











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 is committed to confront all forms of discrimination in its efforts to achieve equality for women.

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 elected by its membership of 10 branches and one affiliate. LEAF brings together a vast and diverse network of volunteers to carry out its mandate through branch/affiliate and committee involvement in the areas of litigation, fund development, education programming, and governance.

... "every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability..."

Section 15, Canadian *Charter of Rights and Freedoms*

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Chairperson's Message



I am inspired by the hard work of LEAF's staff and volunteers, and by the generosity of our donors again this year! What a privilege to work with such a vibrant and growing organization.

Of some note, since our last annual report, we have celebrated the many contributions of the late Justice Bertha Wilson, the first woman appointed to the Ontario Court of Appeal and later

the first woman on the Supreme Court of Canada, to equality jurisprudence in Canada. In her honour, we developed a fund that will provide a vehicle for supporting LEAF's important equality work.

The year has been filled with the familiar flurry of LEAF activity! We implemented governance reforms in the fall, and are working toward updated agreements with our branches. We are poised to launch exciting education curricula and supporting materials across the country. We also played a significant role in landmark legal cases. For example, *Honda v. Keays*, which was argued before the Supreme Court of Canada on February 20, 2008, will settle vital questions regarding employers' duties of accommodation and the availability and amount of punitive damages to be awarded when employers have engaged in discriminatory conduct toward employees. LEAF intervened in the case because women experience distinct forms of discrimination and harassment in the workplace that can leave them vulnerable to significant injury.

As an organization, we are deeply dedicated to ensuring that women's equality rights are protected under the law. We continued to work collaboratively with other organizations, including the Federation of Francophone and Acadian Communities of Canada to challenge the elimination of the Court Challenge Program. Unfortunately, our intervention application was denied, but the effort was an opportunity to establish important links with many other equality-seeking groups.

We know that these activities could not have happened without your continued support. On behalf of the Board, I extend a heartfelt thanks to LEAF's staff, members, donors and volunteers within the branches and on the LEAF Board and committees, who have helped propel us forward as an organization.

Kim Brooks

Kim Books

Executive Director's Message



LEAF is a remarkable organization – one that continues to thrive, even in adverse circumstances. There is no doubt that our longevity and successes are due to the tremendous support we receive from individual donors, the legal profession and other businesses, and a diligent corps of volunteers who care deeply about the cause of women's equality. We thank all of them for sticking with us through political slings and arrows and

economic dips and slides that were so injurious to equality-seeking communities in 2007/2008.

Because of your steadfast support LEAF was able to face the 2007/2008 fiscal year, undaunted by the challenge of dwindling sources of funds for important equality litigation work, focusing instead on our strengths: a vast network of contributors and a 23-year history and reputation for groundbreaking legal analysis. This focus enabled us to secure nearly \$250,000 in grants from four law foundations across the country and the LEAF Foundation, to embark on a three year initiative in which we will research and monitor the development of equality jurisprudence as it proceeds from lower levels of court upward. The "Case Monitoring Project" will help LEAF to be more proactive and strategic in its legal work, while providing valuable equality analysis for the broader legal community and other equality seekers.

Internally, LEAF continued to grow at both the branch and staff level. While we were saddened by the dissolution of the LEAF Regina branch, we are heartened by renewed support in that region, which promises to yield the return of a LEAF presence in the city. We were also excited to welcome a new Halifax branch into the LEAF family and look forward to a branch in Windsor in the coming year. The national office said goodbye to some familiar faces and welcomed new ones. LEAF staff are the backbone, eyes, ears, face and legs of the organization! We are tremendously grateful for the commitment and dedication they all bring to their roles. LEAF especially acknowledges and thanks Fiona Sampson, Angela Regnier and Mitzi Reinsilber who went on to other opportunities this year. We wish them well in their new adventures.

I commend and thank the Board of Directors for its consistently strong leadership. The LEAF Board is composed of women of vision, talent and tremendous fortitude. Through their guidance, LEAF is expanding its message of substantive equality to broader communities and through innovative vehicles, as well as enhancing its presence on the web, increasing capacity, and building its internal structures. Because of the Board and the incredible support of volunteers and donors, LEAF can continue its work in support of a world where women's voices, experiences, stories and rights are part of the very fabric of society. We invite your help in weaving the threads.

Audrey M. Johnson

LITIGATION & LAW REFORM

COURT CHALLENGES

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 \$250,000 in pro bono legal services was donated to LEAF in 2007/2008. LEAF's team of lawyers and academics shared their time and expertise on issues such as compensation for harassment and discrimination in the employment context, discrimination on the basis of disability, and the impact on access to equality caused by the loss of the Court Challenges Program. Each time LEAF applies to intervene in a case, the courts are required to consider how legislation affects women.

Discriminatory Dismissal: Honda v. Kevin Keays

LEAF was granted leave to intervene in *Honda v. Keays* in October 2007, and made oral arguments before the Supreme Court in February 2008. *Honda v. Keays* is a wrongful dismissal case involving compensation for harassment and discrimination for employees with disabilities.

The appeal raised two broad questions: whether and to what extent courts have the responsibility to apply common law principles in a manner consistent with the protections afforded to individuals by human rights law; and the appropriate relationship between human rights and private law. LEAF is concerned that equality claimants are currently denied full and meaningful access to justice where the common law fails to fully recognize discriminatory wrongs, and where courts fail to adequately and coherently compensate for discriminatory harm. LEAF was fortunate to have dedicated and talented counsel on this intervention: Susan Ursel and Kim Bernhardt.

LEAF is presently awaiting the Supreme Court of Canada's decision on this case.

Withdrawal of Funding to Court Challenges Program: Federation of Francophone and Acadian Communities v. Canada et. al.

The Federation of Francophone and Acadian Communities of Canada is challenging the constitutionality of the federal government's decision to withdraw funding from the Court Challenges Program (CCP), particularly as to the effects on minority language rights. LEAF, as part of a coalition organized by the Council of Canadians with Disabilities, applied for leave to intervene in the Federation's challenge. The Coalition sought to argue that the withdrawal of funding of the Court Challenges Program, specifically the equality-seeking division, severely hinders the ability of members of historically disadvantaged, equality-seeking groups to assert their rights guaranteed by the *Charter*. The Coalition believes that the withdrawal of funding exacerbates the access-to-justice crisis in Canada and undermines constitutional principles. Unfortunately on January 8, 2008, the Coalition was denied leave to intervene by the Federal Court of Canada.

CONSULTATIONS AND LEGAL RESEARCH

LEAF actively engages its members, other equality-seeking organizations and individuals in consultations to consider the future direction for LEAF's work in advancing equality for women and girls through the courts, legislatures, and through education. In addition, we continually undertake legal research to improve our responsiveness to emerging cases and law reform initiatives.

Moving Section 15 Analysis Forward: NAPE/Auton/Hodge Consultation

In November 2007, with previous funding from the Court Challenges Program and the Shirley E. Greenberg Chair for Women and the Legal Profession at the Ottawa University Law School, LEAF held a two-day national consultation on the impact of the Supreme Court of Canada's decisions in *NAPE v. Newfoundland, Auton v. British Columbia*, and *Hodge v. Canada (Minister of Human Resources)*. The decisions in these cases have significantly turned back the clock on equality rights progress in Canada. The goal of the consultation was to assess the cases' impact; and to brainstorm strategies to repair the damage done and promote improved equality rights jurisprudence.

The consultation provided LEAF with invaluable insight into the challenges that continue to confront women's equality advocates. Participants highlighted possible strategic directions to move forward. We fully expect to make use of the consultation in upcoming litigation and law reform efforts.

Case Monitoring Project

LEAF has received funding from four provincial law foundations (British Columbia, Manitoba, Ontario, and New Brunswick) and the LEAF Foundation to design and develop an identification/tracking system for cases, issues, and trends of potential interest to LEAF and the broader equality-seeking community. The initiative, dubbed the Case Monitoring Project or CMP, is

funded from 2008 through to 2010. It will provide a systematic way to identify and analyze equality issues early in the judicial process enabling a more proactive approach to advancing substantive equality in law.

LEAF has hired Susan Joanis, our first Legal Assistant from the 1980's and most recently Equality Rights Director for the Court Challenges Program of Canada, as Project Coordinator. Working from Winnipeg, Susan is in the early stages of getting the CMP off the ground. Anyone with questions or comments related to the project is welcome to contact Susan at s.joanis@leaf.ca.

PUBLIC LEGAL EDUCATION

In 2007/2008, education activities at the national level focussed on producing materials on LEAF cases in accessible formats. The result is the *Equality Rights in Family Law: Spousal and Child Support* information booklet, which outlines gains in family law arising from LEAF cases. The booklet is a resource for those wanting to increase their knowledge of how recent cases have impacted women's equality rights. It will be available on-line, and via LEAF branches and other community groups across the country.

Development of curricula for school and community programs based on cases in which LEAF has been involved continue. In addition to the successful "No Means No" program, a "LEAF at Work" module is in development. This program will educate youth about equality issues in the work environment, from benefit entitlements and accommodation of differences, to anti-harassment and human rights. LEAF will also incorporate on-line podcasts and other interactive electronic formats into its education initiatives.

BRANCH HIGHLIGHTS

LEAF Edmonton

In early 2007, LEAF Edmonton formed a subcommittee with the help of Rakhi Pancholi and Naomi Schmold to get the "No Means No" (NMN) program up and running. By June 2007, Program Coordinator Kealey Dube was hired and began initiating school contacts and recruiting volunteers. In the fall of 2007, two LEAF Ottawa members came to Edmonton and conducted Volunteer Training because of their extensive experience and success implementing NMN. School visits were arranged for the winter and spring of 2008. To date, four junior high schools have scheduled numerous classroom workshops.

The NMN pilot project has had a very successful start in Edmonton. With the continued assistance of our invaluable Program Coordinator, we plan to continue its implementation and growth.

"No Means No" Program

- Delivered in schools to youth ages 12-18
- Promotes awareness of rights and responsibilities with respect to sexual assault and consent in relationships
- Encourages students to critically examine social conventions, myths and stereotypes that distort perceptions of what constitutes assault and consent
- Examines how these myths and stereotypes affect our right to equality
- Familiarizes students with the equality provisions of the Canadian Charter of Rights and Freedoms

LEAF Prince Edward Island

LEAF PEI held a Membership and Branch Renewal drive as part of its Equality Day celebration event. The event included a panel and open discussion around the issues of healthy work, family and life balance. LEAF PEI Chair, Lisa Murphy introduced panel members: Kirstin Lund from the Coalition for Women in Government Coordinator, Mediator, Sue Connolly, Lawyer and PEI Advisory Council on the Status of Women member, and Jacinta Gallant from the Collaborative Lawyer and Mediator with Resolution PEI.

The panel raised important points about work/life balance and the weight that economics plays in the struggle. The 25 to 30 attendees of the event included lawyers, social justice advocates, and previous LEAF PEI volunteers.

Local newspaper, *The Guardian* covered the event, interviewing a founding mother of LEAF, Daphne Dumont, Lisa Murphy and the panel. The afternoon was successful in adding fourteen new members to the PEI branch.

Panel Members: Sue Connolly, Jacinta Gallant, Kristin Lund

LEAF Sudbury

This past year LEAF Sudbury continued to schedule information sessions conducted by LEAF members.

Preparation is once again underway for more speaking series. This year, a LEAF member is scheduled to address several senior High School students the day before Sudbury's Persons Day Breakfast. One-hundred and twenty participants are expected

to attend from all four school districts. The last information session was held in 2006 and was a great success. Many of the students who attended the breakfast in the past were the recipients of Access Tables paid by local businesses.

LEAF Toronto

For the second year in a row, LEAF Toronto operated the "No Means No" education program in schools throughout Toronto. Day to day coordination and operation of the program has been overseen by a student coordinator at Osgoode Hall under the guidance of the Branch Executive. We were fortunate to have close to 20 volunteers involved in the program this school year and are considering offering the program once again in 2008-2009.

West Coast LEAF

Over 20 community members attended the recent "Transforming Our Future" training in Kamloops BC. This training was offered in partnership with the Kamloops and District Elizabeth Fry Society as part of National Elizabeth Fry Week.

Many participants indicated that the information gained from the session would be utilized in their daily work. This speaks to the ability of the course to take broader systemic issues that are routinely faced in the workforce and translate them into practical pieces for participants.

Additionally, West Coast LEAF ran "Transforming Our Future" in Kelowna in November, and is offering the workshop in Vancouver in June of this year. West Coast LEAF also trained a team of youth facilitators in March for our "No Means No" and Youth in the Workplace programs. "No Means No" was offered in Cedar Walk School, a program for Aboriginal youth, in November, and "Youth in the Workplace" ran at Charles Dickens in December. West Coast LEAF is currently working on a youth website, "Aboriginal No Means No" material, and marketing plan for our youth programs.

EVENT SUPPORT

Thanks to LEAF branches for hosting Persons Day Breakfast events in their communities. 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, Canada 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
Regina, SK Sudbury, ON
Winnipeg, MB Kitchener-Waterloo, ON

Ottawa, ON Toronto, ON



Guest Panel (L to R) – Laurel Mitchell, Salimah Y. Ebrahim, Tonika Morgan





Justice Bertha Wilson Fund Committee Members: Linda Silver Dranoff, Mary Jane Mossman, Justice Claire L'Heureux-Dubé Missing from photo: Ellen Anderson and Teressa Nahanee

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

Special thanks to RBC Financial Group for hosting this annual Equality Day celebration event.



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

FUND DEVELOPMENT

With no government funding, LEAF relies solely on the contributions of individuals, foundations, and businesses to carry out its work. Thanks to a committed community of donors, LEAF raised \$596,558 in 2007/2008, representing 60% of the annual budget. These funds were acquired through national activities including direct mail, special events, membership dues, and monthly donor contributions.

Nearly 260 loyal monthly donors contributed over \$48,990 in 2007/2008. These contributions provide long-term, reliable funding to many LEAF initiatives. We encourage all our donors to consider becoming members of our monthly giving club.

Thank you to all of our funders, donors, volunteers and members who have donated so generously their time, money and resources this past fiscal year.

> LEAF wishes to express gratitude to the following funders and major supporters for helping us realize our mission in 2007/2008:

Core Funders

LEAF Foundation

Project Funders

Case Monitoring Project

New Brunswick Law Foundation • LEAF Foundation







\$50,000 plus

Estate of Catherine Cragg Estate of Mary Joyce Booth

\$1.000 - \$9.999 Blake, Cassels & Graydon LLP BMO Financial Group Borden Ladner Gervais LLP Kim Brooks Cleta Brown George Butterfield Canadian Auto Workers Union - CAW Cavalluzzo Hayes Shilton McIntyre & Cornish LLP Charles Coffey Davies Howe Partners Catherine A. Delaney Dominion of Canada General Insurance DWPV Services Limited Partnership Elementary Teachers' Federation of Ontario Epstein Cole LLP Faculty of Law, University of Toronto Fasken Martineau DuMoulin LLP

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United Steelworkers of America Stephen Wetmore

Women's Future Fund

YWCA Toronto

Bruce Ziff

\$1 - \$999

Anne Forrest

Fern Hill School

Fraser Milner Casgrain LLP

Over 1,700 individuals and companies in this category donated a total of \$205,335 to LEAF over the year, demonstrating that every dollar makes a difference. Space does not permit us to recognize each of them, but their gifts are tremendously appreciated and have made a substantial contribution to LEAF's work on behalf of women and marginalized groups.

While LEAF makes every effort to acknowledge all donors appropriately, we apologize for any possible errors or omissions.

FINANCES

AUDITORS' 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, 2008 and for the year then ended. In our auditors' report on the complete financial statements dated April 24, 2008, 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 Canadian 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 April 24, 2008 Toronto, Ontario

WOMEN'S LEGAL EDUCATION A STATEMENT OF FINANC MARCH 31, 2	CIAL POSITION	
	2008	2007
Assets		
Cash	\$ 266,357	\$ 263,005
Investments	634,158	695,427
Other assets	46,894	23,122
Total assets	\$ 947,409	\$ 981,554
Liabilities and Net Assets		
Accounts payable and accrued liabilities	\$ 21,945	\$ 26,556
Deferred revenue	613,155	651,386
	635,100	677,942
Net assets	312,309	303,612
Total liabilities and net assets	\$ 947,409	\$ 981,554

Revenue Donations and fundraising	\$	589,029	\$	394,076
In-kind legal services	Ψ	247,292	Ψ	271,824
Grants-		_1, ,_, _		_, _,
LEAF Foundation		135,912		129,479
Court Challenges Program		15,000		27,861
Ontario Litigation Fund				13,529
Elementary Teachers' Federation o	f Ontario			12,853
Interest and miscellaneous		8,941		18,691
Total revenue		996,174		868,313
Expenses				
Legal		437,092		478,369
Administration		280,926		285,698
Fundraising		168,500		73,435
Communications		52,779		
Branch relations		34,771		41,471
Public education		13,389		12,209
Total expenses		987,477		891,182

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

PEOPLE AT LEAF

Board of Directors

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National Office

Audrey M. Johnson, Executive Director

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Angela Regnier, Director of Communications & Branch

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Nicole Curling, Director of Communications & Branch Relations

Mitzi Reinsilber, Director of Fund Development (to March 2008)

Marian Ali, Legal Assistant

Anita Hannam, Office Administrator

Kathy Roulston, Fund Development Assistant

Pia Hundal, Education Program Officer

Tracey Adams, Accountant

IN MEMORY

LEAF remembers those supporters who passed away in 2007/2008. We value their commitment to equality rights and extend condolences to their families and loved ones.

Marguerite Bergeron, Alma, QC

Robert Carmichael, Dauphine, MB

Ross G. Davidson, Port Hope, ON

Linda Goymer, Edmonton, AB

Phyllis Jones, Owen Sound, ON

Beverly King, Toronto, ON

Evelyn F. Matheson, Dundas ON

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J. Norman Poyser, Pointe Claire, QB

George Richards, Toronto, ON

Arthur D. Ruby, Rosemere, QB

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Marion E. Stacey, Mitchell, ON

JUSTICE BERTHA WILSON FUND



LEAF, with the support of interested members of the legal community, established the Justice Bertha Wilson Fund in commemoration of the contributions the late Justice Wilson made to the advancement of equality rights through the *Charter*. Justice Wilson, the rst woman appointed to the Supreme Court of Canada, passed away on April 28, 2007. Her tenure on the bench fundamentally changed the trajectory of Canadian law, especially equality law.

Justice Wilson's strong research background and analysis of gender and equality issues made her a champion of the *Charter* who was well-positioned to give it "the teeth" it has today. Given that the *Charter* is the cornerstone of LEAF's mission the connection between LEAF and Justice Wilson's work is obvious.

The Bertha Wilson Fund aims to reinforce Justice Wilson's legacy through litigation, legal research and education that will strengthen and expand the equality guarantees of the *Charter* to as broad a range of people as possible. Help us grow the Justice Bertha Wilson Fund by making a lasting contribution through a bequest or through a donation to LEAF today. Visit the LEAF website at www.leaf.ca or contact us for information about the ways you can help achieve justice and equality for those who need it most.



SUPPORT LEAF

Join the Justice Bertha Wilson Yes, I would like information about giving to the Justice Bertha Wilson Fund Ambassadors' Circle. Name: __ Help create the society envisioned by Justice Bertha Wilson: one governed by Address: comprehensive equality laws, with justice City: ______ Province: _____ P/C: _____ for the disenfranchised and marginalized, equal access to the courts, and the protection __ Email: ____ of all of our human rights. LEAF exists because of you! Yes, I want to invest in the work of LEAF by giving a monthly contribution of: Please consider a monthly contribution or \$35 \$25 \$20 ____Other _____ \$50 an increase to your monthly contribution. I authorize LEAF to draw donations on the bank account (please provide a void Contributing monthly is the most effective cheque) or credit card specified, on the 15th day of every month. I understand and long-term way on ensuring LEAF's that I may change or cancel my donation at any time. sustainability and the advancement of women's equality across the country. I prefer to make a donation of: A small gift can make a big difference in the \$100 \$25 Other ____ \$200 \$50 lives of all women and girls in Canada. If donating by cheque, please make payable to: Become a monthly donor today! 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)____ 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 E-mail: donate@leaf.ca Fax: 416-595-7191 Charity Registration Number Toll Free: 1-888-824-5323 108219916 RR0001



Women's Legal Education and Action Fund O'éducation juridiques pour les femmes





National Office

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