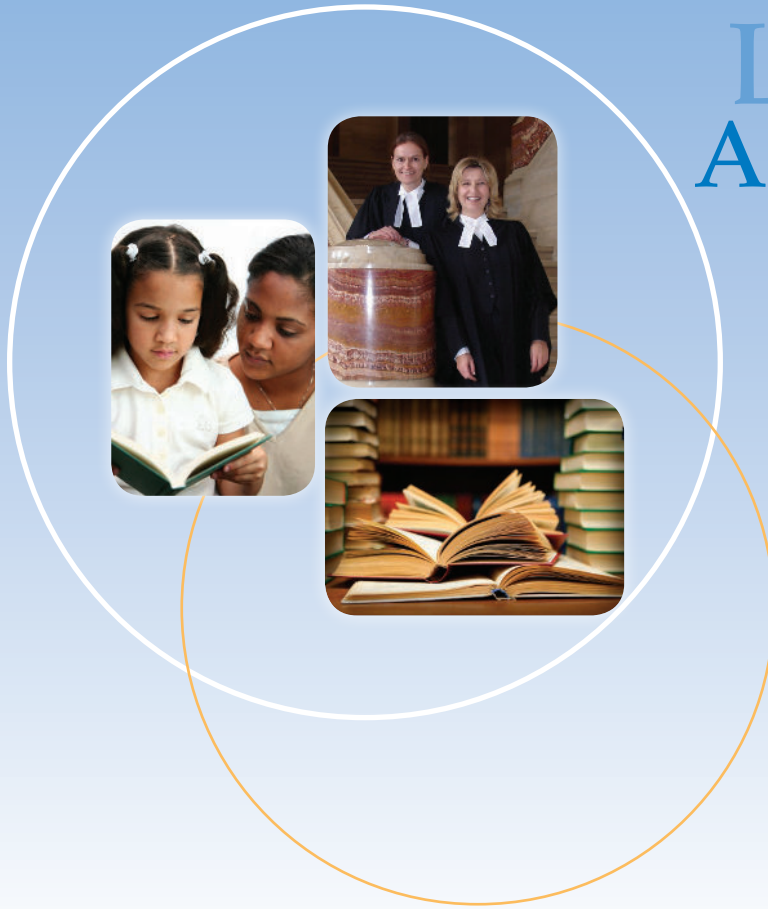


LEAF/FAEJ Annual Report

2006/2007



LEAF AT A GLANCE

LEAF is a national, non-profit organization committed to using the *Charter of Rights and Freedoms* to promote equality for women and girls. Through legal action, public education, and law reform, LEAF works to ensure that women's equality rights are protected under the law.

LEAF plays a significant role in improving the lives of women and girls in Canada by intervening in landmark legal cases in areas such as violence against women, reproductive freedoms, pay inequity, sexual harassment, and social and economic rights. Since 1985, LEAF has intervened in over 150 cases.

LEAF takes action to reveal how factors such as race, class, Aboriginal status, sexual orientation, ability, and religion compound discrimination against women. LEAF is an international leader in equality law because of this work.

LEAF is governed by a board of directors which is democratically elected by its membership, represented through the branches. LEAF brings together a vast and diverse network of volunteers to carry out its mandate through branch and committee involvement – in the areas of litigation, fund development, education programming, and governance.

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CHAIRPERSON'S MESSAGE



remarkable contribution to equality rights litigation stood out for its excellence.

In 2006/2007, we continued to advance equality rights for women and girls. And this work has been as critical as ever. Through our court challenges, we have improved ways to ensure women can access court-ordered support payments. We are so pleased to have launched our book *Making Equality Rights Real*, a crucial and timely analysis of equality law in Canada. Our litigation and education work continues to place LEAF as an international leader in equality rights.

Despite tremendous strides in advancing equality rights in the law, recent court rulings have accepted that there are times when discrimination is justified. Legislation and policies on child care and access to other social programs, sexual assault, Aboriginal rights, and employment are under continuous scrutiny. These issues require thorough and rigorous analysis. The voices of women and other disadvantaged groups cannot be ignored. It is as important as ever that LEAF has the capacity to work with women across the country to challenge discriminatory practices before the courts.

It is because of our committed network of volunteers, supporters, and branches that we are able to bring LEAF's expertise to the courtrooms and extend it beyond to our communities. Thanks to staff, supporters, and the many volunteers on national and branch boards and committees, whose dedication is invaluable as LEAF moves forward.

In this report, you will find updates on LEAF's prominent legal work, its expansion of educational programs, and the remarkable activities at our branches. What you will see is the breadth of the important work that we do at the national and regional levels to keep the struggle for women's equality vibrant, diverse, and effective. We welcome and invite your participation.

Kim Brooks

April 17, 2007 marked the 25th anniversary of the Canadian *Charter of Rights and Freedoms*. LEAF can proudly look back at the remarkable advances achieved in women's equality and LEAF's critical role in setting the legal stage. During a *Charter* celebration, UN High Commissioner for Human Rights and former Supreme Court Justice, Louise Arbour, recognized that LEAF's

EXECUTIVE DIRECTOR'S MESSAGE

This past year was one of growth and rejuvenation for LEAF. In the midst of many external challenges, LEAF reinforced its internal structures in the areas of governance, fund development, and programming to ensure that it could continue playing its important role in advancing women's equality.

The prudence of past boards who envisioned leaner times enabled us to continue our litigation work – although sparingly – in the face of funding cuts to the Court Challenges Program and changes to the mandate of Status of Women Canada, two former significant funding sources. By necessity, we increased our focus on fundraising to support our work into the future.

The generosity of our supporters enabled us to continue making positive advances for girls and women through our litigation, research, education, and law reform.

In recognizing the need to expand our base of support, we undertook significant activities to raise LEAF's profile among its existing supporters and the general public. We are excited that the organization adopted a new logo - the Justice Circle – to demonstrate its continued commitment to the achievement of women's equality. LEAF is also enhancing its communications both internally and externally, including a website redesign and new informational materials to reach broader audiences.

The outstanding leadership of the Board of Directors in moving LEAF toward a stable and sustainable future cannot be overstated. Their passion and vision provide the backbone needed to carry out our mission. Our dedicated national staff has implemented an ambitious action plan under the Board's direction. None of LEAF's work would be possible, however, without our branches across the country and the many volunteers who contribute countless hours to ensuring LEAF's presence in local communities. I join the Board of Directors in thanking all our branches, committee volunteers and supporters for ensuring that LEAF continues its strong presence in advancing women's equality rights in the courts and in our communities!

Audrey M. Johnson



COURT CHALLENGES

LEAF's role in advancing equality law analysis through *Charter* litigation affects women and girls every day. Our legal activities are rooted in a vision for substantive equality. LEAF's Director of Litigation works very closely with the Law Program Committee, composed of remarkable lawyers and academics, to develop thorough and inclusive arguments for the courts.

LEAF is fortunate to have such a strong body of supporters who volunteer vital time to work on our legal initiatives. Thanks to our dedicated volunteers, nearly \$272,000 in pro bono legal services were donated to LEAF in 2006/2007. This past year, LEAF's team of lawyers and academics has engaged the courts on issues of spousal support, refugee rights, and access to public spaces for women with disabilities. Every time LEAF applies to intervene in a case, the courts are required to consider how legislation affects women.

Support payments: *Dickie v. Dickie*

In this photo:
LEAF counsel
in *Dickie v.
Dickie* - Gillian
Calder & Llana
Nakonechny



LEAF successfully intervened in *Dickie v. Dickie* (2007), a family law case dealing with the recourses and remedies available when parties, primarily men, are in breach of family court orders. In its February 9, 2007 decision, the Supreme Court of Canada agreed with LEAF's position, ruling that men must be held accountable to their family law obligations and can be found in contempt of court if they do not.

Refugee haven in Canada: *Canadian Council of Refugees et al. v. Her Majesty the Queen*

LEAF applied for, but was denied, leave to intervene before the Federal Court of Canada in *Canadian Council of Refugees (CCR) et al. v. Her Majesty the Queen* (2006). This case deals with a challenge to the constitutionality of the Safe Third Country Agreement (STCA), which prevents refugees from seeking safe haven in Canada if they are seeking to enter from the United States at a land border. The case is important for women refugees, who are more likely to face compounded disadvantage as victims of oppression and discrimination. LEAF will continue to monitor the proceedings and rulings in order to provide analysis on the implications for women.

Accessibility of Public Spaces: *Brown v. National Capital Commission and Public Works and Government Services Canada*

In partnership with DAWN (DisAbleD Women's Network) Canada, LEAF applied for, but was denied leave to intervene before the Federal Court of Canada in *Brown v. National Capital Commission and Public Works and Government Services Canada* (2007). *Brown* involves a complaint of disability discrimination against the National Capital Commission (NCC) and Canada Public Works relating to the inaccessibility of steps leading to the lookout at Major's Hill Park in Ottawa. The case has interesting implications for expanding the duty to accommodate to include meaningful consultation with stakeholders.

SUBMISSIONS

LEAF is often called upon by government officials and legislators to provide expertise and testimony on various policies and laws that affect the well-being of women and girls in Canada. In 2006/2007, LEAF continued to be recognized as an authority on equality rights law.

Loss of the Court Challenges Program

By invitation, LEAF testified before the federal Justice and Human Rights Committee and before the federal Heritage Committee about the impact of the elimination of the Court Challenges Program (CCP). The CCP was a federally funded non-profit agency mandated to provide financial assistance for test cases that advance language and equality rights guaranteed under Canada's Constitution. Its loss diminishes the capacity for individuals and groups seeking remedies to discrimination and injustice.

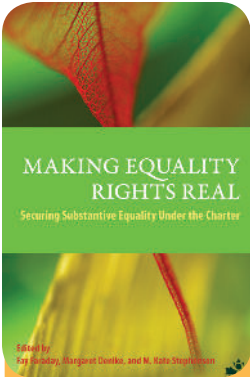
Submissions on Bill C-10 (Mandatory Minimum Sentences)

In response to a public consultation process, LEAF appeared as a witness before the federal Justice and Human Rights Committee to make submissions relating to the federal government's proposed Bill C-10, *An Act to Amend the Criminal Code* (Minimum Penalties for Offences Involving Firearms). LEAF argued that proposals to introduce mandatory minimum sentences would lead to further discriminatory effects on historically disadvantaged groups.

All of LEAF's facts, papers, and submissions to government committees are available online at www.leaf.ca.

PUBLICATIONS

LEAF has continued to be an international leader in equality law and analysis. Thanks to the Law Program Committee for its significant contributions to equality rights theory!



In 2006, LEAF published *Making Equality Rights Real: Securing Substantive Equality under the Charter* (Irwin Law, 2006), including contributions from Canada's leading equality rights lawyers and legal academics on the state of equality rights law in Canada since the Supreme Court's decision in *Nancy Law v. Canada* (1999). The book is now incorporated in many law school curricula across Canada and held in libraries in Canada and internationally.

"In their thorough examination of equality and human dignity, the authors in this collection make significant contributions to mapping the concerns and considerations that will mark the next generation of evolution in equality rights in Canada."

Claire L'Heureux-Dubé, former Supreme Court justice, from the preface of LEAF's book *Making Equality Rights Real*.

LEAF also published significant analytical papers in 2006/2007, including:

Statutory Human Rights and Substantive Equality – Why and How to Avoid the Injury of the Law Approach (2007);

Use of Religious Law in the Arbitration of Family Law Matters (2006); and,

Gosselin v. Quebec Impact Study (2006).

EDUCATION PROGRAMMING

Public education is critical for advancing equality rights and eliminating discriminatory practices. LEAF's commitment to public education and outreach was reaffirmed in 2006 by the creation of a national Education Program Committee. The Committee's goal is to build on LEAF's existing education activities by developing a series of resources for branches and communities in promoting equality matters.

In November 2006, the Committee developed a strategic plan for expanding and developing LEAF's education initiatives. The Committee has prioritized three education initiatives: issue-based programming modules called "Box Sets"; an Equality Literacy project; and a youth outreach and engagement strategy.

The Box Set projects will provide resources for public education programming. Each set will contain several modules, organized by audience and topics. The "Body Box Set," to be launched in late 2007, includes LEAF's "No Means No" program that focuses on youth and sexual assault issues. Other Box Sets in development include "LEAF at Work;" "LEAF at Home;" and, "LEAF and Your Community."

The Equality Literacy project's goal is to cultivate general knowledge and understanding of equality rights and is aimed at the legal profession and the media. The content will include legal bulletins that provide updates in new case law and legislation relating to equality rights and the distribution of information kits to the media.

The Education Program Committee has targeted increasing youth engagement and outreach in LEAF activities as a priority. Activities to achieve this objective includes: partnering with youth organizations on equality events; increasing LEAF's profile among youth; and supporting youth events that include equality rights activities. In the coming year, LEAF will continue to seek funds to support a full-time Education Program Coordinator.

BRANCH HIGHLIGHTS

LEAF's 11 branches are key to bringing women's equality issues into communities across Canada. This past year, LEAF's passionate and energetic volunteers have organized breakfasts, workshops, and conferences in their branches. Here is a snapshot of some of the amazing work across the country.

LEAF Edmonton

This past year LEAF Edmonton hosted another successful Persons Day Breakfast with guest speaker, the Honourable Anne McClelland.

Because of the "No Means No" program's rising popularity, the Edmonton branch hired a coordinator to implement the program offered in Edmonton schools. In the coming year, volunteers will receive training through the branch. The branch has also partnered with the University of Alberta Community Service Learning Program to undertake research on prostitution and the law.

LEAF Manitoba

2006/2007 marked a year of significant growth and development for LEAF Manitoba.

Fund development was a crucial focus for the branch in the face of increasingly scarce public funds. The branch established the WISE (Working in Support of Equality) fund at the Winnipeg Foundation. All are encouraged to support this fund and LEAF's ongoing delivery of equality advancing work. LEAF Manitoba's 17th annual Persons Day Breakfast featured Heather Bishop whose personal story, "One Woman's Equality Journey", was delivered with passion, humour, and song, to an audience of over 1,000. The branch also organized a very successful annual fund-raising Wine & Cheese.

In April 2006, the branch hosted "Paving the Way", an annual youth conference, where youth explored topics relating to equality rights law and an interactive approach to LEAF's legal cases.

Public education on LEAF's equality message and legal work, including plans for the "Transforming Our Futures" project, have continued to be a focus for the branch. This past year, LEAF Manitoba has worked closely with individuals and groups in the community, including the Congress of Black Women, Immigrant Women's Association, the Elizabeth Fry Society, Manitoba Association for Women and the Law (MAWL), and those working on human trafficking. The LEAF Manitoba 2006/2007 annual report is available at www.leaf.ca.

LEAF Sudbury

LEAF Sudbury's 2006 Persons Day Breakfast featured author and activist, Sally Armstrong, who spoke about women in Afghanistan from a human rights perspective. Director of Litigation, Fiona Sampson, provided an overview of LEAF's legal activities. After the breakfast, Fiona introduced LEAF's work to a large group of students from area high schools. LEAF Sudbury has traditionally donated a portion of the event's

proceeds to the City of Greater Sudbury Library; but at the Library's request, the funds at this event were raised exclusively for LEAF National.

LEAF Sudbury's newly minted "Persons Day Award" recognizes women who have provided exemplary support to LEAF locally and nationally. The 2006 award was presented to Marylue Hinds, longtime LEAF supporter, friend and mentor. Congratulations Marylue!

LEAF Sudbury also co-hosted with Sudbury YWCA and the Canadian Federation of University Women-Sudbury Chapter the annual fundraising event, "Celebrate Women." Back by popular demand, Sally Armstrong participated as the "Celebrate Women" featured guest – this time, promoting her new book *The Nine Lives of Charlotte Taylor: First Woman Settler of the Miramichi*.

LEAF Toronto

This past year has been invigorating for LEAF Toronto where the branch has focused on expanding its educational programming. The branch's "No Means No" program coordinator organized an excellent public education series in high schools. The branch is now evaluating areas for expansion in the program for next year. Plans for the coming year include a "Learn at Lunch" series in the downtown core, a spring fun(d) raiser, and participation in the LEAF National breakfast in Toronto.

West Coast LEAF - British Columbia

West Coast LEAF enjoyed a busy and exciting year.

In March 2007, West Coast LEAF hosted a successful Equality Breakfast featuring Dr. Sarah Weddington who was counsel in the historic case *Roe v. Wade*. Dr. Weddington's powerful and compelling words inspired and charmed breakfast attendees.

In legal affairs, West Coast LEAF filed a factum in *R. v. Spratt* and *R. v. Watson Pratt*, a case reviewing whether or not freedom of expression rights are violated by the no protest 'bubble zone' established around abortion services by the *Abortion Services Act*.

West Coast LEAF has actively expanded its educational activities. "Transforming our Future" is a training program for community workers that helps to expose systemic discrimination in the law. This year, the program has established a team of trained facilitators. The branch has also launched a pilot of its "Youth in the Workplace" program.

We are pleased that this year marked the production and launch of the film *Transforming Women's Future* which explores the history of West Coast LEAF.

West Coast LEAF is fortunate to have a strong and diverse board, led by President Ritu Mahil, and a creative staff team who have shown tremendous dedication to developing an organization that is dynamic in its approach to strategic litigation, law reform and education. The branch's diverse funding base has been crucial in this time of funding cuts and changes. For more details about West Coast LEAF, visit www.westcoastleaf.org.

There are many ways that you can support the goals of women's equality. Join your local branch today!

LEAF relies solely on the contributions of individuals, foundations, and businesses to carry out our work. Thanks to our committed community of donors, LEAF raised \$366,024 this year, representing 42% of the annual budget. These funds were acquired through national activities including direct mail, special events, membership dues, and monthly contributions.

Our 269 loyal monthly donors contributed over \$40,000 in 2006/2007. These contributions provide long-term dependable funding to many LEAF initiatives. We encourage all of our donors to consider becoming members of our monthly giving club.

To all of our funders, donors, volunteers, and members who have donated so generously their time, money, and resources this past fiscal year - Thank you! Your support saw us through this challenging year.

LEAF gratefully acknowledges the support of our funders in 2006/2007:

Core Funder

LEAF Foundation

Project Funders

Court Challenges Program

Elementary Teachers' Federation of Ontario (ETFO)

Anonymous Donor

LEAF would like to thank all of our organizational contributors for their significant support. Space does not allow us to thank each one of you but we are grateful for the commitment of you all.

\$20,000 plus

Bell Canada



\$5,000 – \$9,999

Ontario Public Service Employees Union

\$1,000 - \$2,499

Elementary Teachers' Federation of Ontario

Joan and Clifford Hatch Foundation

Professional Employees Association

United Way of Oakville

\$10,000 - \$20,000

Estate of Joanne Victoria Brown

\$2,500 - \$4,999

Canadian Auto Workers Union – CAW Canada

IBM Employees' Charitable Fund

EVENT SUPPORT

Thanks to all LEAF branches for hosting Persons Day Breakfast events. These occasions are signature LEAF events that celebrate not only Persons Day, but also the many legal victories women have achieved. Thanks to the many volunteers, corporate sponsors, in-kind supporters, and attendees who make each event a success. Special thanks to local partnering organizations such as the YWCA, Canadian Federation of University Women, and the Zonta Club who host breakfast events in partnership with LEAF branches or on LEAF's behalf.

Thanks to committee volunteers in:

Edmonton, AB

Halifax, NS

Kingston, ON

Ottawa, ON

Regina, SK

Saskatoon, SK

Kitchener, ON

Sudbury, ON

Toronto, ON

Winnipeg, MB

Persons Day Events were also held in Langley, Chilliwack, and Victoria, BC in support of West Coast LEAF.

For information about sponsorship and support to West Coast LEAF please visit www.westcoastleaf.org

LEAF National RBC Equality Day Dinner



Special thank you to RBC Financial Group for hosting this annual event.



In this photo:
Jennifer Tory (RBC),
Devyani Saltzman
(Speaker), and
Audrey M. Johnson
(LEAF) at the RBC Equality
Day Dinner, April 2007

AUDITOR'S REPORT ON SUMMARIZED FINANCIAL STATEMENTS

To the Members of Women's Legal Education and Action Fund Inc.

The accompanying summarized statement of financial position and statement of operations are derived from the complete financial statements of Women's Legal Education and Action Fund Inc. as at March 31, 2007 and for the year then ended. In our auditor's report on the complete financial statements dated May 27, 2007, we expressed a qualified opinion because we were unable to satisfy ourselves concerning the completeness of donation revenue. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosures required by generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the organization's financial position and results of operations, reference should be made to the related complete financial statements.

Cowperthwaite Mehta

Chartered Accountants

Licensed Public Accountants

May 27, 2007

Toronto, Ontario

WOMEN'S LEGAL EDUCATION AND ACTION FUND INC. STATEMENT OF FINANCIAL POSITION MARCH 31, 2007

	2007	2006
Assets		
Cash	\$ 263,005	\$ 338,515
Investments	695,427	181,586
Other assets	23,122	34,264
Total assets	\$ 981,554	\$ 554,365
Liabilities and Net Assets		
Accounts payable and accrued liabilities	\$ 26,556	\$ 24,872
Deferred revenue	651,386	203,012
	677,942	227,884
Net assets	303,612	326,481
Total liabilities and net assets	\$ 981,554	\$ 554,365

WOMEN'S LEGAL EDUCATION AND ACTION FUND INC. CONDENSED STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31

	2007	2006
Revenue		
Donations and fundraising	\$ 394,076	\$ 349,168
In-kind legal services	271,824	261,002
Grants-		
LEAF Foundation	129,479	92,086
Court Challenges Program	27,861	41,155
Ontario Litigation Fund	13,529	
Elementary Teachers Federation of Ontario	12,853	6,000
Interest and miscellaneous	18,691	14,695
Total revenue	868,313	764,106
Expenses		
Legal	478,369	475,263
Administration	285,698	196,264
Fundraising	73,435	38,763
Branch relations	41,471	
Public education	12,209	1,492
Total expenses	891,182	711,782
Excess (deficiency) of revenue over expenses for the year	\$ (22,869)	\$ 52,324

Complete financial statements are available upon request. Charitable # BIN: 10821 9916 RR0001

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In this photo:
Governance Committee
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Brooks (Board Chair),
Terri Russell, Beth
Atcheson, and Marilyn
Roycroft (Board Vice-
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Fiona Sampson, Director of Litigation
Mitzi Reinsilber, Director of Fund Development
Angela Regnier, Director of Communications &
Branch Relations
Marian Ali, Legal Assistant
Anita Hannam, Office Administrator
Tracey Adams, Accountant

LEAF remembers those supporters who passed away in the last year. We value their commitment to equality rights and extend condolences to their families and loved ones.

Grant Armstrong, Trenton, ON
 Barbara Beardsley, Milford, ON
 Clifford Elliott, Toronto, ON
 Lillian Goodwin, Vancouver, BC
 James Hinds, Sudbury, ON
 Daria Kiperchuk, Winnipeg, MB

Allen Maitland, Toronto, ON
 Ruth W. McLean, Toronto, ON
 Irene McPherson, Edmonton, AB
 Alisa Noda, Burnaby, BC
 Elizabeth Weston, Toronto, ON

We apologize for anyone we may have missed.

Champions of Women's Equality

Photo courtesy of Equal Voice



LEAF supporter **Doris Anderson (1921-2007)** was a journalist, an author, and a vocal women's rights advocate. As editor of *Chatelaine* (1957-1977), she created a women's magazine that tackled crucial, and often controversial, equality issues. She lobbied to ensure gender equality was protected the *Charter* and remained committed to increasing women's participation in politics.

Photo: David Henderson, Toronto



June Callwood (1924-2007) was a dedicated social justice advocate. As the author of over 30 books, including *Canadian Women and the Law* (1974) and *The Law is Not for Women* (1976), Callwood helped bring women's issues into the mainstream. Her commitment to the equal treatment of all was demonstrated in her support for women, gay and lesbians, and at-risk youth.

Photo: M. Bedford, Ottawa



Bertha Wilson (1923-2007) was the first woman appointed to the Supreme Court of Canada. Wilson developed eloquent legal analyses challenging gender bias in the legal system and laws that discriminate against women. Her rulings and analyses of the *Charter* have been recognized for giving the legislation the "teeth" that makes it an international model for human rights enforcement.

LEAF exists because of you!

Please consider a monthly contribution or increase of your monthly contribution to LEAF.

Contributing monthly is the most effective and long-term way of ensuring LEAF's sustainability and the advancement of women's equality across the country.

A small gift can make a big difference in the lives of all women and girls in Canada.

Become a monthly donor today!

Yes, I want to invest in the work of LEAF by giving a monthly contribution of:

☐ \$50 ☐ \$35 ☐ \$25 ☐ \$20 ☐ Other _____

I authorize LEAF to draw donations on the bank account (please provide a void cheque) or credit card specified, on the 15th day of every month. I understand that I may change or cancel my donation at any time.

OR

I prefer to make a single donation of:

☐ \$200 ☐ \$100 ☐ \$50 ☐ \$25 ☐ Other _____

If donating by cheque, please make payable to:
LEAF or Women's Legal Education and Action Fund Inc.

I prefer to donate using my credit card:

☐ Visa ☐ MC ☐ Amex

Card # _____ Expiry _____

Name as it appears on card: _____

Signature: _____ Date: _____

Please send my tax receipt to:

Name: _____

Address: _____

City: _____ Province: _____ P/C: _____

Phone: (H) _____ (W) _____

Email: _____

- ☐ Please add me to the LEAF National email list.
- ☐ Please send me information about joining the LEAF Branch in my area.
- ☐ I authorize LEAF to share my contact details with the closest LEAF Branch so I can be informed of local activities.

Thank you for your support!

Women's Legal Education and Action Fund (LEAF)
60 St. Clair Avenue East, Suite 703
Toronto, ON M4T 1N5 www.leaf.ca

Tel.: 416-595-7170
Fax: 416-595-7191
Toll Free: 1-888-824-5323

E-mail: donate@leaf.ca
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Women's Legal
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 pour les femmes