



The "Every Step Counts" Challenge: Walking for the Most Vulnerable



humanity
& inclusion



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WORLDWIDE PRESENCE

420 projects in **59** countries

PEOPLE WE SERVED

3,969,593

DIRECT RECIPIENTS

People having received goods or services as part of a project implemented by HI or its operating partners in 2020

12,975,481

INDIRECT RECIPIENTS

People benefiting from the effects of goods or services received by those directly participating in HI's activities in 2020

PARTICIPANT DATA BY SECTOR OF ACTIVITY¹

HEALTH

2,360,290

SOCIAL & ECONOMIC INCLUSION²

1,404,761

REHABILITATION

247,258

PROTECTION AND RISK REDUCTION³

613,271

GLOBAL WORKFORCE

4,705 people⁴

including:

- **3,953** national staff on the ground
- **315** international staff on the ground
- **244** headquarters staff working in program management
- **193** staff working in support services, fundraising and communications

HI NETWORK BUDGET

\$274 million

1. Participant data by sector of activity: number of people having benefited directly from the actions of HI and its partners in 2019. Some people benefited from a number of services and/or activities. Consequently, despite our best efforts, a few of them may have been counted more than once. Non-exhaustive data that does not include all sectors of HI's activity.

2. Social and economic inclusion: Services related to habitat, infrastructure, communication, public transport, justice, political participation, social services, education, water, sanitation, hygiene, etc.

3. Protection and risk reduction: Armed violence reduction (including mine action), natural disaster risk reduction & climate change adaptation, safeguarding against abuse and violence, inclusive humanitarian action, gender and disability.

4. Global workforce: Expressed in annual full-time equivalent positions.

Our mission

Humanity & Inclusion (HI) is an independent and impartial international solidarity organization that intervenes in situations of poverty, exclusion, conflicts and disasters.

We have been working for 40 years alongside people with disabilities and other vulnerable populations. We act and testify to meet their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights.

Based in Montreal, Humanity & Inclusion's Canadian association has the mandate to support the actions of our international network.

HI represents 40 years of international solidarity!

Our beneficiaries are all vulnerable populations who are often "forgotten" by humanitarian aid. These groups include populations that:

- Are in a situation of disability or mutilated by war
- Are exposed to the risks of disease, violence or disabling accidents
- Have undergone severe psychological trauma
- Are refugees or are affected or displaced by crises, conflicts and natural disasters
- Are exposed to the danger of weapons, munitions and explosive devices in armed conflicts



HI Institute on Humanitarian Action

Set up in 2014, the HI Institute on Humanitarian Action plays a dual role that is crucial in a world where the settings in which our operations are deployed are increasingly complex:

- A monitoring and alert mechanism: its vocation is to determine our strategic positioning on the ethical and political issues the organisation faces and which determine the relevance of our work and the security of our teams.
- A catalyst for thought and debate: thanks to its publications, debates, and the strategic positions it takes, the HI Institute on Humanitarian Action contributes to enriching and revitalising our ideas, values and principles. It takes a more subjective stance and gives us the different perspective we require.

What is the "Every Step Counts" Challenge?

A fun way to develop an internal culture and bring your employees or colleagues together around the themes of diversity, inclusion and disability while combining mobilization and health at work.

Each step taken while walking or running allows our beneficiaries to live in dignity.

A simple concept :

- ✓ Offer your employees the possibility to **take meaningful action without changing their daily lives**
- ✓ By walking or running on their personal or work time, everyone contributes to a **collective challenge to support HI Canada**
- ✓ Your company and HI set a **target number of steps** that will be **converted into a donation from your company** to fund Humanity & Inclusion programs

Take up our sports challenge to:

- ✓ **Change the way your employees perceive disability** in a lasting way
- ✓ Get your teams on board with **your inclusion, diversity and disability policy**
- ✓ **Position yourself as an inclusive company** to the general public
- ✓ **Show your support and solidarity with our mission**

They participated in the Challenge



"Diversity, equity and inclusion are at the heart of BNP Paribas' commitments. BNP Paribas in Canada recently partnered with Humanity & Inclusion Canada (HI) for the Every Step Counts challenge. This challenge was aligned with our goal to promote accessibility, inclusivity, and empowerment of people with diverse abilities. It was also a wonderful opportunity for our teams to get together after 2 long years of pandemic around an inclusive purpose. We reached our objective ahead of time and we're very proud of our employees that enthusiastically invested their time and effort in helping a vulnerable population. We would like to thank HI Canada "for their commitment and continuous support throughout the Every Step Counts challenge."



BNP PARIBAS
La banque d'un monde qui change

When and how to participate

Step 1: Choose your timing

- ✓ The challenge can be organized **throughout the year**, for a few days to several weeks
- ✓ For example, it can be organized during the summer or on a symbolic date, such as the International Day of Disabled Persons (December 3rd)

Step 2: Set a collection goal with us

- ✓ We agree in advance on a fundraising goal between \$15,000 and \$100,000
- ✓ Together, we translate the collection goal into a number of steps or kilometers to be covered within the defined period

Step 3: Download the mobile app

- ✓ **Connected format:** using the **mobile application, Km for Change**. Easy to use and free of charge!
- ✓ Employees can download it on their smartphones

Step 4: Announcement of the results

- ✓ The announcement of the results can be a **celebratory event with an official check presentation** to the HI Canada representative
- ✓ It can also be an opportunity to present your company's disability policy

Our challenge is at no cost!

- ✓ **No financial investment** from your company
- ✓ The KM for Change app is **free** and does not require any services from your company or take a commission on the donations collected
- ✓ Your company will **receive a tax receipt for the full eligible amount** issued by Humanity & Inclusion Canada.
Please consult the information on tax credits in the province concerned



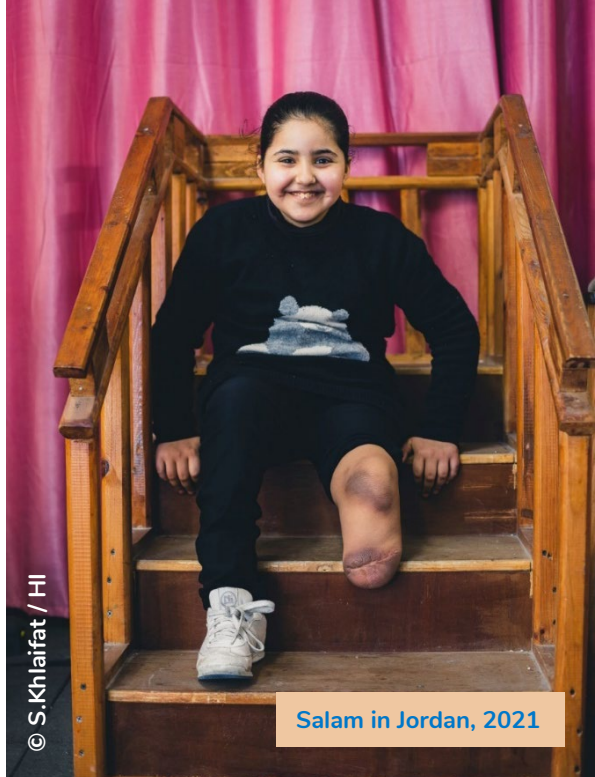
Your donation changes lives!

Each step taken allows our beneficiaries to walk again, to return to school or to work, to regain the pleasure of mobility... In short, to live fully with dignity!

Thanks to your generous donation, we equip, care for and accompany thousands of people towards autonomy.

Help us raise funds for:

- ✓ Emergency wheelchairs
- ✓ Prostheses and school kits
- ✓ Chairs for disabled children
- ✓ To provide beneficiaries with rehabilitation services adapted and specific to their impairment, disease or disability for 1 year
- ✓ Demining land



Allow children like Salam to have the best care in rehabilitation!

Salam was injured by a cluster munition in Syria in 2015. She needs follow-up care for her prosthesis as she is growing and it needs to be modified. She was fitted with a new prosthesis at the Community Development Center in Irbid, Jordan and is monitored by community team volunteers every three weeks.





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& inclusion**

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