



NAJC COMMUNITY PILOT PROJECT PROGRAM

SUMMARY REPORT FORM

**Greater Toronto Chapter NAJC
Equity and Empowerment Workshop**

Type of Program	Human Rights Education
Description	The workshop held at the GTC NAJC office was divided into 3 separate sessions to examine and discuss (1) individual identity in a multicultural society, (2) definition of "discrimination" and case studies, and (3) practical ways to take action such as how to file a human rights complaint. It was free and open to the public, but local chapter members were encouraged to attend as well as students, ijunsha and the Japanese Canadian community in Toronto
Overall Difficulty	Medium - High
Duration of Program	Start Date: March 2011 End Date: October 2011
Process	The initial workshop was altered to adopt a less complex one with a single workshop main facilitator and 2 co-facilitators instead of five youth facilitators. The planning process included the following steps of brainstorming, planning, implementation, execution and evaluation: <ol style="list-style-type: none"> 1. Determined workshop outline and objectives 2. Found appropriate facilitator and co-facilitators 3. Held several meetings with facilitators to adapt and develop workshop sessions 4. Outreach period to promote workshop 5. Workshop preparation and implementation (1 month) 6. Follow up and evaluation
Goal	The Toronto Chapter has not held a human rights related workshop for over 10 years, and together with the Board, felt that this would be an ideal project to rekindle interest in social justice issues, provide a way for members to engage with the chapter and raise awareness of the connection between relationships and discrimination. The project also addressed another specific need to provide some information on the resources and services available on ways to combat discrimination. Based on discussions with the Japanese



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	Social Services that offers counseling to and advocates on behalf of Japanese-speaking people in Toronto, it was apparent, particularly recent immigrants, students, and young women, faced discrimination in their daily lives. Many of them lacked the resources to make informed decisions and if necessary, take action when it is needed.		
Budget	Total Budget Including \$2000 received from NAJC	Portion for Capital Acquisition (e.g. equipments, resources, etc.)	Portion for External Services
	2000	250	400
Human Resources	Participants	12	Cross-section of participants including ijusha
	Volunteers	5	2 dedicated volunteers and 3 additional volunteers on the day of the workshop
	Others	1	Facilitator designed the sessions, activities, and put together the agenda as well as the schedule for the workshop.
Promotions	The project was promoted through various channels: Greater Toronto Chapter NAJC newsletter, Bits magazine, e-maple bulletin website, Canada Japan Society, Japanese Visitors Association, New Japanese Canadians Association, NOW magazine, Nikkagakuen Japanese Language School, Ikebata Nursery School, direct mails and calls to personal contacts.		
Rate of Success	Moderate to High		



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Successes	<p>The volunteers had good interpersonal and organizational skills, some experience facilitating workshops, and familiar with anti-oppression and anti-discrimination work. They were selected through the network of contacts of the board members.</p>		
Challenges	<p>Finding time to do the needed work was the most challenging, especially in recruitment and seeking the right people who can facilitate the workshop.</p> <p>Funding limited the amount allocated for the coordinator/facilitator. There would have been more interested candidates if the range were \$1000 - \$1500 as a main facilitator. To find the appropriate person sensitive to issues of discrimination as well as coordinating the entire project and to be the main facilitator was a challenge.</p> <p>The majority of people are typically not interested in human rights education until they are involved in a negative situation. To entice people to participate in this workshop was another challenge.</p>		
Outcomes	<p>The project brought together a diverse group of participants who were able to exchange their stories and whom showed eagerness to join the next workshop.</p>		
Recommendations	<p>Workshop must be held at a venue that is easy to access by the targeted participants.</p> <p>Increase the duration by at least another hour and include one more break.</p> <p>More than 1 Board member is needed to share the lead role as well as more milestones to track the progress of the project.</p>		
Comments	<p>Recognition of the proposal from the National Office was a very encouraging gesture that raised the profile of the project and its implications.</p> <p>It is an important community building initiative and should continue. Different levels and funding amounts based on the potential impacts could be explored.</p>		
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