

## Human Rights Education and Multiculturalism Fund Human Rights Promotion and Prevention Desired Outcomes

Prevention occurs by reducing risk factors and increasing protective factors. Promotion happens by encouraging change that contributes to the adoption human rights values and principles.

Primary Actions	Secondary Actions	Tertiary Actions
<p><b>Outcome</b> Individuals or groups are able to challenge, address and advocate for themselves and others on issues of human rights and discrimination.</p>	<p><b>Outcome</b> Opportunities for discriminatory acts are reduced; the risk of offense is decreased; and potential for human rights abuse is stopped.</p>	<p><b>Outcome</b> Opportunities for reoccurrence of discrimination are reduced.</p>
<p><b>Strategies</b></p> <ul style="list-style-type: none"> <li>• Strengthen individual or organizational skill</li> <li>• Civic participation (engagement)</li> </ul>	<p><b>Strategies</b></p> <ul style="list-style-type: none"> <li>• Strengthen individual or organizational skill</li> <li>• Change attitudes and behaviours</li> <li>• Support organizational and institutional change</li> <li>• Support public policies leading to change</li> </ul>	<p><b>Strategies</b></p> <ul style="list-style-type: none"> <li>• Strengthen individual or organizational skill</li> <li>• Civic participation (engagement)</li> <li>• Change attitudes and behaviours</li> <li>• Support organizational and institutional change</li> <li>• Support public policies leading to institutional change</li> </ul>
<p><b>Activities</b> (examples)</p> <ul style="list-style-type: none"> <li>• Emphasize general promotion, risk factor reduction, and other protective measures</li> <li>• Focus on situational factors, strengthening the community and social structures</li> <li>• Reduce possible opportunities for discrimination.</li> <li>• Prevent discrimination before it happens and address the symptoms</li> </ul>	<p><b>Activities</b> (examples)</p> <ul style="list-style-type: none"> <li>• Focus on changing the behavior, organization or the institution</li> <li>• Focus on getting to root causes (upstream)</li> <li>• Alleviate the situation (problem)</li> <li>• Halt or slow the negative consequences or actions</li> <li>• Reduce the negative impacts on individuals or community</li> <li>• Often focused on systemic or structural matters (barriers)</li> </ul>	<p><b>Activities</b> (examples)</p> <ul style="list-style-type: none"> <li>• Involve changing the societal norm</li> <li>• Recognize that discrimination and inequality exist</li> <li>• Proactively prevent further harm</li> <li>• Limit re-occurrence in the long term</li> <li>• Counselling for victims of racism and discrimination</li> <li>• Restorative justice and healing workshops</li> </ul>

Sometimes an activity or strategy may seem like it fits into one or more of the action categories. Classification of activities into categories depends on factors such as desired outcome and the context.