

CHANGE

INITIATIVE

Welcome Package

What is the CHANGE Initiative



The CHANGE Initiative is a year long program that trains and supports post-secondary students to become actively engaged in Oxfam Canada's social justice mission to build lasting solutions to global poverty and injustice. CHANGE helps develop capable and confident young leaders, who are informed and active voices for positive social transformation, and who inspire greater global awareness in others and engage other youth as active global citizens.

Participants ("CHANGE Leaders") start the program with a 3 day intensive training (Aug 22-24) near Toronto that will help equip them to advocate effectively for social change. They will have the opportunity to build on knowledge and skills on social justice and poverty issues directly related to **Oxfam Canada's mission. This year's training theme will focus of Oxfam's work on women's rights and gender equality and access to public services (education, water, healthcare, etc)** – this will be the overarching theme in all of the training content.

CHANGE Leaders will also have an opportunity to develop their advocacy and fundraising skills, learn about group development and creative campaign actions. The training will include 18 students from University campuses across Canada, led by experienced Oxfam youth facilitators and staff from our campaign and program teams.

Based on Oxfam Canada **campaigns and programs**, participants will initiate an action plan on their campus during the 2008/2009 academic year, working with Oxfam's youth team, including past CHANGE Leaders from across Canada. Oxfam Canada will provide a small grants program that will support CHANGE Leaders to develop projects on their campuses that support Oxfam's aims.

Where is CHANGE?



Change is taking place an hour outside of Toronto at the Ecology Retreat Centre. (<http://www.ecologyretreatcentre.com>) Training will commence at the fundraising office in Toronto (210- 410 Adelaide St. West). Oxfam Canada will be arranging transportation to the retreat.

Address:

308046 Hockley Rd. RR#1, Orangeville
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1 (800) 486-5460

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E-mail

bookings@EcologyRetreatCentre.com



Make Poverty History

Oxfam Canada is a proud supporter and coalition member of the **MAKE POVERTY HISTORY** campaign. Oxfam Canada along with many other Canadian organizations come together in unity to raise advocacy and lobby the government on overseas development dollars. The **MAKE POVERTY HISTORY** campaign reaches beyond Canadian borders linking Canadian efforts with **MAKE POVERTY HISTORY CAMPAIGNS** in over 40 countries world wide.

The four main goals of the **MAKE POVERTY HISTORY** Campaign include;

- **More and better aid for developing nations**
- **Debt Cancellation**
- **Trade Justice**
- **End of Child Poverty in Canada**

Since the campaign began, although there have been impressive campaigning and lobbying efforts by the Canadian public, there has been a mediocre response from Canadian politicians. To date, over 300,000 Canadians have endorsed the goals of the MPH Campaign and lobbied the government in the forms of letter writing, petitioning, attending the Live 8 concert in Toronto and adorning the MPH white bracelets.

The International campaign has persuaded G8 leaders to cancel the debt in 18 poor countries, double aid to Africa, and promise 50 billion US dollars in new aid money by 2010. However ever it is increasingly evident that these promises are not enough. The same leaders have denied debt cancellation to over 40 deserving developing nations, and ignored U.N recommendations that over 180 billion US dollars in new aid money will be needed by the year 2010.

The **MAKE POVERTY HISTORY** Campaign urges countries to devote 0.7% of gross national income (GNI) to overseas development assistance (ODA). Currently U.K, Germany, France, Spain and Ireland have agreed to reach this benchmark by 2015. Canada, U.S, Japan and Italy have failed to concede to this agreement, with Canada currently pledging a mere 0.33%, less than half of in GNI to ODA.

In 2005, all Canadian Political Parties pledged to reach the 0.7% goal by 2015, going further to announce that making poverty history would be established as the primary objective of Canadian aid by 2015.

Both Prime Minister Paul Martin and PM Stephan Harper have reneged on these promises. Harper's campaign pledged to raise ODA to the meager average of other G8 countries despite Canada's economy being the healthiest of all the G8 members.

To learn more: www.makepovertyhistory.ca (Check this website for updates on MAKE POVERTY HISTORY events in your province)



Make Trade Fair

The MAKE TRADE FAIR campaign targets politicians, corporations, and the Canadian Public in advocacy for trade rights in effort to transform trade from part of the problem to a solution to world poverty. This campaign focuses on trade rights in 21 countries worldwide including Asia, Latin America, Africa, Europe and North America.

Oxfam reports state that for every dollar given to aid two are stolen through unfair trade rules and regulations.

Oxfam Canada argues that G8 countries exercise unfair control over international trade rules thus blocking trade's potential to end poverty and subsequently increases global divides in wealth. Oxfam's report "Rigged Rules and Double Standards" shows that 128 million people worldwide could be lifted out of poverty if the rules allowed for Africa, East Asia, South Asia, and Latin America to increase their share of world exports by just one percent. In Africa, alone, this would generate over 100 billion dollars, which is five times the amount that the continent receives in aid and debt relief.

The G8 countries particularly (Canada, U.S, E.U, and Japan) are guilty of the following

- Highly subsidizing agribusiness, and dumping surpluses onto world markets, destroying local markets in developing nations.
- Using the IMF and World Bank as a vehicle for prying opening the markets of developing nations, ignoring detrimental social consequences.
- Taxing the goods of poor countries at four percent rate higher than rich Countries
- Profiteering off of falling commodity prices that condemn many poor Economies to failure.

- Allowing corporations to violate internationally recognized workers rights.

The Impact on Women: Unfair trade and workers rights are disproportionately felt by women in the developing world. Women make up more than one third of manufacturing workers in developing countries, but earn at least three quarters less than their male counterparts. Women are continually forced to work in appalling work conditions, which are not unionized, unsafe and leave them vulnerable to discriminatory practices such as compulsory pregnancy testing.

Oxfam MAKE TRADE FAIR campaigns focus on lobbying Canadian government members, the private sector, and general public to stop forcing open the markets of developing countries, stop dumping agricultural surpluses, and providing fair access to Canadian markets.

Oxfam's Goals:

- End the use of conditions attached to IMF-World Bank loans, which force developing countries to open their markets regardless of the impact on its population
- Improve market access for developing nations and end the cycle of over production of subsidized agricultural products and subsequent dumping of those products on developing nations.
- Creation of a new international commodities institution to raise prices consistent with national standards of living of producers and change corporate practices so that companies pay fair prices.
- Establish new intellectual property rules so that new countries can afford new technologies and medicines, and so that farmers can save, exchange, and sell seeds.
- Prohibit rules that force the privatization of basic services which are vital to poverty reduction
- Enhance the quality of private sector investment and employment standards
- Democratize the WTO to give poor countries a stronger voice
- Change national policies on health, education, and governance so that people can develop their capabilities and participate in markets on more equitable terms.

To learn more visit
www.maketrade.com



Making Trade Fair in Coffee

Under the current system of coffee trade less than 10% of what the customer pays goes to the farmers who grow the beans.

Of the 25 million coffee growers worldwide approximately 15 of them are small farmers. As these farmers are often unable to export directly, they must enlist the aid of mid levels traders who exploit their monopolistic position and force the farmers to sell low and pay extremely high interest payments.

Continued on Page 3

The Alternative: Fairly Traded Coffee

Fairly traded coffee is purchased directly from farmers cooperatives, eliminating the middle man and allowing the farmers to earn a fair living.

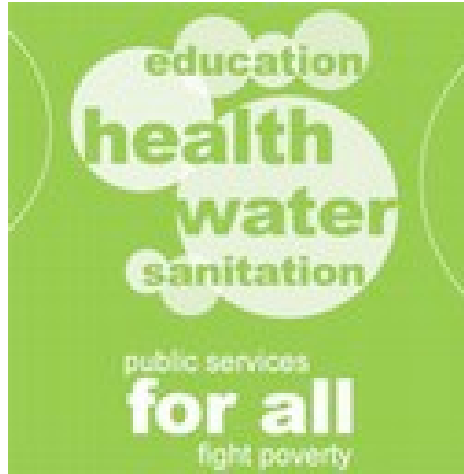
Successful Campaigns of 2007: Fairly Traded Coffee:

Oxfam Campaign to pressure Starbucks into honoring its Fair Trade Commitments to Ethiopian farmers is a success.

Over a year ago, Ethiopia approached Starbucks and asked the company to lead the coffee industry by example in signing an agreement recognizing Ethiopia's legal ownership of its fine coffee names. The result of companies like Starbucks signing these agreements for countries such as Ethiopia are a stronger negotiating position with foreign buyers, a larger share of the market associated with its coffee names and the ability to better protect its brands.

Following the receipt of 96,000 phone calls, emails and faxes, on June 21, 2007 Oxfam welcomed in an agreement between Starbucks and Ethiopia recognizing Ethiopia's right to control the use of their specialty coffee brands.

This agreement will stand to bring in revenues upwards of 88 million dollars a year for Ethiopia coffee names. In a country where 15 million people depend on coffee for their livelihood this means more money for essential services.



For All Campaign

Oxfam believes in the universal right to access basic health care, clean water, sanitation and education and helping all people to access these services. Access to public services and basic needs is intrinsically linked to women's rights and role as duty bearers. Currently, 80 million children do not attend school world wide, the majority of which are girls.

Oxfam believes that without access to these vital public services poor women and men are denied the opportunity and ability to escape poverty. Furthermore, access to basic needs equates human rights.

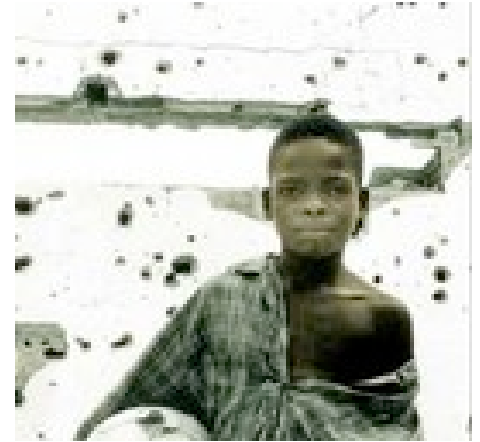
Everyday 37,000 people die from preventable diseases, 4,000 children die of diarrhea or other water borne diseases linked to dirty water and more than 1,400 women die in child birth. Thousands more die from diseases that are treatable with medicines and basic health care and preventable with access to clean water and sanitation.

This Global is scope campaign and will aim to recruit and train 6 million more teachers, doctors, and nurses. It also invests in training and supporting public workers responsible in delivering water and sanitation services.

Oxfam Canada demands that all governments deliver on their responsibility to ensure universal access to public services and deliver these services based on need not ability to pay. Oxfam Canada has joined forces with the Canadian Union of Public Employees to further the advancement of the "Open for all: Public Services Campaign" in Canada.

Oxfam Canada calls on Canadians to:

- To pressure the Canadian government to honor its international commitments: such as their commitment to devoting 0.7% of GNP to overseas development.
- To pressure the Canadian government to use Canadian aid dollars to combat poverty and further women's rights and not towards promoting privatization.
- To cancel debt owed to Canada and other countries by developing countries



Control Arms

Over 600 million small arms are currently in circulation worldwide. This includes everything from handguns to AK 47 assault rifles to shoulder-fired missiles. Presently, there are no international rules to prevent these arms from falling into the hands of criminals, governments, or even ordinary citizens.

In the past Oxfam Canada together with Amnesty International and Project Ploughshares have organized public events across the country to mobilize support to end armed violence. The flow of arms to those who openly defy international human rights and humanitarian laws is often ignored by governments. A gun is as easy to obtain as a pack of cigarettes" - Evan Jean Lolless (Serving life imprisonment for murder in the U.S., 1997).

Furthermore, the situation remains critical. The increased availability of arms threatens ordinary lives around the world. In the absence of stringent control, these arms will continue to exacerbate violent conflict, domestic abuse, and crime.

From 2003 to 2006 Montreal, Halifax, Toronto, Ottawa and St. John's volunteers asked the public to sign the "Million Faces Petition", a global online effort to put an end to armed violence. The Control Arms campaign calls out to parliamentarians across the globe to sign a declaration to enable governments to make swift progress towards a legally-binding Arms Trade Agreement which can eliminate the pain and suffering caused by the irresponsible use of weapons.

Since its initiation in October 2003, the Control Arms Campaign has gained the support of over 1 million people worldwide. In December 2006, 153 governments voted at the United Nations to begin drafting the Arms Trade Treaty.

The UN Secretary General consulted governments around the world about the potential content of the Arms Trade Treaty. Control Arms has organized "People's Consultations in over 50 countries to give people a forum to demand that their governments take action against the uncontrolled proliferation of the arms trade



Women's Rights & Gender Equality

Oxfam Canada aspires to be a centre of excellence in capacity building linked to women's rights and gender equality, and a change agent that reflects our commitment to human rights and sustainable development in our own practice, promoting participation and effective, accountable governance, including equality among women and men, and respectful relations among members and staff. We strive to learn, to improve our practice and to increase our impact in solidarity with and support of our counterparts and allies in Canada and overseas.

Women's rights and gender equality is one of the key themes for this years CHANGE initiative. There are currently 1.3 billion people living in extreme poverty in the world. 70% of these people are women. Gender discrimination and the subsequent denial of basic human rights is often the leading cause of poverty in a majority cases. Gender-based discrimination frequently results in women's priorities being overlooked during development projects.

Oxfam Canada seeks to address basic human rights and needs. Often this means addressing the inequalities that stand as obstacles to achieving those needs. Power relationships in a majority of countries worldwide are anything but equal. Women are repeatedly victims of gender discrimination in economic, political, cultural and social realms of life, and are consequently poorer than men.

Oxfam Canada focuses on critical issues related to women's rights and rural livelihoods such as HIV/AIDS, labor rights, gender-based violence, and the impact of humanitarian disasters on women and girls. Oxfam Canada's focus on women's rights provides a more consistent axis around which our other programs revolve.

Furthermore, Oxfam Canada focuses its campaigns and programming on women and HIV/AIDS, women's rights and livelihoods, women's rights and participation, women's rights and gender-based violence. In addition, Oxfam Canada supports interventions that bolster women's power to have access to and to control resources, to build capacity and to support women's leadership, and lastly to change attitudes and legislation to promote women's equality. Oxfam Canada, together with other Oxfams has adopted a rights-based approach that supports the fulfillment and protection of human rights, including the right to a sustainable livelihood, the right to basic

services, the right to life and security, and the right to an identity, which consists of the promotion of gender equality and social and cultural diversity.

Apart from grant-making, Oxfam Canada provides technical advice and training to its counterparts, links to resources, networks and other allies, and support for direct engagement in policy and advocacy work surrounding women's rights. Oxfam Canada works with a wide number of organizations throughout Canada and the rest of the world which aim to promote women's rights.

Oxfam Canada believes that a focus on youth and children is vital in eradicating poverty and inequality. Several of the target groups of Oxfam Canada's Overseas Program include youth. This includes young women working in maquilas in Central America, young women working to stop the spread of HIV/AIDS in Southern Africa, young women building community assets in Ethiopia, and even young women engaged in peace and capacity building in Sri Lanka.

Oxfam Canada is of the opinion that the most effective way to strengthen its program is to focus its efforts in support of women's rights and gender equality. Women's rights and gender equality will inform every aspect of Oxfam Canada's work-program priorities, counterparts and allies, grant-making and roles vis-à-vis partners, lobby and advocacy work, public engagement and outreach, communications and fundraising, membership and volunteer program, among others.

By converting women's rights and gender equality from a cross-cutting theme to our main focus, Oxfam Canada can now make a substantial contribution, exercising leadership among Canadian NGO's, within Oxfam International and in relation to the Canadian government.

Oxfam aims to reinforce women's participation and leadership in planning, in addition to providing aid for priority needs and engaging with counterparts directly and through coalitions on policy, advocacy and campaign initiatives.

As a part of Oxfam's new focus on women's rights and gender equality, Oxfam Canada believes that International Women's day on March 8 is an excellent opportunity to critically examine our progress towards gender equality.

In conclusion, Oxfam Canada aims to establish a culture of learning and leadership, supported by a system of accountability that allows us to demonstrate the impact of our efforts on women's rights and gender equality.



No Sweat

Many of the world's 23.6 million garment workers are denied basic human rights. They are exposed to inhumane working conditions, earn sub-standard wages and are often harassed for illegitimate union activity. A majority of these workers are often women.

For example, in 1999 in the Northern Marianas (a U.S. Commonwealth) it was found that female garment workers from Bangladesh, China, and the Philippines worked 12 hours a day and were paid a mere \$3.05 per hour and sometimes less.

Over the past five years, Oxfam Canada's "No Sweat" Campaign has sought to promote fair wages and appropriate working conditions for garment workers to put an end to sweatshop abuse. Under the slogan "Exploitation is never in Fashion", Oxfam Canada's national campaign seeks to influence universities, school boards, municipalities and provincial governments to adopt ethical purchasing policies.

As a part of the No Sweat Campaign, Oxfam Canada has worked with the Maquila Solidarity Network, Students against Sweatshops-Canada, the Union of Needletrades, Industrial and textile employees and the Canadian Labor Congress to ensure that universities and municipalities throughout Canada adopt aforementioned ethical purchasing policies.

No Sweat Successes:

- At the University of Toronto, Students against Sweatshops-Canada succeeded in negotiating a code of conduct for all clothes manufactured bearing the name of the institution. Since 1999, the University of Toronto has been bound to ensure that every garment produced with the institution's name on it must be manufactured under humane working conditions and appropriate wages must be provided to the workers.
- At the University of British Columbia, students have been successful in establishing ethical purchasing policies at their university bookstore.
- The city of Vancouver recently adopted an extremely comprehensive ethical purchasing policy organized with the help of CLC and Oxfam.\
- In 2002, Memorial University in Newfoundland became the ninth university to adopt an ethical purchasing policy.
- According to the Maquilidora Solidarity Network, Canadian universities have succeeded in bringing an additional 116 companies under No Sweat policies that were not previously covered by Fair

Labor Association policies or by the Workers Rights Consortium.

In addition, Oxfam Canada supports local community development in twenty countries in Africa, Latin America and the Caribbean, where sweatshop abuse is an ever-increasing obstacle to development.

hungry4change

World Food Day

According to the UN Food and Agriculture Organization's report, "The State of Food Security in the World 2002", 840 million people in the world remain undernourished. Of these, 799 million live in developing countries.

As of today, in six Southern African countries, it is estimated that 15 million people face food shortages. In 1996, governments from across the world met at the World Food Summit in Rome. They agreed to reduce the number of hungry people in the world by half. Today, that goal is far from being met.

Why does hunger persist even today?

Economic Policies:

Structural adjustment policies adopted by many developing countries since the 1980's as a part of the International Monetary Fund's policy to help pay back foreign debts. These SAP's involved reduced government expenditure on health and agriculture and lowering tariffs on agricultural goods. In addition, many countries shifted from producing agricultural products to producing products for export to foreign countries.

International Trade policies:

The World Trade Organization's Agreement on Agriculture requires all developing countries to open their markets to imported goods, however at the same time; it allows developed countries to impose barriers on goods exported by these developing countries. This prevents developing countries from being able to expand their agricultural sector and compete in world markets.

Corporate Market Power:

Corporate market power allows the buyers, processors, and retailers to capture most of the profit, being the link between the producer and the consumer. However, in the process farmers are left with the lowest prices for their crops and hard work. For example, in 1997 a box of cornflakes cost \$2.98. Farmers producing the corn received only 10 cents from that sale.

Trade policies possess the potential to alleviate poverty worldwide. Reasonable trade and economic policies can result in a more equitable distribution of the \$442 billion earned annually in the trade of food.

Success stories:

- CIDA, the Canadian International Development Agency, committed \$300 million a year to agricultural aid in the early 1990's. With the help of the Canadian NGO Food Policy group, of which

Oxfam Canada is a part, CIDA has announced to gradually increase its spending to \$500 million by 2008 as a part of its "Sustainable Rural Livelihoods" through Agriculture policy.

- Oxfam Canada and its partner, the Zimbabwe Project Trust (ZPT), have been working together to promote food security programs in Zimbabwe. ZPT also helps schools develop gardens to improve the nutrition of children five years of age. For the 2003-2004 planting season, marginalized farmers in drought-stricken areas received diversity seed packages consisting of maize, small grain and vegetables.
- Oxfam Canada and its partner, REST (Relief Society of Tigray) have been implementing the Ruba Lomine Integrated Rural Development Program, Women Headed Household Project in ten villages in Northern Ethiopia since 2001.
- Oxfam Canada's partner organization in Nicaragua, FENACCOOP (National Federation for Agricultural Cooperatives), aims at improving the lives of small farmers and their families. The federation provides training, lobbying, and legal services to its members. It also participates in several coalitions working on agriculture, food security, micro-financing among others.



HIV / AIDS

Access to Essential Medicines

Today number of people living with AIDS worldwide is over 40 million; more half of them are women. Over 13,000 people are infected daily with this deadly disease, with young people even more at risk. Furthermore, women are 2-6 times more likely to be infected than men.

HIV/AIDS impacts poverty. It affects men and women who are then unable to work and support their families. HIV/AIDS pushes more people into poverty, and at the same time, poverty makes them more vulnerable to disease and infections. Thus, for Oxfam's mission to eradicate poverty, it is essential that this cycle is broken.

The AIDS pandemic is of critical concern especially in Southern Africa. It is imperative that the youth, who are more at risk of being infected, are provided with the vital information they need to protect themselves from the disease. A joint Oxfam program led by Oxfam International is supporting peer education programs through several community-based partner organizations. These programs include information on transmission of HIV/AIDS, safe sex, and discrimination against people infected with HIV.

Success Stories:

- HIV/AIDS prevalence rates have dropped throughout Zimbabwe from 24.6% to 20.1% over the last 2 years, particularly among young people. Oxfam's partner organization Matabele AIDS council (MAC) seeks to influence attitudes and behavior through programs such as "Young People We Care". It ensures youth are involved in reducing the risk of HIV/AIDS and exposes young men to what is known as "traditionally women's jobs". This project also helps to reverse gender roles which lead young women to be overburdened.
- MAC also helps to develop small, easy to maintain gardens to grow crops of high nutritive value for families living with HIV/AIDS.
- In Namibia, with support from Oxfam Canada, the Omaheke Health Education Project was formed to improve the quality of healthcare provided by the Ministry of Health and Social Services.
- Knowledge, attitudes and behavior towards HIV/AIDS in Namibia have improved substantially. AIDS patients are living longer and more active lives assisted by home-based care programs, provision of patient counseling and supplementary food.
- Over the last year in the region, anti-retroviral drugs have also been introduced thereby increasing survival rates and enabling people living with HIV/AIDS to be more self-sufficient.

In June 2007 Oxfam Canada accused the Canadian Parliament of leaving millions of ill people without access to affordable medicines by shutting down without fixing Canada's faulty Access to Medicines Regime. The law that came into existence in 2004, allows Canadian companies to export generic medicines to developing countries, but had proved of no use. In the past two years, not a single medicine has gone anywhere. The government promised a review of the law at the time of the International AIDS conference in 2006, but is yet to present its findings.

Oxfam Canada has repeatedly urged the government to fix a system that is overly complex and restrictive.

Tips on getting the most out of CHANGE

Key Aspects of Success

1. Share ideas and secrets of your success. It does not take away from your own successes.
2. Admit your fears, mistakes and challenges; it doesn't lower people's view of you, on the contrary, people will respect you more.
3. Make presentations personal as it allows you to make connections with the audience. As a listener, feel this connection with a speaker as they can reveal part of their life.
4. If you do what's right for you and the ones around you, opportunities that you never thought of come knocking your door.
5. It's not where you come from but where you are going. Your background does not determine where you'll be but YOU will.

Keep in Mind

When you care about other people's dreams, you make yours come true faster. That's why it's so important to take a leadership role in university as people go there to fulfill theirs.

You never know who is watching you when you care and work hard (future employers – opportunity might be looking at you in the eye).

Timeless Leadership Principles:

"Our Life is what our thoughts make it"

Life is about choices and we are choosing the world we live in. Leadership is making things happen by doing the right thing even when you're alone (taking initiative).

Ask yourself

What are my values, vision, core?

What do I strive toward?

Passion and Commitment

Leadership must come from the heart through caring and being passionate. Management comes from the head (rationality).

Few people are born natural leaders; often, it needs a tremendous amount of work to make it look natural, so take your great big goals and break it down! Break big things into smaller parts to understand them.

Ask yourself if you inspire others...

Spirit and Meaning

A leader must bring pride and meaning to others and knowing they are making a difference

Focus and Context

This is the central leadership principle. Focus is what we pay attention to, what we focus and if people can tell what your focus is. What we see depends where we look and how we look at it. Leaders tend to turn expectations into reality by focusing on one place. Ask yourself where you are going in the future or how you envision yourself in the long run. Visualizing is key to leadership as we become what we think about most by giving power to our focus.

Think about what you say, words create energy and send out expectations. Think about what you're trying to accomplish and its purpose.

Make time to reflect and stepping back to think about what you've learned and how you can improve.

Growing and Developing

A true leader is continually trying to get better in what they do. Being a good leader involves helping others to develop their potential they didn't know they had. It's not about projects but about people and developing relationships.

Mobilizing and Energizing

Rally others, make people come together!

Courage

Inspiring leaders have to be grounded in courage and not let anything discourage

them but fuel their drive.

Truthfulness

Think, say, feel and do the same as our heart and mind must be aligned (actions have to match our thoughts). This inspires others; be the great leader you want to be and others will copy you. People love people who tell the truth, karma will follow.

Effectiveness

Share your dreams and work hard to achieve it. Never ask or require someone to do something that you wouldn't be able to do yourself. Always remember that the process is more important than the goal.

Expectations

The time we'll spend together at the end of August is just the beginning of the CHANGE adventure. The people you meet at CHANGE training will form your support network for the 2008/09 school year (and beyond). In order to ensure this network is strong and effective, each CHANGE leader is expected to fulfill certain expectations.

Mini CHANGE



You will be expected to run a 'mini-CHANGE' in the early fall semester. This event can be held individually at your campus, or you can work together with fellow CHANGE leaders a run a regional mini-CHANGE. You will be given a guide to how to run a mini-CHANGE training. The mini-CHANGEs are important for multiple reasons including educating your club members about Oxfam Canada's campaigns, but mini-CHANGE can be used as a way in which to create an Oxfam club that works well together.

Major Project



You and your campus club are expected to run one major project during the 2008/2009 academic school year. This major project should concentrate on Oxfam's 'For All Campaign'. This major project can take a variety of different forms including campaigns with educational, fundraising goals or both!

Conference Calls



There will be a minimum of 1 conference call per semester with the CHANGE leaders and Oxfam Canada staff. There These are used to share ideas, communicate with each other about success and discuss ways in which to avoid problems.

Communication



This includes your fellow CHANGE leaders and Oxfam staff. An easy way in which to accomplish this is to use the Oxfam groups website that has been set up for the 2008 CHANGE leaders.

<http://www.oxfamgroups.ca/CHANGEInitiative>

Progress Reports



At the end of the school year (April 15th) a progress needs to be sent to Hasnat Ahsan.

hasnata@oxfam.ca

This progress report should include this important information:

- Club contact information
- Description of events
- Successes
- Lessons learned
- Description of club (# of members, club structure, ect)

Have Fun!



What To Bring

Clothing



Toiletries



Travel Mug



Bug Spray



Pen & Paper



Bathing Suit



Alarm Clock



Musical Instrument (optional)



Important Policies

Oxfam's Harassment Policy

In keeping with the mission and vision of the CHANGE Initiative, CHANGE participants have an obligation to conduct themselves in a manner that promotes the goals of CHANGE. Therefore participants are expected to treat the people around them in a respectful, professional manner and harassment of any kind will not be tolerated. Participants include facilitators, Oxfam staff, any non staff contracted to facilitate and CHANGE leaders. Harassment includes, but is not limited to the items contained in paragraphs 1 and 2 that follow.

6. Harassment on the basis of race, color, religion, creed, sex, national origin, sexual orientation, or disability shall mean conduct consisting of 1) slurs, jokes, derogatory or pejorative language making explicit reference to any of the protected categories listed above; 2) a pattern of stereotyping an individual or a group based on any of the protected categories above; 3) verbal or physical attack upon a person making reference to her/his protected status; and where the conduct listed in the 1,2, 3 above, or other similar conduct, has the effect of unreasonably interfering with an individual's participation in the training or creating an intimidating, hostile, or offensive environment for individuals during the training.
7. Harassment on the basis of sex shall include all of the items listed in paragraph 1 above, as well as 1) unwelcome sexual advances 2) requests for sexual favors 3) verbal or physical conduct of a sexual nature that has the effect of interfering with an individual's participation at the training or creating an intimidating, hostile or offensive environment.

Oxfam Canada takes all complaints about harassment very seriously. Anyone who wishes to make a complaint about harassment may speak with a member of the Oxfam Staff. Anyone who fails to comply with this policy will be asked to leave the program.

Oxfam's Drug & Alcohol Policy

In keeping with the mission and vision of the CHANGE Initiative and the Ecology Retreat Centre, CHANGE participants have an obligation to conduct themselves in a manner that promotes the goals of CHANGE. In light of this obligation, the consumption of alcohol at the CHANGE training, even by those 19 and over, is prohibited. Furthermore, the unlawful possession, distribution, and/or use of controlled substances at the CHANGE training are prohibited. Any CHANGE participant who fails to abide by the CHANGE Drug and Alcohol Policy will be held accountable for his or her behavior and will be asked to leave the program.

Ecology Retreat Center's Rules and Policies

1. No smoking in sleeping quarters or any building.
2. No illegal activities are permitted.
3. No dangerous substances, objects, weapons or guns may be brought onto the property. No one may engage in any activity that might endanger anyone or any property.
4. Parking and driving are restricted to designated areas and snowmobiles and off road vehicles are not permitted.
5. The Pool is unsupervised and swimming is at the sole peril and risk of those persons who use this facility. Swimming in the Pond is not permitted.
6. The facilities are made available for contemplative and enjoyable experience. Loud or inconsiderate behaviour is not permitted, and anyone exhibiting such behaviour may be asked to leave the Centre immediately.
7. Guests are not allowed to bring pets onto the property.

The Centre may, at its sole discretion, cancel this contract in situations of civil commotion or harassment of other guests. The Centre may give notice of cancellation for these reasons orally or in writing and there shall be no liability upon it. From time to time situations may arise that are not specifically covered in these rules. In such circumstances the Centre, through one or more of its agents or employees, will be entitled to handle the situation as it sees fit having regard for the general principals of behaviour as set out above.

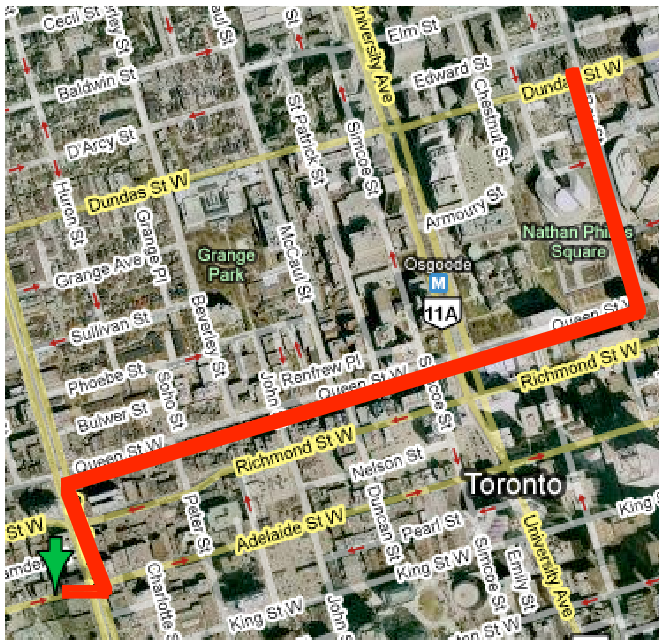
The Group covenants to be bound by this Agreement and such other reasonable rules as may be made by the Centre from time to time.

The Group agrees that the Centre shall not be liable or responsible in any way for any

loss or damage to any property belonging to the Group or its invitees, howsoever caused and that the Centre shall not be liable for any personal injury or death of a group member howsoever caused. The Group shall indemnify the Centre and save it harmless from and against any and all loss, claims, damage, liability and expense (including claims under the Family Law Reform Act of Ontario and similar statutes) in connection with loss of life personal injury, or damage to property arising from any occurrence on the property of the Centre during or in consequence of the Contract or the occupancy or use of the property and its facilities by the Group and/or its invitees. It shall be the responsibility of the Group to ensure that all persons on the property as a result of this contract observe the terms of this Agreement and the Centre's rules. The Group further agrees to reimburse the Centre for any damages done to any part of the Centre's property, facilities or equipment, which is caused, by an invitee or guest of the Group. The Group and each invitee of the Group shall on request, sign a Guest Registration Form.

If the Group or any of its invitees violate the terms of this Agreement or the Centre's rules, the Centre shall, in addition to any other rights that it may have, be entitled to terminate the contract in whole or in part or in regard to one or more of the Groups invitees with such prior notice as the Centre, in its absolute discretion, deems reasonable. The Law of the Province of Ontario shall govern this contract and there are no representations, warranties, agreements, or conditions, express or implied, collateral or otherwise, forming part of or in any way affecting or relating to this contract save as expressly set out in this Agreement and this contract agreement constitutes the entire agreement between the Centre and the Group.

Directions From the Bus Station



Walking:

- Exit the bus station at the Bay St. Exit (you will have to go into the second building of the bus station where you purchase tickets)
 - Walk south on Bay St.
 - walk towards and past the Best Buy/ Canadian Tire
 - Turn **Right** on to Queen St.
 - Nathan Philip Square will be on your right
 - Walk along Queen St. to Spadina Ave
 - There will be a McDonald's, CIBC on the north side of the intersection
 - Turn **Left** on Spadina Ave
 - Turn **Right** on Adelaide St. West
- Oxfam Offices are located at 410 Adelaide St. West, office 210

TTC:

- **You need to get a transfer (a little rectangle piece of paper the driver will hand you) when you get on the first street car**
- Take the 504 Dundas Street Car, westbound to Spadina Ave
 - You will catch this street car on Dundas St. on the north side (which is the side of the street that the bus station is on)
 - Take the 510 Spadina Street Car, southbound to Queen St. West
 - You will cross the street in order to catch the street car southbound
 - When you get off the street car, walk south until you reach Adelaide St. West
 - Turn **Right** on Adelaide St. West, The office is located at 410 Adelaide St. West, Second Floor

Directions From the Airport

TTC:

- Take the 192 Airport Rocket, there is a bus stop in Terminal 3.
 - The bus runs at least every 15 minutes, so there is so need to worry about catching a particular bus.
- This bus will take you directly to Kipling Subway Station
 - Once you arrive at Kipling, go into the station and downstairs. Take the first subway that comes (they are both traveling the same way)
- Get off the subway when you arrive at Spadina Station
 - Go up one level (not to street level)
- Transfer on to the 510 Spadina Street Car
- Get off the street car at Queen St. West
- Walk south (the same direction that the streetcar was traveling) until you reach Adelaide St. West
- Turn right on to Adelaide St. West, the Oxfam office is located at 410 Adelaide St. West, on the second floor.

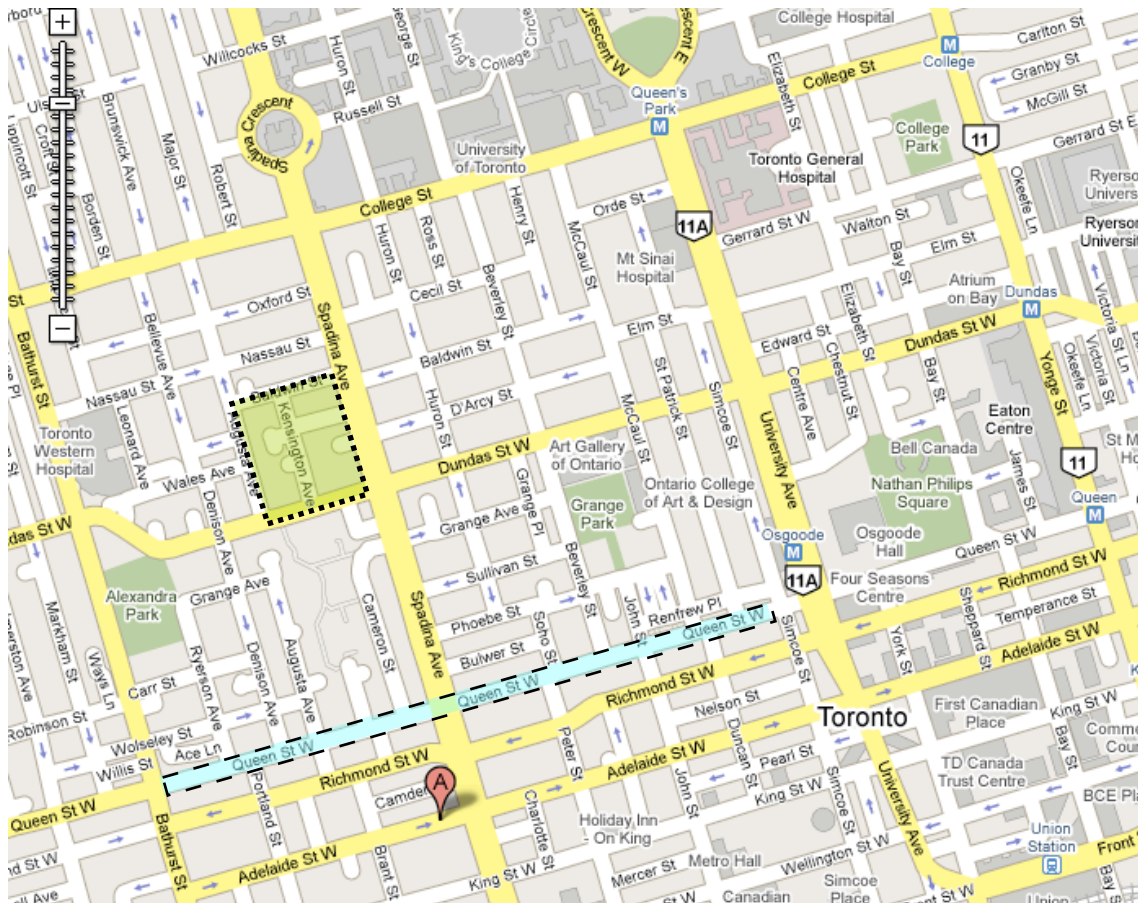


TTC Transfers

TTC Tokens
\$2.75

What to do in Toronto!

* A is the Oxfam Office in Toronto



Kensington Market
 Toronto's most unique neighbourhood, Kensington Market retains its charm and wonderful diversity through its eclectic mix of vintage clothing stores, Latin American grocers, fresh produce, cafes and watering holes. Defiantly independent and progressive, Kensington hosts street festivals like [Pedestrian Sundays](#) in the Summer months and December's annual [Festival of Lights](#). Often overlooked but not to be missed is the stretch of Nassau street between Augusta and Bellevue, home to spots like [I Deal Coffee](#), [Kid Icarus](#) and [This Ain't the Rosedale Library](#). (<http://www.blogto.com/kensington/>)

Queen Street West
 No longer the hippest address in town, the original Queen West is now a retail strip fronting global brands like Zara, H&M and Lululemon mixed with [sneaker shops](#) and longtime indie favourites that continue to persevere despite sky-rocketing rents. Things get a bit more interesting and eclectic west of Spadina where locals favour spots like [Tequila Bookworm](#), [Fressen](#) and [The Cameron House](#). Not to be missed are the galleries and rooftop garden at nearby [401 Richmond](#). (<http://www.blogto.com/queenwest/>)

When you arrive in Toronto, please come to the Oxfam Office in Toronto. If you are arriving on Thursday you can drop off your luggage in the Office and go and explore the wonderful capital of Ontario!

If you have any issues (i.e. getting lost) you can call the CHANGE program assistants cell phones:

- Katie: **647-404-9307**
- Ambar: **416-575-3948**
- Melodie: **647-668-1733**

Or you can call the Toronto Office for anything, **416-535-6767**

Some Helpful hints:

- ★ If you are planning on riding the TTC more than three times during one day, there are day passes that can be purchased for \$9/day. You can only purchase these from actual TTC station (so you cannot purchase them from the bus at the airport)
- ★ Don't be afraid to explore the city!

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