



# Annual Report 2023

## Humanity & Inclusion Canada

# For as long as it takes.

**That's the theme for Humanity & Inclusion's major international campaign launched in 2023. It's a theme that highlights our incessant determination to help the world's most vulnerable people, wherever they are on this planet.**

**The campaign underlines our unwavering commitment to working with affected communities over the long term, so that they can regain control of their lives and live with dignity.**

It serves as a reminder that, while many humanitarian crises dominate media attention because of their urgency and scale, we must not forget that when the spotlight shifts away, the crises remain very real and require our attention and solidarity.

It is estimated that by 2023, the number of people with disabilities will have reached 1.3 billion worldwide.<sup>1</sup>

In some countries affected by humanitarian crises, more than a quarter of the population lives with a disability. This is the dismal reality that drives our unwavering commitment to bring change.

The surge in armed conflicts, the use of landmines and cluster bombs, and the bombing of civilians are at the heart of this increase.

This is why we relentlessly advocate for governments to turn words into action and commit to stopping these inhumane practices that claim thousands of innocent victims every year. Our "Stop Bombing Civilians" campaign remains a key component of our work to reduce armed violence.

The event we organized in Ottawa at the beginning of December, featuring a ceremony in memory of unknown civilians who were victims of war, enabled us to highlight this vital work to political decision-makers.

Our teams on the ground put their lives at risk to help the survivors of these senseless acts of violence and to restore land contaminated by the millions of deadly devices left behind after conflicts.

These actions require us to intervene urgently, but we must also continue this work for the long term as it can take decades to secure kilometres of contaminated land.

Despite all of this work, we must not forget that other issues are just as crucial and require our ongoing commitment.

Every year, the number of natural disasters linked to global warming wreak havoc on many vulnerable regions of the world, and are the cause of disabilities, particularly as a result of the earthquakes in Syria, Turkey and Morocco.

The work of our teams has been exemplary once again this year, and we would genuinely like to thank them. Our collective intelligence, pragmatism and courage are a source of pride.

But of course, all our actions would be inconceivable without the extraordinary support of our funders, donors and supporters.

You are our source of energy, and we thank you.

**Thank you for sharing our vision of a world of solidarity, humanity and inclusion.**



**Pierre Léonard**  
Chairman of the Board of Directors



**Anne Delorme**  
Executive Director

<sup>1</sup> World Health Organisation. (2024, 30 April). Disability. <https://www.who.int/news-room/fact-sheets/detail/disability-and-health>



## OUR BOARD OF DIRECTORS

### Chairman

Pierre Léonard

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Daniel Lebel

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## HUMANITY & INCLUSION AT A GLANCE

### Our vision

Outraged by the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity.

### Our mission

Humanity & Inclusion (formerly Handicap International) is an independent and impartial international aid organisation that works tirelessly to ensure that people with disabilities and vulnerable groups are never left behind.

Our organization meet their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights. HI Canada is based in Montreal since 2003.



### The HI network includes:

- / A federation that implements international programs.
- / The HI Institute on Humanitarian Action, whose mandate is to ensure coherence between HI's philosophy and its actions.
- / Eight national associations located in the following countries:
  - Belgium
  - Canada
  - France
  - Germany
  - Switzerland
  - Luxembourg
  - The UK
  - The USA

These associations mobilize the financial resources needed to implement programs, develop HI's image and reputation, and promote the network's values and positioning.

## OUR TEAM

### General management

**Anne Delorme**  
Executive Director

### Philanthropic development

**Racky Ba**  
Head of Philanthropic Development

**Jean Maso**  
Major Giving Officer

### Administration and finance

**Tanguy Martin**  
Head of Administration and Finances

### Communications

**Fatou Thiam**  
Head of Communications

### Institutional partnerships

**Marie-Christine Gareau**  
Head of Institutional Partnerships

**Yilma Gari**  
Senior Institutional Partnerships Officer

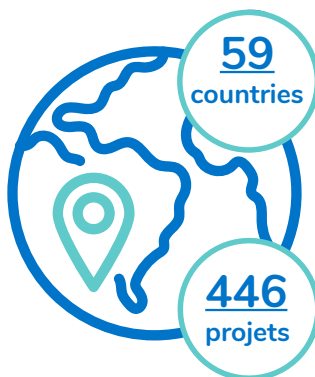
**José Morilla-Ugaz**  
Institutional and Private Partnerships Officer

**Emmanuelle Lajoie**  
Institutional Partnerships, Gender and Inclusion Officer

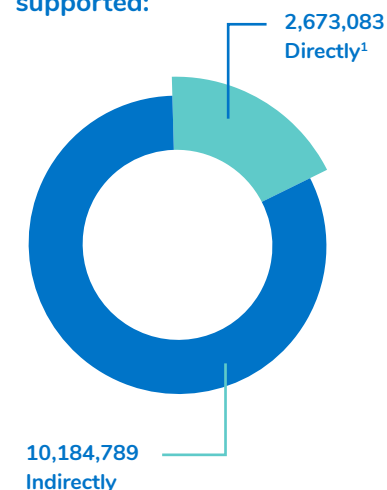
**Claire Fortin**  
Intern

## KEY FIGURES FOR 2023

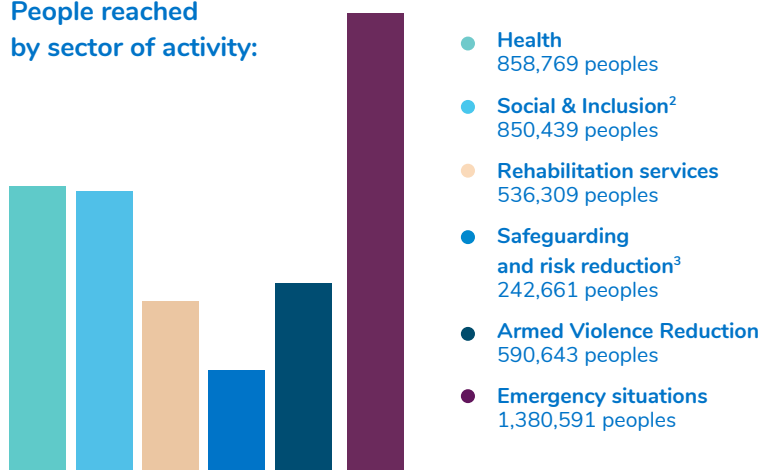
Worldwide presence:



People supported:

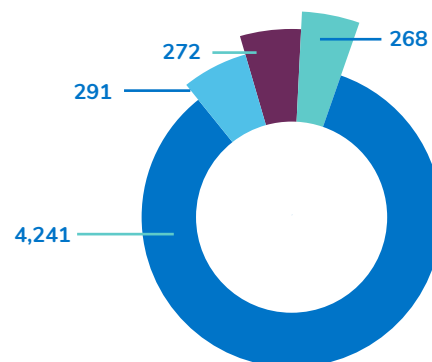


People reached by sector of activity:



Employees worldwide⁴  
5,072 employees, including:

- 4,241 national staff in the field
- 268 international staff in the field
- 291 staff assigned to programs and to managing social missions at head offices
- 272 support, fundraising and communications staff



¹ People who received services directly from HI or its partners. The same person may have received several services or participated in several activities, and some people may have been counted several times. As a result, data by theme cannot be added together. ² Services related to housing, infrastructure, communication and public transport; services related to justice, citizenship and political participation; social services; educational services; economic services; water, hygiene and sanitation services. ³ Disaster risk reduction and adaptation to climate change, protection against abuse and violence, inclusive humanitarian action, gender and disability. ⁴ These headcounts are expressed as annual full-time equivalents.

# A YEAR OF IMPACT

Supporting  
our  
humanitarian  
response





## / Ukraine

### The worst conflict in Europe since the Second World War

HI has been providing humanitarian aid to the Ukrainian population for over a year since the war began in February 2022. The war has resulted in widespread destruction due to the massive use of explosive weapons in populated areas and limited access to electricity, telecommunications, food, water, heating and medical care. An unprecedented humanitarian situation that has forced millions of Ukrainians to flee and move within the country. According to the United Nations Refugee Agency, 14.6 million people will need humanitarian assistance<sup>2</sup>. These are mainly vulnerable people and people with disabilities who have difficulty accessing basic services.

Faced with this large-scale humanitarian crisis, HI has put in place a multi-sectoral response ranging from rehabilitation and psychosocial support to raising awareness of the risks associated with explosive ordnance, delivering humanitarian goods and distributing hygiene kits to the populations affected by the fighting. **The inclusive humanitarian response by HI and its partners has been made possible thanks in part to the support of Global Affairs Canada.** The team, made up mainly of local people, is present in a number of regions in Ukraine, including Kharkiv, Poltava and Dnipro in the east, Mykolaiev in the south and Lviv in the west.



Physiotherapy session with a member of the HI team in Ukraine.



Distribution of hygiene kits in the small rural town of Tsarichanka, north-west of Dnipro, Ukraine.

#### Our impact in Ukraine in 2023:

- / 120 people (community representatives and frontline workers) have been trained in the principles of protection and inclusion.
- / 540 healthcare staff have been trained in physical rehabilitation and psychosocial support.
- / 689 people received specialist rehabilitation services.
- / 1,300 community focal points have been trained in physical rehabilitation and psychosocial support.
- / 3,200 education sessions on the risks associated with explosive ordnance have been organized.
- / 3,700 psychosocial support sessions were provided.
- / 3,700 people have been identified, assessed and referred to appropriate services.
- / Approximately 12,000 hygiene kits were distributed.
- / Nearly 16,000 rehabilitation sessions were organized.

## / Gaza

### An unprecedented humanitarian crisis

Since last October, the armed conflict between Israel and Hamas has led to massive bombing and shelling in the Gaza Strip, one of the most densely populated areas in the world, and a catastrophic humanitarian situation.

The material and human toll is high. To give just a few figures, the Gaza Ministry of Health has indicated that at least 25,900 Palestinians have been killed to date and 64,110 injured. An estimated 1.9 million people have been displaced within Gaza and are living in temporary shelters. More than 70% of homes, most schools and water supply and sanitation infrastructures have been destroyed or damaged.

Concerned about the escalating violence and its devastating consequences for the people of Gaza, HI Canada joined forces with the 11 member organizations of the Humanitarian Coalition to appeal to the generosity of the Canadian public. Thanks to a strong show of solidarity and the financial support of Global Affairs Canada, HI, which has been present in Palestine since 1996, has responded to the emergency.

Activities have been set up in temporary shelters with the support of humanitarian workers and volunteers. However, access to humanitarian aid is largely prevented by the armed violence and is arriving very slowly.



Recreational activities for children are organized in collective shelters to the west of Khan Younès, a town in southern Gaza.



An HI volunteer in a warehouse in Rafah, a town south of Gaza.

### Our impact in Gaza in 2023:

- / Only 8 distribution trucks were able to return to Gaza.
- / 67 recreational activities aimed at reducing anxiety were carried out in shelters for 29,000 people, mostly children.
- / 832 mobility aids were distributed to people injured or with disabilities as a result of the conflict.
- / 1,030 basic necessities kits and urinary aids were handed out to displaced families living in emergency shelters.
- / 2,942 medical kits were delivered to treat the injuries.
- / Nearly 11,115 children and adults took part in risk education and conflict preparedness sessions.

Rehabilitation session  
with an HI physiotherapist  
in Chad.

**Abdellatif is  
9 years old  
and paralysed  
from the waist  
down as a result  
of a gunshot  
wound to  
the spine.**



October 2023 © T. Shelton/HI

## / Soudan

### The world's largest internal displacement crisis

In Sudan, nearly 8.5 million people have been displaced inside and outside the country, including 3 million children<sup>3</sup>, according to the United Nations Regional Information Centre for Western Europe. This is a disturbing trend since the start of the civil war in April 2023.

**Outraged by this injustice, the Humanitarian Coalition, of which HI Canada is a member, launched a fundraising campaign to meet the crying needs in this region of the world. Donations were matched by Global Affairs Canada, and our organization joined forces with the Humanitarian Coalition for an emergency response in Chad.**

HI teams intervene in neighbouring countries that receive Sudanese refugees who have crossed the border in the hope of finding refuge and protection. Instability in Sudan is a major concern for countries in the Horn of Africa affected by conflict and food insecurity.

Whether in Chad, Egypt or South Sudan, the teams provide rehabilitation care and psychological support to the most vulnerable people in the refugee camps.

These are mainly women and children, older people and people with disabilities, but also victims of sexual violence.

#### **In Chad, 900 Sudanese refugees received medical assistance:**

/ 411 received  
rehabilitation care

/ 451 received  
psychological support



## Our impact in Syria in 2023:

- / 24,370 orthopaedic devices were supplied to partners in the healthcare sector.
- / 27,111 psychological support sessions were organized.
- / More than 70,407 people were made aware of the risks associated with explosive ordnance after the earthquake.
- / 76,699 rehabilitation sessions were given.

Young Ayham does strengthening exercises with a physiotherapist at the Drakoush rehabilitation centre in Syria.

## / Syria

### One year after the earthquakes

A year ago, devastating earthquakes struck south-east Turkey and north-west Syria. In Syria, the disaster left more than 10,000 people injured and exacerbated the already extremely difficult living conditions of the Syrian people after twelve years of war. Working in the country since 2012 with people with disabilities, HI quickly came to the aid of health establishments to treat and support people who had suffered serious physical injuries and amputations. Teams on the ground have been working since last year in 13 hospitals to ensure that the specific needs of the most vulnerable are taken into account.

HI's humanitarian response was made possible in this Middle Eastern country thanks to the appeal for donations orchestrated with the Humanitarian Coalition and the financial support of Global Affairs Canada.



## / Morocco

### Major rehabilitation needs following the earthquake

Present in Morocco since 1993, HI is working with the national community-based rehabilitation network and the association “Migrations et Développement” to provide rehabilitation assistance to the victims of the earthquake that struck the country last September.

Mobile medical units have been set up to reach people living in remote areas who need rehabilitation or follow-up care.

HI's humanitarian action in Morocco is continuing, thanks in part to a generous donation from the Mirella and Lino Saputo Foundation.

**In December 2023, HI teams trained agents and community relays from the two partner organizations and seven mobile medical units were deployed to intervene in the provinces of Al-Haouz, Chichaoua and Taroudant, which were severely affected by the earthquake.**

**Rehabilitation session in the first mobile medical unit in Sidi Bedhaj, a rural commune in the province of Al Haouz, Morocco.**



December 2023 © Community-based rehabilitation network / HI

# Striving for inclusive development

All in all, attitudes and behaviour towards Senegalese women with disabilities and prejudices about their sex lives have begun to change thanks to the ENSEMBLE project.

## / Sexual and reproductive health

### Women and girls in control of their bodies

The activities of the ENSEMBLE project — *Éducation nécessaire à la santé sexuelle et reproductive équitable pour devenir maître de son bien-être et libre de ses choix* — came to an end last November after just over three years of implementation in Senegal, Togo and Ivory Coast.

Funded by Global Affairs Canada, the project, carried out in partnership with CARE Canada, aimed to improve access to sexual and reproductive health services and related rights, with a particular focus on women and adolescent girls, including those with disabilities.

It differs from other sexual and reproductive health and rights (SRHR) projects in its intersectional approach, which takes into account the inclusion of women and girls with disabilities and their specific needs. The aim is to reduce the barriers they face in accessing health services.

In March 2023, a field visit was organized to Kolda, the project's host town in the south of Senegal, to gather testimonies on the impact of this initiative from participants and local stakeholders.



Saly has had a disability in her leg since she was circumcised.

She was a peer educator as part of the ENSEMBLE project. She continues to fight against the prejudice and discrimination faced by women with disabilities.

Saly has a sewing workshop and dreams of one day making outfits for the country's leading figures.



## / Inclusive education

### A better future for Togo's younger generations

In Togo, HI is running an inclusive education project aimed at guaranteeing inclusive access to primary and secondary education and developing vocational training for children and young people with disabilities. It is being implemented in Dapaong, in the north of the country.

HI works with schools to build their capacity by training teaching staff in adapted learning methods, providing teaching tools and making the school environment more accessible.

Parents of children and young people with disabilities are also made aware of inclusive education and the importance of sending them to school to help them become more independent. At the same time, HI works with local authorities to advance the right to education for all.

"The NOLA Project Foundation invests in girls' education and gender equality in a context of empowerment, inclusion and success. In particular, the foundation supports Humanity & Inclusion Canada's inclusive education project for vulnerable children with disabilities. It aims to provide quality education adapted to the needs of each child and to offer vocational training opportunities. It also provides personalised social support for families and helps to build community capacity. On the strength of its expertise in working with vulnerable populations around the world, Humanity & Inclusion Canada is the foundation's trusted partner of choice for a lasting philanthropic collaboration that is both meaningful and forward-looking. Together, we are convinced that education is the most powerful lever for enabling all children to achieve their full potential.

**Manuela Clément-Frencia**  
Founder of The NOLA Project Foundation

As part of this project, HI supported five girls with disabilities on their educational journey, thanks to the invaluable contribution of The NOLA Project Foundation.

Students with disabilities learn sign language



# Taking a stand against injustice

Participants gathered around the Monument to the Unknown Civilian to honour the thousands of men, women and children unjustly killed and wounded by explosive weapons.

## Tribute to unknown civilians in armed conflicts

On December 4, HI Canada, in collaboration with the Canadian Landmine Foundation and Mines Action Canada, organized an event to pay tribute to the victims of bombing in populated areas at the Canadian War Museum in Ottawa.

A ceremony was held with:

- / The Honourable Mélanie Joly, Minister of Foreign Affairs
- / The Honourable Ahmed Hussen, Minister for International Development
- / Her Excellency Yuliya Kovaliv, Ukrainian Ambassador to Canada
- / Nujeen and Nisreen Mustafa, two activists for the rights of people with disabilities and refugees
- / Diplomatic representatives
- / HI Canada partners
- / Families of victims affected by armed conflict

The evening continued with a panel discussion on the evolution of Canadian leadership in the protection of civilians from the Ottawa Treaty banning landmines to the present day, moderated by **Anne Delorme**, HI Canada's Executive Director. The panel included **Lloyd Axworthy** and **Peter MacKay**, Ministers of Foreign Affairs and National Defence during the past 30 years; **Jennifer Welsh**, Canada 150 Research Chair in Global Governance and Security at McGill University; and **Nujeen Mustafa**.

The panelists discussed current issues and challenges, past experiences and possible political approaches to ending armed violence.



People identified from left to right on the picture:

**Pierre Léonard**, Chairman of the Board of Humanity & Inclusion Canada; **Anne Delorme**, Executive Director of Humanity & Inclusion Canada; **Nisreen Mustafa**, Syrian refugee; **Erin Hunt**, Executive Director of Mines Action Canada; **the Honourable Mélanie Joly**, Minister of Foreign Affairs of Canada; **Nujeen Mustafa**, Syrian refugee; **Peter MacKay**, former Minister of Foreign Affairs and former Minister of National Defence of Canada; **Jennifer Welsh**, Canada 150 Research Chair in Global Governance and Security at McGill University and Director of the Centre for International Peace and Security Studies; **Yuliya Kovaliv**, Ukrainian Ambassador to Canada; **Lloyd Axworthy**, former Canadian Minister of Foreign Affairs and member of the Board of Directors of the Canadian Landmine Foundation; **Dymphna Keogh**, Deputy Head of Mission at the Irish Embassy in Canada.



People identified from left to right on the picture: **Lloyd Axworthy, Peter MacKay, Jennifer Welsh, Anne Delorme et Nujeen Mustafa.**

## For uninterrupted education of children and young people with disabilities in crisis situations

In December 2023, HI had the honour of welcoming Nujeen and Nisreen Mustafa, two sisters committed to defending the rights of people with disabilities and refugees. While in Canada, they met with a number of important dignitaries in Ottawa: **Senator Chantal Petitclerc; Jacqueline O’Neil, Canada’s Ambassador for Women, Peace and Security; and the Honourable Mike Lake, Member of Parliament for Canada.** These women leaders, with their remarkable and inspiring backgrounds, captured the hearts of everyone who heard them plead for greater inclusion of people with disabilities in humanitarian aid.

As part of the study on inclusive education carried out by the Canadian House of Commons Standing Committee on Foreign Affairs and International Development, Nujeen was invited to share her personal story in Syria as a teenager with cerebral palsy in a country at war, and the barriers to education she faced. She also made a number of recommendations to ensure that people with disabilities are not left behind in the humanitarian response during conflicts.

People identified from left to right on the picture: **Marie-Christine Gareau, Head of Institutional Partnerships for HI Canada; Nujeen Mustafa; Senator Chantal Petitclerc; Anne Delorme, Executive Director of HI Canada; Nisreen Mustafa.**

## Urgent call for a ceasefire in Gaza

Faced with the escalation of violence in the Gaza Strip since last October, HI Canada and the entire network have joined the worldwide call for an immediate ceasefire to protect civilians and humanitarian workers from the bombs and to deliver sufficient aid to the population.

In Canada, non-profit organizations, including ours, are expressing their concern about the situation on the ground and are tirelessly calling on the government to use all diplomatic means necessary to put an end to the human suffering caused by the armed conflict between Hamas and Israel.





# Building expertise that is recognized and needed in Canada

## / Publications and briefs

Last year, HI Canada produced a series of publications highlighting its expertise in the field of inclusion of people with disabilities

/ Briefing paper on official development assistance at the crossroads of disability and gender, written with DAWN Canada and Live Work Well Research Centre (The Engendering Disability-Inclusive Development partnership).

/ Brief on inclusive education for refugee children with disabilities for the Global Refugee Forum.

/ Brief on inclusive sexual and reproductive health and rights for people with disabilities submitted to the Standing Committee on Foreign Affairs and International Development as part of its in-depth study on the subject.

/ Brief on inclusive education for people with disabilities submitted to the Subcommittee on International Human Rights (Standing Committee on Foreign Affairs and International Development) as part of its international study.

/ Publication on the economic inclusion of refugees with disabilities in Kenya in Global Affairs Canada's online magazine "Au Courant".



Fama Ka is visually impaired. She is in charge of the violence against women listening centre in Pikine, Senegal. An HI partner in the Making It Work project.

May 2023 © S. Cherkaoui

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## / Testimony

### Our appearance before a House of Commons committee

On 28 November, Anne Delorme, Executive Director of HI Canada, and Julia McGeown, HI's Director of Inclusive Education, were invited to appear before the Subcommittee on International Human Rights (Standing Committee on Foreign Affairs and International Development) as part of its study on international inclusive education for people with disabilities.

They had the opportunity to highlight successful projects carried out by HI, to make recommendations for reducing the barriers faced by girls and boys with disabilities in certain developing countries, and to reaffirm the importance for Canada of taking this factor into account in international programs.

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## / Training

### Knowledge building for Global Affairs Canada staff on the inclusive development approach

In November 2023, HI Canada offered a three-day training course entitled "Ensuring the inclusion of people with disabilities in development and humanitarian aid contexts".

It was aimed at operational staff at Global Affairs Canada and designed to raise awareness among participants about how to better integrate the inclusion of people with disabilities into international development aid policies and programming.

In total, around twenty civil servants attended the online training course.

## / Conference

### HI Canada at COSP16

Anne Delorme, HI Canada's Executive Director, attended the 16<sup>e</sup> Conference of States Parties to the Convention on the Rights of Persons with Disabilities (COSP16), held from 13 to 15 June 2023.

She joined the HI delegation, which included members of the international advocacy and inclusive governance teams, as well as representatives of organizations of people with disabilities (OPDs) working in Rwanda and Kenya.



People identified from left to right on the picture: **Anne Delorme**, Executive Director of HI Canada; **Lizzie Kiama** of This Ability Kenya; **Ruby Holmes**, Inclusive Governance Specialist for HI.

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## / Awareness and recognition of the brand

### National awareness campaign

An awareness campaign entitled “For as long as it takes” was rolled out last year in all the national associations, including the Canadian HI Association. In Canada, the campaign was rolled out in various television, print and online formats.

The campaign aimed to encourage the general public to question the frenetic pace of current events and the notion of long-term commitment to helping individuals regain a degree of autonomy. The international context, with its increasing number of conflicts and natural disasters, gives the impression that one crisis follows another, sometimes forgetting that the consequences for the people affected are long-term. HI has always been at their side and has been working for over 40 years to ensure that the most vulnerable people are never left behind.

The campaign, conceived by the Strike agency and filmed by Montreal director Olivier Staub, was produced using real-time 3D technology, a technology usually used in the video game and cinema sectors.





THANKS TO

## Our financial partners

Canada

Québec



## Our foundations and corporate partners

Emerald Foundation  
ESA Management inc.  
Elementary Teachers' Federation of Ontario  
Mirella & Lino Saputo Foundation  
Flaman Foundation  
Edward Assh Foundation  
Mohammed Kanwal Family Foundation  
The Oblate Missionaries of Mary Immaculate  
Le Saint-Sulpice Hotel  
Works by Régis Vernet  
Sisters Charity of Common Congregational  
Sisters of Charity of the Immaculate Conception  
The NOLA Project Foundation

## Our major donors

Jeanne Boisclair  
Paul Knight  
Lan Nguyen  
René Poupart  
Sandra Haxuan  
Stephan Troyanov



Jeanne Boisclair  
Loyal donor  
since 2008

## / Thank you to our allies

Humanity & Inclusion Canada would like to thank its financial partners for their renewed trust, as well as its donors, without whom the organization would not be able to develop its projects and activities throughout the world.



## Statement of financial position

/ At December 31, 2023

	2023 \$	2022 \$
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	1,418,005	963,080
Accounts receivable	2,400,225	8,110,556
Prepaid expenses	270	270
<b>Total current assets</b>	<b>3,818,500</b>	<b>9,073,906</b>
Fixed assets	5,922	2,735
	<b>3,824,422</b>	<b>9,076,641</b>
<b>Liabilities and net assets</b>		
<b>Current liabilities</b>		
Accounts payable and accrued liabilities	632,459	116,918
Deferred contributions	3,191,963	8,959,723
<b>Total current liabilities</b>	<b>3,824,422</b>	<b>9,076,641</b>
<b>Net assets</b>	<b>—</b>	<b>—</b>
	<b>3,824,422</b>	<b>9,076,641</b>

## Statement of income and expenses

/ Year ending December 31, 2023

	2023 \$	2022 \$
<b>Revenue</b>		
Contributions – Fédération HI	816,069	511,141
Cash and cash equivalents	9,282,670	7,232,987
Public donors	302,776	257,668
Financial revenue	2,647	54,376
Other	96,980	28,180
<b>Total</b>	<u>10,501,141</u>	<u>8,084,352</u>
<b>Expenses</b>		
Programs	9,427,435	7,372,793
Administrative expenses, excluding salaries	231,290	170,429
Salaries and fringe benefits	612,108	510,721
Marketing and communication costs	218,365	28,258
Depreciation of fixed assets	1,788	2,148
Other	10,155	3
<b>Total</b>	<u>10,501,141</u>	<u>8,084 352</u>





**humanity  
&inclusion**