well over the past year.

Special Advisor

Having supported the John Humphrey Centre since 1998, we are proud to thank **Christine Rapp** for her ongoing dedication to the organization and acting as our Special Advisor.

Staff in 2022

We would like to recognize staff and interns of the John Humphrey Centre who worked hard in 2022 to make the work of the Centre a reality.

- **Nexi Alarcon**, Communications Director
- **Hanan Attitalla**, Education Coordinator
- **Yaw Baayim**, Stride Coordinator
- **Lainy Beaver**, Practicum Student
- **Donna Moussa Bohdan**, Research Analyst and Coordinator
- **Gurpreet Bolina**, Social Stride Coordinator
- **Wen Chan**, Communications Support
- **Tim Chow**, Education Coordinator
- **Esther Dimalanta**, Communications Coordinator
- **Idara Effiom**, Volunteer and Program Manager
- **Tiffany Effird**, Project Development Coordinator
- **Ramona Fernando**, Chief Financial Officer
- **Jessica Kinsella**, Project Coordinator
- **David N.O.**, Communications Coordinator
- **Ivana Palacios**, Stride Coordinator
- **Parveen Parmar**, Human Rights Officer
- **Ana Laura Pauchulo**, Director of Development
- **Angelica Quesada**, Director of Research and Evaluation
- **Lynn Sutankayo**, Project Development Coordinator
- **Renee Vaugeois**, Executive Director
- **Deanne Vuzi**, Social Stride Communications Coordinator

We would also like to acknowledge the support and collaboration of some other key people that work alongside our team as contractors:

- **Lisa Bennett**, Radical Inclusion Coordinator
- **Michelle Bissell**, Radical Inclusion Coordinator
- **Donna Bulger**, Radical Inclusion Coordinator
- **Alison Crockford**, Righting Relations National Coordinator
- **Kër**, Righting Relations 2STQLGBIA+ and NPO Change Lab Coordinator
- **Lisa Odle**, Righting Relations Regina Coordinator
- **Miriam Sainnawap**, Righting Relations Winnipeg Coordinator
- **RJ Riad**, Mental Health Support and Radical Inclusion
- **Roxanne Ulanicki**, Radical Inclusion Coordinator

WHAT WE DO

Our Vision

A world that manifests a culture of peace and human rights.

Our Mission

Advancing dignity, freedom, justice, and security through collaborative relationships and transformative education on peace and human rights.

Strategic Priorities

- Engage children and young people in peace-building and human rights education.
- Foster adult learning and build community collaboration through education and dialogue on peace and human rights.
- Work with government, businesses and organizations to strengthen their application of a human rights lens.

2022 Snapshot



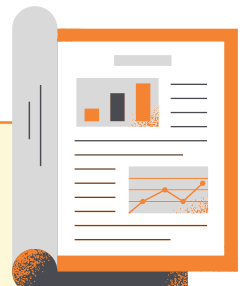
**376 events
and activities**

**6,239 people directly
engaged in events
and activities**



**97 Stride Advocacy
cases supported**

**24 Contracts secured and
31 Publications & Reports**



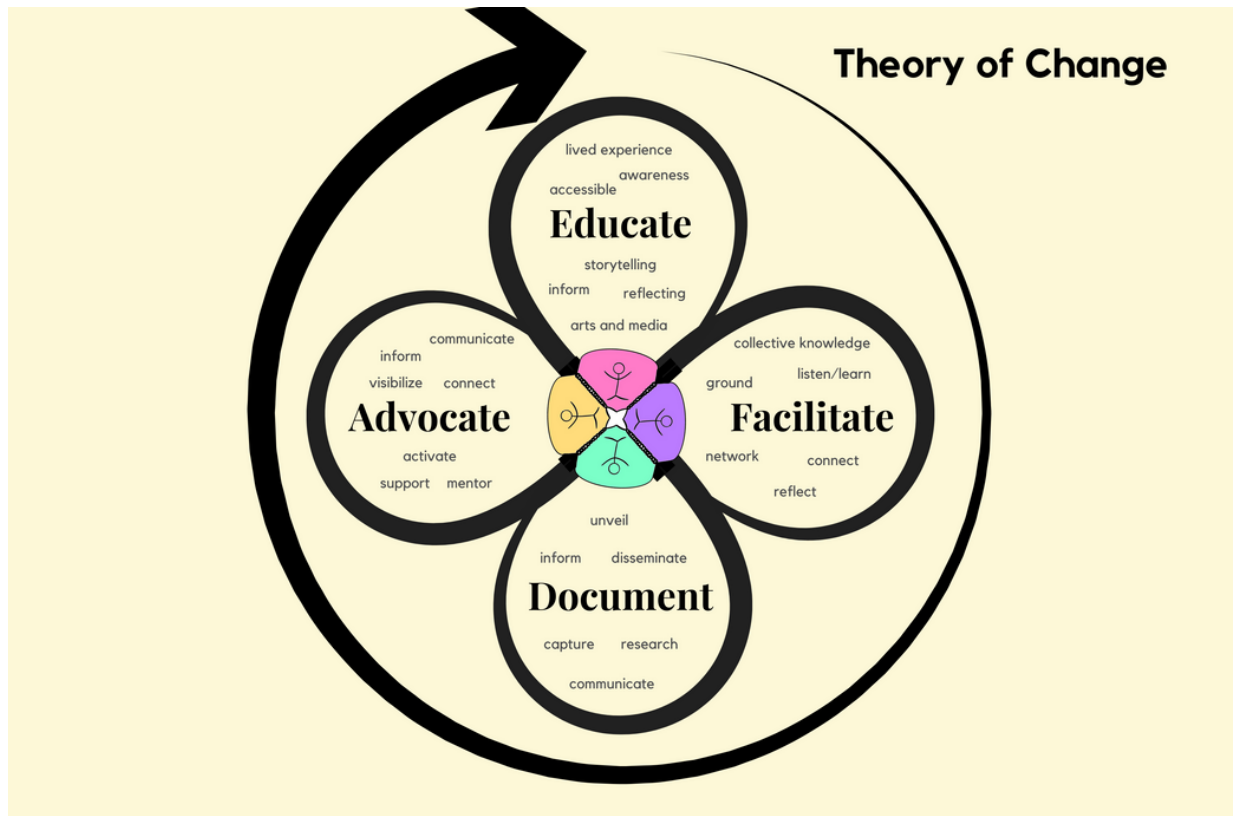
JHC's Theory of Change

The John Humphrey Centre for Peace and Human Rights (JHC) works to contribute to building societies based on four foundational values to a human rights community; the right to freedom, justice, dignity and security. Each of these values correlates to four pillars that should guarantee individual and community access to human rights, the right to protection from violation of rights, remedy when rights have been violated, participation in the decisions that affect one's life, and access to basic rights.

There are four areas of human rights action necessary for building a rights based community where all are valued, included and belong. These action areas are to educate, facilitate, document, and advocate on human rights. These four areas intersect and are interdependent, and thus, JHC's action for change flows through these action areas:

- To know one's human rights is fundamental in order to be able to claim rights and be able to stand up for what one needs in community. Thus educating on human rights for children, youth and adults is at the core of JHC's work. JHC provides education to policy makers, decision makers, organizations, businesses, children, youth and the larger community on human rights. We educate on the roles and responsibilities of all people living together in community, or at an organizational level, to cultivate a culture of peace, inclusion, respect, and reciprocity. JHC educates on human rights as values and tools.
- To participate in community and the decisions that affect us requires the act of facilitating. JHC works to build community solutions through facilitation of dialogue and collective action across difference and diversity. Through these spaces of facilitation, we model good relations and build community.
- To monitor and inform policy and decision making, documenting human rights issues is necessary. JHC conducts community based research on human rights issues, informing and bringing together the collective wisdom in community for sustainable solutions. The data and information collected through JHC facilitation and advocacy also informs education and capacity building efforts.
- To access needs in community or to seek remedy when injustice exists requires the act of advocating. JHC connects people to access supports for immediate needs and further supports community in self advocacy and navigation of human rights mechanisms to remedy discrimination or rights violations.

The John Humphrey Centre for Peace and Human Rights integrates our work across these four pillars of action to create an eco-system advancing a culture of peace and human rights. We work to centre children; working to make generational shifts in advancing the values of human rights. By creating spaces across diversity and where community engages in discourse on human rights, we are not only modeling human rights as a way of being, we are also creating bridges in community that break down stereotypes, prejudice and misunderstandings.



Discomfort as Necessary for Learning & Change

Due to the nature of our work, JHC is often approached by and works with those who feel that their voices are not being heard and who want to engage in work that seeks to make public human rights issues and shift dominant narratives. Thus, in our work to build spaces of collectivity and collaboration we centre the voices of community, with a focus on those whose access to human rights is denied. Our intent is to create spaces of courageous conversations that move beyond blame to calling in those communities and organizations whose work often reproduces dominant narratives that can lead to harmful and exclusionary practices. Bearing witness to the realities of harmful experiences that we may have been complicit in is uncomfortable.

JHC believes that discomfort is an important space for learning and for creating necessary changes to ensure meaningful inclusion of all. Within this discomfort, JHC always remains committed to collaboration with community members and to build bridges between diverse experiences and perspectives. No-one wants to believe they have bias or behave in ways that espouse prejudice and discrimination, but we all have space to grow and unlearn. We are committed to always working with organizations and other partners to deepen our collective growth, learning and unlearning while maintaining the expertise of lived experience as the driver of change.

Discomfort can also sometimes evoke responses of guilt, anger and defensive reactions. JHC recognizes that when people or organizations respond in these ways to hearing the voices of marginalized community members, it is these voices that are once again silenced, and doors and opportunities are closed to them once more. Thus, we continue to centre the voices of community members in our work to facilitate collective solution-building and in so doing are committed to:

- Fostering spaces for and facilitating courageous conversations over maintaining comfort;
- Being transparent in our work with stakeholders and partners across sectors that we believe that discomfort is a necessary space to work in and collaborate in for transformative change and learning to become a reality
- Communicating with organizations and other partners in advance when something will be released that might create tensions and discomfort. This is not with the intention of allowing censorship, but to invite organizations into that uncomfortable space of learning and unlearning when a report is released; and,
- Reminding stakeholders and other partners that JHC's role is to bear witness to the lived experiences shared by community members which necessarily includes sharing, re-telling and translating these experiences as we have been trusted to do by community members and in our commitment to transformative and meaningful change.



It is clear to us that you have been personally advocating for our organization, and this is a gesture that we hold in great regard.

Your continued support is greatly appreciated and we feel grateful to have allies like you on our side to aid in the important, and often-times, overlooked work that we do as a Black-trans led organization.

- Community Partner



ENGAGE CHILDREN AND YOUNG PEOPLE IN PEACE-BUILDING AND HUMAN RIGHTS EDUCATION

Roots4Change

Roots4Change, brought a network of young people from diverse backgrounds together to embark on a community-based research to explore and better understand the experiences of youth and their access to human rights in Edmonton, Alberta. The team designed and carried a mixed-method, two-fold research plan that included an online survey and a series of focus group discussions. The research revealed that state of access to rights for youth and children is rather concerning:

- 28.84% of young people surveyed reported experiencing food insecurity; 25.15% reported having insecure access to medicine; and more dramatically, 46.15% of young respondents in Edmonton reported having insecure access to recreational activities.
- Between 43% and 75% of surveyed youth in Edmonton between 26 to 29 have no secure access to healthy food, medicine or recreational activities.
- 83.6% of respondents disagreed that the school curriculum included comprehensive sex education. Students described their sexual health education with words like vague, absent, biased, focusing on shame, abstinence and blame. Students also felt it was not inclusive, did not start early enough and did not include education on 2STLGB+ relationships or identity.
- 75% of respondents age 26 to 29 agree that perceived socio-economic status is a factor for discrimination in public spaces.
- 40.4% of respondents disagreed that they can express their beliefs and identity without fear of being persecuted or ridiculed.

Two years of the pandemic has further increased the limitations that existed prior and is putting many young people at risk of not accessing basic rights such as healthy food, medicine, housing and basic clothing and recreational activities. At least 20% of young people lack access to one of these basic rights.

This research outlines the critical points and grounds on the voices of young people to guide the path on making sure they have access to rights as outlined in the UN Convention of the Rights of the Child; a document of which the Government of Canada and Province of Alberta have committed to under international law and which the municipality has an obligation as well. If you want to read the Roots4Change Report Executive Summary, please [click here](#).

Research was shared with the Mayor and Council at a budgeting session. The Aerosal Academy assisted youth in applying what they'd learned with creativity and art contributing to the final design of the report. JHC continues to run a social media campaign it began in September for Roots4Change with a podcast series also among the outcomes.

Paint the Rails

Over five years, the John Humphrey Centre for Peace and Human Rights spent time with eleven distinct communities, witnessing stories of strength and resilience and translating these into five public murals in Edmonton LRT stations.

Paint the Rails was a collaboration with local artists and community partners working to uncover the lesser known community stories that are important in our social fabric. In September, as part of Alberta Culture Days, JHC was excited to not only launch a graphical **Paint the Rails book**, but also an accompanying online teacher resource to help teachers in Edmonton, and beyond, to bring important lessons into the classroom. The book contributes to a local conversation that proudly embraces resilience, cultural diversity, and common connections; while not shying away from the injustice and truths of our past, which still reverberate today. During Alberta Culture Days, these new resources were shared with teachers and classrooms along with a human library and JHC has participated in 4 teacher conventions since to share the work.



Social Stride

Social Stride, a network of young leaders striving to confront online hate and discrimination completed a research report in the spring of 2022, hosted three National online gatherings, as well as built a four part team infrastructure to advance the work which included core and standardized processes, tools and protocols. Social Stride expanded their work to centre more intentionally on digital literacy training and built and piloted training for Big Brothers Big Sisters Calgary and other youth serving organizations and schools. Additionally, Social Stride built a core team of volunteers that worked to report incidents of online discrimination, deliver training, and support research efforts. In December 2022, Social Stride's work was featured in the **Legacy in Action** magazine with the article *"Taking it in Stride: Social Stride Counters Online Hate with Education and Supports"*. Social Stride continues to move forward with its education efforts and aims to focus on countering online mis/disinformation narratives.

Storytelling has shown itself to be an excellent way of moving community awareness and education forward and has been a large part of the programming. In 2022, training and several follow-up coaching sessions were done with Serena Mah. Podcasting also proved itself effective and Wen Chan presented a staff session on that topic. JHC staff put these and a multiple other strengthened skills to good use as the Stories of Resilience was kicked off and built off of the Food Security Series podcasts of Righting Relations; a Human Library for Alberta Culture Days in conjunction with the launch of Paint the Rails materials; Zine-making workshops in Lethbridge supported their local report on anti-racism and anti-discrimination; a food security documentary was built with SAF; and, stand ups with small story snippets worked well in 2022 on social media.

FOSTER ADULT LEARNING AND BUILD COMMUNITY COLLABORATION THROUGH EDUCATION AND DIALOGUE ON PEACE AND HUMAN RIGHTS

Action Alberta

Action Alberta saw dialogues and reports for six different Alberta communities completed and a provincial level summary report built. To amplify the message of the report, JHC worked to continue connection points with Zine workshops in Lethbridge; a media and Bar-B-Que in Edmonton; and, sessions for collaboration to advance awareness of these reports with the Edmonton Japanese Canadian Association.

Anti-Racism Muslim Collaborative (AMC)

A team of Muslim community members from various sectors and backgrounds came together with the desire to address the prevalence of ongoing racist attitudes within Muslim communities, spaces, and institutions in the Edmonton area. The intention is to contribute to the fostering of inclusive and united Muslim spaces in Edmonton by addressing anti-racism, especially anti-Black racism, through community empowerment, advocacy, and education. The **Anti-Racism Muslim Collaborative (AMC)** prepared and designed a series of Community Engagement Sessions. The objective of the dialogue was twofold; to gain a better understanding of how racism manifests in Muslim spaces, and to collectively identify and design ways to move specific anti-racism actions forward.

AMC completed a report from this community based research and dialogue for release in January 2023. JHC hosted a preliminary sharing of the report which served to deepen calls to action included in the Stakeholder and Community report. This became a poignant example of how we build community based networks and then transition to more of a resource for network building and facilitation. The intention of the report is to contribute to the education and transformation of those Muslim spaces in the City of Edmonton. In addition to the report, AMC determined their strategy, mission and vision as a core team and two members participated in facilitator training in December 2022.

Stride Advocacy

The **Stride Advocacy Initiative** saw considerable evaluation and development in 2022. Stride is an effort through which we support those who feel voiceless in the community. Many people reach out to us with wide ranging issues and volunteer advocates provide them with support and/or connect them to the proper resources. The JHC Stride team undertook an overhaul of how cases are managed and advocates are organized with a continuation of case work. We designed and piloted three days of intensive human rights advocacy training in Lethbridge. An online Human Rights 101, 102, 103, Anti-Oppression, Anti-Racism and Anti-Ableism series was delivered as well as team building work with the goal of strengthening connection to volunteers.

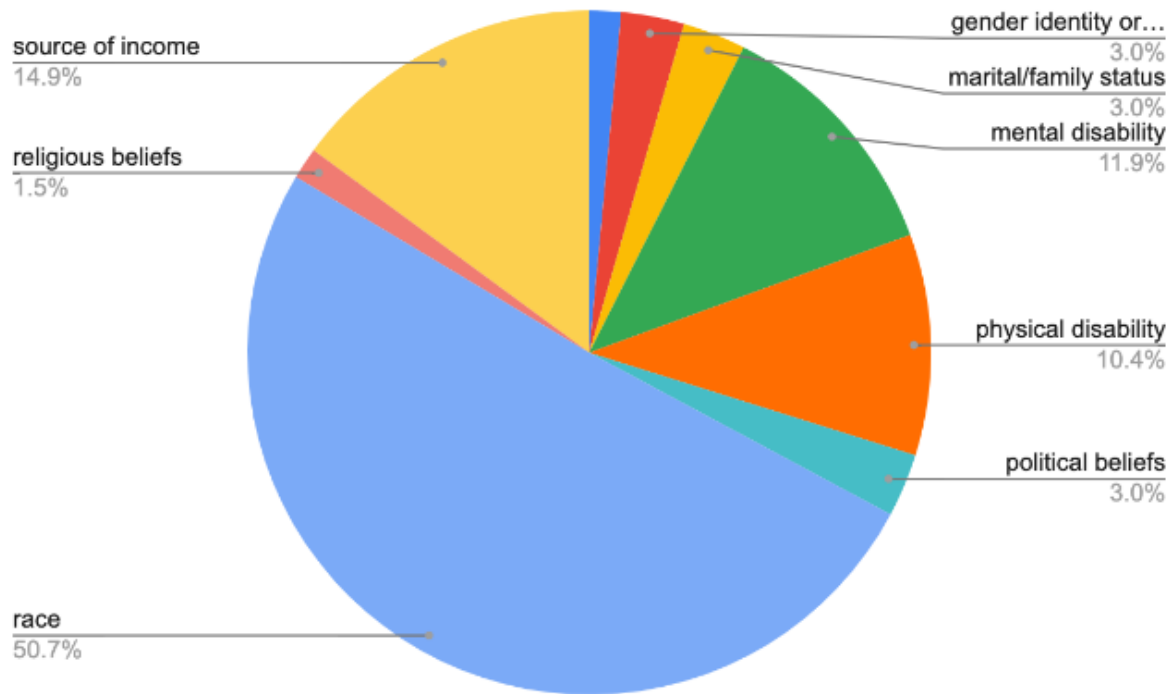
A revamp of the resource portal and orientation was done as well as adding online training modules with accompanying quizzes with the end goal of enabling advocates self learn core courses. Infrastructure systems in support of advocates (office hours, networking meetings, case meetings) were put in place.

In an effort to expand and deepen a legal network of support around Stride, two roundtable sessions were held in 2022 and the network is beginning to grow. Case conferencing was conceptualized in an effort to engage legal support on cases while lessening undue burden on legal professionals (starting in 2023). The Stride Agency network continues convening and actively discussing urgent issues such as housing, incarcerated individuals and disability income as examples. JHC also supported the Coalition for Justice and Human Rights in securing charitable status.

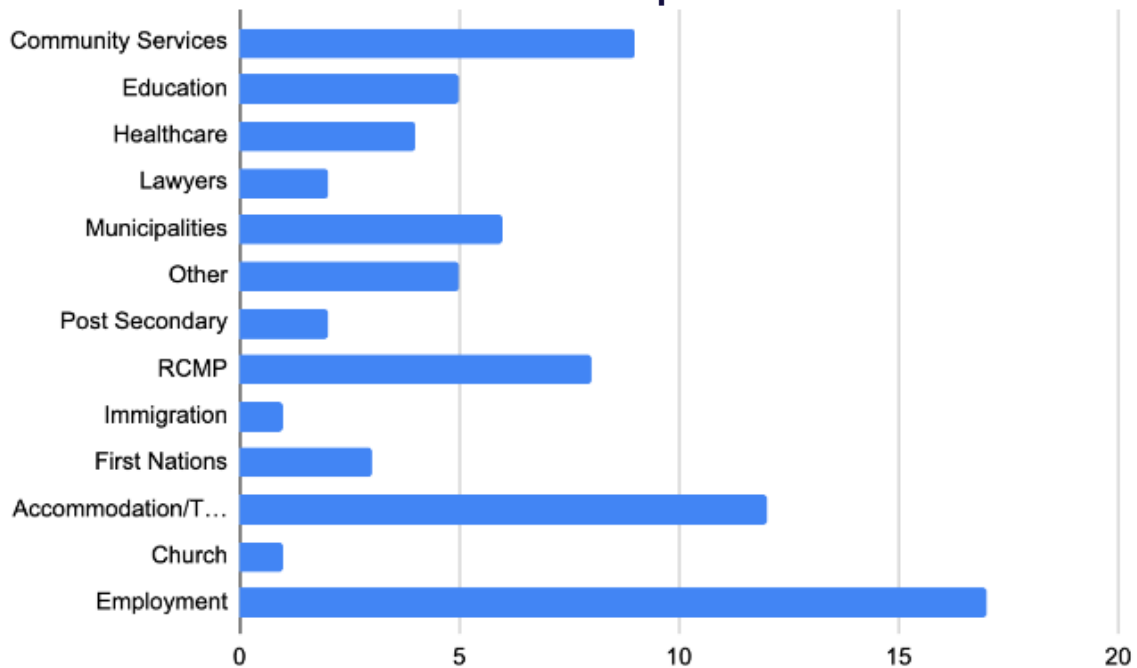


Stride supported a total of 97 cases in 2022.

The ground for discrimination of these complaints:



The area of discrimination of these complaints:



Righting Relations

Righting Relations, a network of adult educators and community organizers committed to building a just Canada, sustained Local Circles in Edmonton, Regina and Winnipeg and five projects were supported with micro-grants across the prairies related to food security and education. Three food reports were created for each of the provinces and dialogues continue with the various stakeholders to push forward the Calls to Action. A food conference held in March saw a great turnout and positive outcomes across the country. The Stories of Resilience podcast continues and is moving into a new phase in conjunction with the 75th Anniversary.

2022 saw four Change Labs develop and working actively: the non-profit sector team built and developed a decolonizing non-profits toolkit; the 2STQLGBIA+ team hosted a gathering in December and art was created for the Building Utopia Zine; the Ableism team piloted two Ableism in Adult Education workshops along with undertaking an internal learning series on intersectionality and is undertaking a review of the Federal Action Plan on disabilities; and, JHC supported a national Black Women's change lab gathering in Tatamagouche in September. In the west hub, a women of colour team has emerged from that gathering and continues to work address and build capacity to respond to racism.

Edmonton hosted a Coordinators gathering for the West Hub in May 2022 to continue to advance work and strengthen internal collaboration; regular meetings followed to ensure efforts keep moving forward. The Grandmothers gathered in North Battleford in May to help lay groundwork and pathways forward and focus on healing circles and spaces to process trauma and reactions. We continue to support Righting Relations on a national level including supporting the Central Hub and national administration. The West Hub team also developed and piloted a new wave of orientation via the Rooting In series.

Disability Rights

Our work around Ableism continued to make strides in 2022, including delivery of the full Radical Inclusion training series again. Education programming was developed including a major overhaul of the timeline activity and building a pilot workshop which was showcased as part of International Day of People with Disabilities (IDPD) which was facilitated by two members of Radical Inclusion. There was continued delivery of sessions on ableism and the Radical Inclusion team built an advocacy strategy along the five issue areas highlighted in the UN Shadow report from 2021. The core team met during a retreat in June. A key feature was building in mental health supports to both the training and overall program - RJ Riad has taken on this role and continues to support the team as needed.

A core team of five Radical Inclusion members worked together to facilitate transportation dialogues and research included 5 focus groups which culminated into the development of a report and presentation to ETS Disability Advisory Group in November. The team continues to work on building media assets and have built presentations to share this work to address barriers in public transportation in the city. This research was conducted in collaboration with the University of Alberta and highlights that people living with disabilities in Edmonton are experiencing challenges with mobility in their everyday life. In addition to these challenges, the research is pointing to an inefficient, ineffective business model for transit service for those with disabilities, that the voices of persons with disabilities are not being heard, and that those who are hard of hearing are facing unique barriers.

Five focus groups were held between March - July 2022 facilitated by Radical Inclusion (a team of people working to advance disability rights in Alberta) with a total participation of 45 people with lived experience. The series of conversations, during this time, focused on:

- how people living with disabilities in Edmonton experience the public transit system
- how the system can be changed to better ensure the mobility rights and
- how human rights of people living with disability in Edmonton can be improved

For a summary of the research, click [here](#).

Federal funding for **Action on Ableism** was secured to bring artists with disabilities together to do storytelling on ableism. Fifteen artists have been recruited and two members of Radical Inclusion have been trained to support the leadership of Action on Ableism on this project. Confirmed partners for this initiative include Rapid Fire Theatre, Voices of Albertans with Disabilities, Self Advocacy Federation and the University of Alberta.



Poverty Advocacy and Food Dignity

JHC continued our efforts to build awareness and support Poverty Advocacy and Food Dignity, which included wrapping up the Edmonton COVID19 Rapid Response Collaborative (ECRRC) which created framework for a revised HRBA Assessment approach to natural disasters and creating toolkits for both the Bethel Pantry and JHC's Community Kitchen. Utilizing the Local Food Infrastructure funding JHC purchased equipment which helped various food partners in Edmonton, including the launch of CANAVUA's mobile food trailer and building a mobile outreach unit that will be utilized for Bear Clan Patrol.

The Food Security reports created in line with our work with Righting Relations for Edmonton, Winnipeg and Regina helped push the issue of food dignity and security and we presented these reports and the strategies for action two times to City Council, as well as advocated for mutual aid groups doing grassroots work here in Edmonton. There is a desire to continue building a strategy for all three provinces to advance the calls to action and keep the reports alive made possible by funding from the Catherine Donnelly Foundation (CDF) to support the work forward.

JHC continues to support many grassroots organizations including We Together Strong who successfully registered as a non-profit organization and CANAVUA, who have secured funding for the first Black-Led Housing project that will be built in Queen Mary Park. JHC is also proud of the work being done by RARICA Now, who will continue to provide housing and mental health supports with funding secured via Canadian Women's Foundation and the Catherine Donnelly Foundation.



Poverty Advocacy work continues on various streams - JHC hosted 10 Lunch & Learns to support awareness of resources to support community advocacy and held two Poverty training sessions in October. A poverty based clinic in Westskin also resulted in the submission of 7 complaints.



75th Anniversary of the United Nations' Universal Declaration of Human Rights (UDHR)

2023 marks the **75th Anniversary of the United Nations' Universal Declaration of Human Rights (UDHR)** and as our namesake, John Peters Humphrey, was one of the original drafters, this Anniversary has special significance for us as an organization, and for human rights. Thanks to a New Horizons for Seniors Program, a new project was launched to commemorate the 75th, which included building the framework for the Anniversary project and for the Stories of Resilience storytelling sessions to help promote the upcoming convention planned for December 2023. At the end of 2022, seven working sub-committees were created to build the framework for the Anniversary event. The Ignite Change Convention will include 10 days of workshops, seminars and networking events. 26 partners have confirmed and plans are well underway to host this online and hybrid event to be presented at a global level.

Interested in learning more about the Ignite Change Global Human Rights Convention taking place December 1-10, 2023?

Visit our Website: [Click Here](#)

YEG Dignity

Framework and plans were developed for the **YEG Dignity Mural** and work is underway with a team of 15 artists recruited from diverse backgrounds and experiences. An opening gathering was held on November 12 and followed up on December 17 with a technical workshop. Work will continue forward and launch of the finished mural is set for Summer 2023!



Journey for Justice

Storyhive funding was secured for the **Journey for Justice** documentary which was completed and set to launch in 2023. JHC worked with the Tacalusa Institute and Coalition for Justice and Human Rights to put together a community based report with diverse perspectives among community and stakeholders to discuss the barriers and pathways to strengthen investigation of and support to Somali families grieving the loss of loved ones whose murders remain unsolved.

On Saturday May 14, 2022, 46 Edmonton community members came together with invited speakers and Edmonton Police Service representatives in an effort to awaken dialogue on the issue of the unsolved murders of Somali men and youth. The Journey for Justice report is a culmination of the discussion and offers a list of actions that can be taken to help make positive change in our community.

The JHC team developed and piloted the first **Advanced HR Fac training** in December 2022. Core people JHC trusted to help us move forward on the work in 2023 were invited to participate.



JHC advocates were really helpful and helped me understand the process and everything. One of the advocates... what she did for me was more than the Tribunal will ever do for me.

When going through something so big, you look for hope. She really saw me and helped me feel validated and seen.

- Human Rights Complainant who utilized support of Stride Advocacy

Human Rights Awards

For over 17 years, the John Humphrey Centre for Peace and Human Rights has been working to build Edmonton as a Human Rights City; a place where all are valued, participate, and belong. On October 5, 2022, the annual Human Rights Awards were hosted by JHC and Her Honour, the Honourable Salma Lakhani, Lieutenant Governor of Alberta. It was a beautiful evening celebrating and honouring the Award recipients, including:

Human Rights Champion Award Recipients

- **Dicky Dikamba** has been a strong and steadfast leader in Edmonton's Francophone community and beyond for the past 13 years and the Executive Director of Canadian Volunteers United in Action (CANAVUA) since its birth in 2009. His commitment to build CANAVUA and to support those that are marginalized in our community is an inspiration to many. JHC was honoured to work with Dicky and his team many times over the course of the pandemic when CANAVUA was feeding hundreds of individuals and families in some of the hardest times we've ever faced.
- **Ganiyat Sadiq** is a leader in the Black and Muslim community as the co-president and co-founder of the Black Inclusion Association, a nonprofit created to address systemic inequality faced by Black Calgarians. As an expert on issues of intersectionality, Neo-colonialism in Africa, Islamophobia and system racism in Alberta, Ganiyat has been recognized as one of Alberta's Top 30 Under 30.
- **Deborah Dobbins** is a third generation African American Albertan and president and CEO of Shiloh Centre for Multicultural Roots, a non profit society founded in 2010 that is grounded in a mosaic of rich, inclusive African-American Canadian heritage. Through her 50+ years of volunteering, Deborah has humbly and tirelessly advocated for the rights of Black people in Alberta and human rights for all.

Gerald L. Gall Award

- **Patricia (Pat) Paradis, B.A. M.Ed., LL.B., C.Med.**, is "the epitome of a human rights hero". Her long career spans more than four decades as a teacher, lawyer, mediator, and recently retired Executive Director of the Centre for Constitutional Studies (CCS). Pat has worked tirelessly and graciously to advance the human rights of women and members of other historically disadvantaged groups through her work as counsel and sessional lecturer in Human Rights Law for 23 years in the Faculty of Law, in her role with the CCS, and as board director on several boards.

We are proud to announce that, in addition, JHC has cultivated a partnership with the Lieutenant Governor and Her Honour has also become a patron of JHC. The Lakhani's will also sponsor a new human rights award that will be developed and introduced in 2023! [Click here](#) for more info.



Wonderful to see...and to experience first hand the tremendous work that you and the JHC are doing.

With all the conflict, negativity, and dreadful things going on... it was an excellent reminder that there is so much good going on at the grassroots level and beyond. The Paint the Rails project - and the wonderful book - are fantastic. Kudos to all involved!

- JHC Supporter



WORK WITH GOVERNMENT, BUSINESSES AND ORGANIZATIONS TO STRENGTHEN THEIR APPLICATION OF HUMAN RIGHTS

Human Rights Commission Research

Between June 2021 and October 2022, JHC conducted a research project to assess whether and how the human rights mechanisms available at the federal level in Canada meets the needs of the most vulnerable Canadians. The research examined complainants' experience with the Canadian Human Rights Commission and Canadian Human Rights Tribunal. The goal of the research was to center on the analysis of the mechanisms from the most marginalized users' perspective to provide recommendations that could be effectively incorporated to improve access to justice and accessibility.

The data collection tools and the framework of analysis of this effort aimed to concretely identify:

1. the barriers to access justice for those who engage with the human rights complaint mechanisms in Canada; and,
2. key actions needed to reduce or dismantle those barriers and increase access to justice at the Commission and the Tribunal.

The research identified key barriers that complainants face while moving through the federal human rights mechanism and that obstruct complainants' access to the offered remediation processes. Some of these include:

- disability-based complainants being forced to file complaints at the Canada Transportation Agency instead of the Commission creating a disparity in complaint resolution mechanisms and promoting ableism;
- unique challenges facing incarcerated complainants to access remedy, including lack of access to the Commission and retaliation within institutions; and,
- lack of enforcement mechanism of decisions reached at conciliation, mediation, and possibly the Tribunal Hearing stage.

The report on the federal commission came to a close with plans for formal release in 2023. This work inspired efforts to undertake a similar research process on the Alberta Human Rights Commission. In the fall of 2022, the team kicked off interviews with complainants and highlighted the need and results from Stride Advocacy.

Contracts and Trainings

Contracts and Training endeavours saw 24 contracts secured in 2022, which included Alberta Labour, Edmonton Southside Primary Care Network, Workshop West Playwright's Theatre, Alberta Ballet, and REACH Edmonton. Covenant was completed, which was a major milestone with a significant report. Strong feedback of support was received for our approach and process.

Contracts in 2022:

- Africa Centre
- Alberta Colleges & Institutes Canada
- Alberta Labour & Immigration
- Big Brothers Big Sisters Calgary
- Calgary City Teachers Convention Association
- Canadian Mental Health Association - Alberta Division
- Central Alberta Refugee Effort (C.A.R.E.)
- Central Alberta Teachers Convention Association
- City of Edmonton - Community Services
- City of Edmonton Youth Council
- Covenant Health
- Edmonton Catholic School District (ECSD) (LINC)
- Edmonton Men's Health Collective
- Edmonton Southside Primary Care Network
- First Nations, Métis and Inuit Education Directorate
- King's University
- Level Ground
- MacEwan University - Office of Human Rights, Diversity and Equity
- Native Counselling Services of Alberta
- REACH Edmonton
- Righting Relations Canada Central Hub
- Self Advocacy Federation
- Stony Plain Family and Community Support Services
- Students Invested in Health Association
- Workshop West Playwright Theatre

Additionally, JHC participated and hosted two gatherings on **Reconciliation Work** with Her Honour, the Honourable Lieutenant Governor Salma Lakhani. Our application for the Lieutenant Governor to become an official patron of JHC was received and a commitment of 5 years was made. The Human Rights Awards event in October 2022 was hosted and sponsored by the Lieutenant Governor and the Lakhani's will sponsor a brand new Human Rights Award that will make its debut in 2023.

Community Based Research

Community Based Research remained a focus with the goal to present our research at conferences in 2023. Reports for Roots4Change, Journey for Justice, food security through Righting Relations, Social Stride learnings and research, Transportation and Disability, and Action Alberta were developed. Roots4Change, the food security reports and Social Stride reports were published and the Journey for Justice report will be released at the film screening. The Transportation report was published and presented to the Disability Advisory Group for ETS. Action Alberta was a major undertaking with 6 reports as outcomes. Dialogue to action processes were articulated and modeled in Anti-Black Racism in Muslim Communities. Increased formal research training with excel supported us in developing the Covenant project and we recognize that the key to this work is in translating the knowledge gained from our training.

Finally, a book chapter was published in Sandeep Agrawal's book "Rights in the City: Problems, Progress and Practise".

For all full listing of reports and publications released in 2022, refer to the list below.

Please note that if you are viewing this document online, you can read each report by hovering over the titles. The reports can also be found on our website at www.jhcentre.org

Publications & Reports - 2022

Action on Ableism

- Radical Inclusion Transportation Research - Summary
- Radical Inclusion - Timeline

Righting Relations: Food Work, 2SQT+

- SDG Analysis Report - Calling Our Communities to Action
- Agenda 2030 Edmonton Food Security Report
- Agenda 2030 Saskatchewan Food Security Report
- Agenda 2030 Winnipeg Food Security Report
- Journey to Food Sovereignty - Food Timeline (Nov 2022)
- Challenging Our Story of Canada (Rooting In Series Timeline)
- Overcoming the Denial: Genocide in Canada (Timeline Activity)

Roots4Change

- Roots4Change Executive Summary
- Roots4Change Final Report

Publications & Reports - 2022 (continued)

Social Stride

- Social Stride Learnings Report 2022
- Taking it in Stride: Social Stride Counters Online Hate with Education and Supports - Legacy in Action magazine (Winter 2022) article

Stride Advocacy

- Stride Advocacy Manual
- Stride Advocacy Human Rights Training Manual
- Stride Agency Toolkit
- Challenging our Narratives: Unpacking Healthcare in Canada - Tool for Education and Dialogue
- Poverty Advocacy Training Manual
- Poverty Timeline
- LoveGood Tool
- YEG Community Response to COVID - HRBA Tool
- Bethel Pantry Toolkit
- Community Kitchen Toolkit
- Federal Commission Research Report - forthcoming in early 2023

Action Alberta

- Action Alberta: Provincial Calls to Action Report 2022
- Action Alberta: Slave Lake Calls to Action Report
- Action Alberta: Red Deer Calls to Action Report
- Action Alberta: Lethbridge Calls to Action Report
- Action Alberta: Edmonton Calls to Action Report
- Action Alberta: Calgary Calls to Action Report

Paint the Rails

- Paint the Rails Legacy Book

Other

- Rights in the City: Problems, Progress and Practice - Book Chapter

THANK YOU TO OUR FUNDERS AND SUPPORTERS IN 2022

We could not have accomplished so much in 2022 without the support of funding from:

- Alberta Culture Days - Government of Alberta
- Canadian Bar Association Law for the Future Fund
- Canadian Race Relations Foundation (NARF Grant)
- Catherine Donnelly Foundation
- Community Initiatives Program (CIP) - Government of Alberta
- Department of Canadian Heritage - Youth Take Charge
- Department of Canadian Heritage - Digital Citizenship
- Edmonton Community Foundation (ECF)
- Edmonton Transit Service (City of Edmonton)
- Edmonton Heritage Council
- Government of Alberta - Civil Society Fund
- Government of Canada - Anti-Racism Action Program
- Government of Canada - Feminist RECOVERY Grant (via Righting Relations Canada)
- Government of Canada's New Horizons for Seniors Program
- Government of Canada - Sustainable Development Goals Fund
- Local Food Infrastructure Fund (LFIF)
- National AccessAbility Awareness Week - Employment and Social Development Canada
- Premier's Council on the Status of Persons with Disabilities - International Day of Persons with Disabilities (IDPD)
- REACH Edmonton
- SDG ImpAct Internship Program
- Stollery Charity Foundation

THANK YOU TO OUR FUNDERS AND SUPPORTERS IN 2022

Funders (continued):

- Storyhive (Telus)
- Telus Friendly Futures Foundation
- UNIFOR - Social Justice Fund
- Victims and Survivors of Crime Week - Department of Justice Canada
- Young Edmonton Grant - Edmonton Community Foundation

An extra big thank you to to these folks and organizations for their meaningful support in 2022

Gurcharan Singh Bhatia

REACH Edmonton



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