



Women's Legal
Education and
Action Fund

Fonds d'action et
d'éducation juridiques
pour les femmes

2013 | 2014

ANNUAL REPORT

LEAF BY THE NUMBERS

29

Years Of
Commitment
To Equality

15 & 28

Charter Sections
LEAF Helps
To Shape

897

pro bono hours
contributed by
lawyers

10

LEAF Member
Organizations
Coast-To-Coast

THE CANADIAN CHARTER OF RIGHTS AND FREEDOMS

Section 15

(1) 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.

(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

Section 28

Notwithstanding anything in this *Charter*, the rights and freedoms referred to in it are guaranteed equally to male and female persons.

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LEAF is the leading voice in substantive equality across Canada. LEAF is needed more than ever before.

MISSION

LEAF is a national, charitable, non-profit organization, founded in 1985. LEAF works to advance the substantive equality rights of women and girls in Canada through litigation, law reform and public education using the *Canadian Charter of Rights and Freedoms*.

The Women's Legal Education and Action Fund (LEAF) began in 1985 as a grassroots response to the formation of the *Charter of Rights and Freedoms*, specifically the section 15 and 28 rights within the *Charter*. Across Canada, groups of women organized speaking engagements, special events and projects to educate and participate in a collective response for women's equality.

Today, LEAF has volunteer branches across Canada and continues to focus on its goals of substantive equality for all women and girls through litigation, law reform and public education using the *Canadian Charter of Rights and Freedoms*. For over 29 years, LEAF has been addressing injustices experienced by women who are disproportionately disadvantaged by poverty, racism, disability, colonialism and sexism.

LEAF's work has helped prevent violence against women, eliminate discrimination in

the workplace, provide access to freedoms, and promote pay equity and women's economic empowerment. The *Charter* has been tested, and strengthened, through the advocacy of LEAF. We welcome you to visit our extensive online resource library available at leaf.ca, which contains all LEAF submissions where we have intervened at the appellate courts and at the Supreme Court of Canada.

LEAF has dedicated itself for nearly three decades to research, litigation, education and action, and has shown that it is possible to achieve greater equality and empowerment of women and girls. In spite of the progress that has been made, there is still much room for improvement. We cannot do this without your ongoing support.

For more information about LEAF, its accomplishments and upcoming activities, please visit our website at leaf.ca.

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FOREWORD BY



Michelle Bullas
Chair, LEAF



Diane O'Reggio
Executive Director, LEAF

On our behalf, we extend our heartfelt thanks to all of our supporters for your time, financial assistance, and commitment to creating a more just society.

LEADING THE WAY

Facing the new reality of doing more with less, we focused ourselves on adapting to this difficult funding environment while staying true to our purpose, and still achieving our goals. In the wake of significant budget and staff reductions last year, LEAF faced financial strain and increasing demand for our litigation, law reform and public education. We succeeded, thanks to dedicated donors, strong supporters, and enthusiastic volunteers, branches, staff and Board members.

LEAF is at a critical point in its history. Building on 29 years of successful interventions and results, LEAF is reaffirming its focus, its priorities and its need to adapt to a new fiscal environment. Collectively, the Board, staff, branches and volunteers have committed themselves to an ambitious mandate. Our national board and staff engaged in strategic planning in 2014 and the results highlighted the wonderful work that we have done thus far, the work that still needs to be done and the key focus areas which we believe will assist us in accomplishing our goals.

LEAF is fortunate to engage volunteer lawyers in our legal and law reform work

who represent LEAF at appellate courts and at the Supreme Court of Canada. We are supported by highly skilled women in the legal profession who are devoted to making a difference on issues of substantive equality. Our LEAF branches' activities continue to deliver critical public education through our core programs - *No Means No* and *LEAF at Work* - that promote understanding of women's legal rights across Canada.

LEAF acknowledges that our efforts to achieve substantive equality benefit from, and depend on, work done by other individuals and organizations as well. LEAF will continue making new alliances with those who share our vision and values to diversify and strengthen our resources. We look forward to collaborating with partners to leverage our voice and bolster our collective achievements in the years ahead.

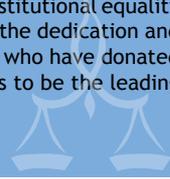
We are grateful to all our supporters and volunteers across the country for demonstrating a sense of personal ownership and commitment to LEAF's vital work. Our objective is to continue producing high quality advocacy, litigation, law reform and public education to advance substantive equality for all women and girls in Canada.

To survive and to maintain our strong voice for women and girls across Canada, LEAF needs your support more than ever. Please donate today at leaf.ca.



“LEAF has established a reputation as an expert in constitutional equality law. This remarkable reputation has been built upon the dedication and talent of amazing advocates from across the country who have donated their time and efforts to LEAF. The mission of LEAF is to be the leading voice in substantive equality across Canada.”

Dr. Kim Stanton, Legal Director, LEAF



LEAF has had another busy and productive year, pursuing litigation and law reform activities that fulfill our mandate to improve the lives of women and girls in Canada. Although LEAF would like to act on all possible intervention opportunities that arise at the Supreme Court of Canada level, our resource limitations require us to be strategic in our case selection.

When selecting cases we consider whether the case has the potential to influence and advance understanding of substantive equality at the Supreme Court of Canada level and whether we have the resources required for a high quality intervention. In order to do more of what we do best, we need your support. Please donate today at leaf.ca.

» **Senate Reform Reference**

With the *Senate Reform Reference*, the government sought the Court’s opinion on whether it has the authority to reform the Senate by legislation (Bill C-7) or whether it must do so by constitutional amendment. LEAF sought leave to intervene in the *Senate Reform Reference*, heard by the Supreme Court of Canada in November 2013. Due to the fast-tracking of the case at the request of the federal government, the usual timelines for filing leave applications were severely truncated and unfortunately LEAF was denied leave to intervene.

We stated in our written memorandum of argument that Canadian women have a well-founded interest in any proposed constitutional amendments or reforms of governmental structures. By both law and by convention, the Canadian government is obligated to ensure that the principles of equality enshrined in the *Canadian Charter of Rights and Freedoms* are applied to any proposed constitutional amendment or reform of governmental structures.

Just before the hearing of the *Reference*, LEAF issued an open letter to the First Ministers, co-signed by many national women’s organizations, calling upon governments to ensure that woman are included in any Senate reform process, and that any Senate reform process must promote substantive equality for women and minority groups. Ultimately, the Supreme Court of Canada ruled against the government’s bill in a unanimous decision.

» **Johnstone v. Canada Border Services Agency**

In March 2014, LEAF intervened in the case of *Johnstone v. Canada Border Services Agency* before the Federal Court of Appeal to argue that employers cannot discriminate against employees with childcare responsibilities. LEAF stated that discrimination on the basis of family status is intertwined with sex discrimination given that most caregivers continue to be women. Fiona Johnstone had asked her employer, the Canada Border Service Agency (CBSA), for a regular shift so that she could secure ongoing childcare for her two toddlers. Both she and her husband worked rotating shifts at CBSA with no predictable pattern.

The CBSA refused to accommodate Ms. Johnstone's request, suggesting that her childcare decisions were merely based on "personal choice". Their solution was for her to change her status from full-time to part-time, resulting in less pay and the loss of her pension and other benefits. The Canadian Human Rights Tribunal decided that the CBSA had discriminated against Ms. Johnstone on the basis of her family status. The Tribunal found that the CBSA had accommodated employees for medical and religious reasons by providing a fixed shift and could have similarly accommodated Ms. Johnstone's childcare needs while she had young children. The CBSA, represented by the federal Department of Justice, appealed to the Federal Court which upheld the Tribunal's ruling and the CBSA then appealed to the Federal Court of Appeal.

Given that caregiving obligations predominantly fall to women, LEAF argued that family status discrimination is intertwined with sex discrimination and is compounded for racialized women, women living in poverty, women with disabilities, Indigenous women and women with other intersecting identities. LEAF also challenged the rhetoric of and assumptions around the matter of 'choice' for women regarding employment and caregiving, and urged the Court to acknowledge how society benefits from accommodating the 'choice' to have children. LEAF's written argument is available at leaf.ca. In its unanimous May 2, 2014 decision, the Federal Court of Appeal dismissed the CBSA's appeal (with the exception of some variations on the remedy). The Court firmly rejected a restrictive definition of "family status" that did not include parental obligations such as childcare. The Court also held that protection from discrimination for childcare obligations flows from family status in the same way that protection against discrimination on the basis of pregnancy flows from sex discrimination. The CBSA decided not to appeal the Federal Court of Appeal's decision, bringing Fiona Johnstone's long fight for justice to a close.

Thanks to the following organizations for supporting our legal work:

Women's Legal Education
and Action Fund Foundation

 The Law Foundation of Ontario
Building a better foundation for justice in Ontario

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» **Tanudjaja et al v. Attorney General (Canada)**

This is a *Charter* challenge brought by four homeless individuals and the Center for Equality Rights on Accommodation against the Attorneys General of Ontario and Canada (the “AGs”). The application asserts that government “decisions, programs, actions and failures to act” created conditions that led to, and maintained homelessness, and that both governments’ failure to effectively address homelessness violated the s. 7 and s. 15 *Charter* rights of the Applicants and were not saved by s.1. The Applicants sought an order that Canada and Ontario must implement effective strategies to reduce and eliminate homelessness and inadequate housing in consultation with those affected by the policies. The Application was dismissed on a motion to strike, yet the trial judge opined that the *Charter* does not impose positive obligations on governments to address the effects of homelessness where the effects contravene *Charter*-protected rights, and that homelessness is not an analogous ground for the purposes of s.15 interpretation.

In March, 2014, LEAF appeared before a judge of the Ontario Court of Appeal in a contested motion for leave to intervene. We were successful. In May 2014, the Ontario Court of Appeal heard the appeal in this important case, and LEAF was there to make oral submissions as one of eight interveners heard by the Court.

Before the Court of Appeal, LEAF’s arguments (based on our factum available at leaf.ca) focused on the following:

- The Court’s interpretation of s.15(1) of the *Charter*, specifically the issue of homelessness not being an analogous ground, the scope for positive obligations, how to address complex forms of inequality, and how such interpretations affect the determination that it was ‘plain and obvious’ that no such *Charter* rights exist and the application couldn’t succeed.
- The Court’s need to remain open to novel arguments in *Charter* applications and the preferred approach to applying the test for motions to strike in that context. Applications such as this require a full hearing on the merits rather than being struck on a preliminary motion.

LEAF has called for a national housing strategy since a comprehensive approach is crucial to address the disproportionate representation of particular groups among those living in poverty or without adequate housing, including Indigenous people, people with disabilities, sole parents (mostly women), and immigrants and refugees. LEAF is adamant that homelessness and poverty must be understood as intersecting with other grounds of discrimination, including gender and race. LEAF believes that its breadth of experience with *Charter* litigation will assist the Court in adjudicating the motion to strike test in the context of novel *Charter* claims. We await the Court’s decision.

LEAF Public Policy & Law Reform

In 2013-2014, LEAF continued our active engagement in addressing pressing issues of public policy and law reform. Our work in this area included:

LEAF appeared before the House of Commons Standing Committee on the Status of Women with respect to their Study of Sexual Harassment in the Federal Workplace. Our written brief to the Committee outlined the barriers posed by sexual harassment for women's equal participation in the workplace.

LEAF appeared before the Senate Standing Committee on Human Rights regarding the repeal of section 13 of the *Canadian Human Rights Act*, which prohibited hate speech against protected groups. Our written brief urged the government not to repeal s.13.

LEAF issued a statement calling for the implementation of the recommendations in the jury verdict in the Ashley Smith Inquest.

LEAF issued a statement calling upon the government of Québec to withdraw its Charter of Values. LEAF asked the government to focus instead on ameliorating the existing significant and real barriers that impede us from obtaining substantive equality for all women.

LEAF, in conjunction with the Canadian Association of Elizabeth Fry Societies, issued a response to the RCMP Complaints Commission report regarding the RCMP's conduct in the investigation in *R. v. Ryan*, a case arising from a context of spousal abuse in which LEAF intervened before the Supreme Court of Canada. We strongly criticized the RCMP report for its failure to grasp the realities of the lives of abused women.

LEAF made a submission on the importance of increasing the number of women on corporate boards and in senior management positions in response to a call for consultation by the Ontario Securities Commission.

For full descriptions of cases and reforms, visit: www.leaf.ca

LEAF EDUCATION INITIATIVES



“Women’s equality rights in Canada are not achieved only through court action. Education, through both formal and informal methods, is important to build knowledge about substantive equality rights as they apply to everyday life.”

Diane O’Reggio, Executive Director, LEAF

Public education is a key pillar in LEAF’s approach to achieving substantive equality in Canada. The goal of LEAF education programs like *No Means No* and *LEAF at Work* is to promote the understanding of women’s legal rights and the law reform that advances substantive equality.

The LEAF education programs educate and empower both young women and men by teaching them about sexual rights, responsibilities, and the meaning of consent in law, so that they are less likely to become victims – or perpetrators. This is achieved through the dynamic workshops that discuss Supreme Court of Canada cases involving equality rights, and challenge commonly held stereotypes about women. The programs also analyze real-life scenarios to prepare youth for workplace equality issues they may encounter including: sexual harassment and discrimination, gendered wage gap, the need to respect and embrace diversity and the role of the legal system in enforcing certain workplace behaviour.

Most of our public education is delivered at the community level by passionate and skilled branch volunteers supported by the national education program committee.

If you would like to become a sponsor or volunteer, please contact us at info@leaf.ca



LEAF BOARD OF DIRECTORS

Advancing Substantive Equality

Under the guidance and stewardship of the Board of Directors, LEAF focuses its efforts on education, research and litigation – particularly on shaping the interpretation of sections 15 and 28 of the *Canadian Charter of Rights and Freedoms*. Using these equality guarantees, LEAF works to eliminate discriminatory laws and practices across Canada.

Board of Directors 2013 | 2014

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For more information, visit www.leaf.ca

LEAF MILESTONES



Each year, LEAF celebrates landmark events that impact all Canadians. These important milestones underscore the continuing need for education, research and litigation that address all forms of discrimination.

Special thanks to LEAF Affiliate and Branches for their tireless efforts to raise awareness and funds for LEAF!

**West Coast LEAF | Calgary | Edmonton | Halifax | Manitoba
Ottawa | Prince Edward Island | Sudbury | Toronto | Windsor**

LEAF Calgary

The LEAF Calgary Student Chapter hosted Beverly Jacobs from Kelowna for their annual 2013 Person's Day Breakfast. Ms. Jacobs was the Lead Researcher and consultant for Amnesty International's Stolen Sisters Report. She was also President of the Native Women's Association of Canada. The Breakfast was attended by a number of legal professionals from Calgary law firms, the Faculty of Law at the University of Calgary, as well as professionals and students from the wider University of Calgary community. The LEAF Calgary Student Chapter also held a successful event for International Women's Day featuring a screening of a documentary on a Canadian women's prison. LEAF Calgary also continues to deliver and expand upon LEAF education programs: *No Means No* and *LEAF at Work*.

LEAF Edmonton

LEAF Edmonton has been very active and committed to working towards substantive equality. The *No Means No* program was delivered at junior high schools and has been very successful this year. LEAF Edmonton works within the local community and has met with a number of groups including the Alberta Union of Provincial Employees Pay and Social Equity Committee, the Aboriginal Commission on Human Rights and Justice, and Equal Voice Alberta North. LEAF Edmonton's Executive Committee participated in the International Women's Day march and the Indo-Canadian Women's Association 30th anniversary celebration and attended the final hearings of the Truth and Reconciliation Commission which were held in Edmonton.

LEAF Edmonton Persons Day Breakfast 2013

LEAF Edmonton hosted the 2013 Persons Day Breakfast on September 30th featuring author and playwright Carmen Aguirre, whose book *Something Fierce: Memoirs of a Revolutionary Daughter* won CBC's Canada Reads 2012. Carmen was interviewed by CBC Radio host Portia Clark.



L to R: Carmen Aguirre
Portia Clark

The first LEAF Edmonton Recognition Award was presented to Jan Reimer, former Edmonton Mayor and now the Executive Director of the Alberta Council of Women's Shelters. Jennifer Tomaszewski, who had served as Chair of the LEAF National Board, participated and spoke about LEAF achievements and plans for the future.



LEAF Edmonton
Recognition Award recipient
Jan Reimer

Photo: Tracy Kolenchuk

LEAF Edmonton Men and Feminism Forum 2013

LEAF Edmonton also held a forum titled "Men and Feminism" on March 11, 2014. In the summer of 2013, a series of educational anti-rape posters had been distributed titled "Don't Be That Guy." The posters were part of an educational campaign of a committee involving the Sexual Assault Centre, the Edmonton Police, and Dr. Lise Gotell of the University of Alberta Department of Women's and Gender Studies. The forum was hosted in collaboration with the University of Alberta's Department of Women's and Gender Studies, the Department of Sociology, and the Women's Law Forum. Generous support was provided by the Women's Committee of the Edmonton Local of the Canadian Union of Postal Workers. Speakers included Dr. Lise Gotell, Chair of the Department of Women's and Gender Studies; Gil McGowan, President of the Alberta Federation of Labour; and Dr. Barret Weber, Instructor in the Department of Sociology. Elisabeth Ballermann, President of the Health Sciences Association of Alberta was the host. Over 160 people attended.



L to R: Dr. Barret
Weber, Gil McGowan,
Dr. Lise Gotell,
Elisabeth Ballermann



Dr. Lise Gotell, Chair of the
Department of Women's
and Gender Studies

Photo: J. Kohmes

LEAF MILESTONES

LEAF Ottawa

LEAF Ottawa continues to participate in various committees in the Ottawa region including the Diversity and Accessibility committee spearheaded by the student branch of the Canadian Association of Refugee Lawyers. The goals of the committee are to facilitate better communication between student groups across both French and English programs, as well as promoting and encouraging diversity within the groups.

LEAF Ottawa also joined the Social Justice Roundtables committee in preparation for the February 2014 Career Day activities and facilitated the roundtable discussions. The outreach team continued to build on the success of the *LEAF at Work* program and held over 30 workshops in high schools in the Ottawa region. The public outreach work remains a priority for the LEAF Ottawa branch.

LEAF Ottawa Annual LEAF Silent Auction 2013

On March 20th 2013, LEAF Ottawa held another successful annual Silent Auction at La Petite Mort Gallery in partnership with the Ottawa Association of Women in Law to bring in Professor Rakhi Ruparelia. LEAF Ottawa thanks the generous donors from the business community and the many private donors who donated auction items.



Dean, Nathalie Des Rosiers,
Dean of Common Law,
the University of Ottawa

LEAF Ottawa Persons Day Breakfast 2013

On November 1, 2013, the Ottawa branch hosted its 2013 Person's Day Breakfast at the National Arts Centre. The keynote speaker was Nathalie Des Rosiers, Dean of Common Law of the University of Ottawa. The Dean spoke to the controversial *Quebec Charter of Values* and its impact on women, along with Amy Awad from the Canadian Council of Muslims. LEAF Ottawa appreciates generous support of the Shirley Greenberg Fund for helping to fund the sold out event.



LEAF Ottawa
Executive Team
L to R: Stacey Mirowski,
Suzie Dunn, Kas
Pavanantharajah,
Kristina Cooke

LEAF Ottawa International Women's Day 2014

On March 8, 2014, LEAF Ottawa participated in its second Ottawa International Women's Day celebration - the Feminist Games, with co-host Lucy van Oldenbarneveld of CBC at the Library and Archives Canada. This year's event featured a feminist activism fair, a live talk show styled panel discussion, and the sixth annual Femmy Awards. LEAF Ottawa raised awareness about LEAF's work within the social justice community in the Ottawa region.

LEAF Ottawa

This year, LEAF Ottawa released a joint statement with several student groups condemning the recent sexually violent conversations conducted by male members of the student union, SFUO, towards its female president Anne-Marie Roy. LEAF was and remains very concerned about the perpetual rape culture on campus which was exposed publicly through the online actions of the SFUO executive.

On March 8th, 2013 LEAF participated in its second Ottawa International Women's Day celebrations at the National Archives.

The keynote speaker at LEAF's Person's Day breakfast was Dean Nathalie Des Rosiers, newly appointed Dean of Common Law, University of Ottawa. The Dean spoke to the controversial Quebec Charter of Values. Also joining the event was Amy Awad from the Canadian Council of Muslims. Both women discussed the impact of the Quebec Charter on Canadian women.

LEAF Sudbury

On October 10, 2013, LEAF Sudbury celebrated its annual Persons Day with the presentation of Still Mine, a film which offers an insightful exploration of the dilemmas older people face from a bureaucracy that has lost sight of basic common sense. Prior to the presentation, Diane O'Reggio, Executive Director of LEAF shared an update about the legal work that has been undertaken by LEAF and emphasized the continuing work being done to support women and girl's rights across Canada.



LEAF Sudbury Team with
Diane O'Reggio, Executive Director, LEAF

Over 250 people came out to the screening and stayed for a question and answer session with Sudbury Geriatrician Dr. Joanne Clarke. The LEAF Sudbury Persons Day Committee is grateful for the support of many local businesses, the volunteer committee, and its members. Copies of the film were purchased by LEAF Sudbury to distribute to the Greater Sudbury Public Libraries.

LEAF Sudbury also took part in the Celebrate Women event in April 2013. This collaborative event with the Canadian Federation of University Women (CFUW) and the Sudbury YW, celebrated International Women's Day by welcoming author, Reva Seth who spoke about her new book, the Mom Shift, which illustrates different experiences from a diverse range of mothers.

The 2014 LEAF Sudbury Persons Day event will be held on October 9, 2014 with a screening of the movie "I am a Girl". A question and answer period will be hosted immediately following the screening with the representatives from Sudbury Women's groups.

For details on the upcoming LEAF events across Canada, visit leaf.ca



L to R: Suhana Meharchand, the Honourable A. Anne McLellan

LEAF annually celebrates Persons Day to commemorate the Persons Case, decided on October 18th, 1929, when the British Privy Council ruled that women were to be considered persons under the law and should be eligible to sit in the Canadian Senate.

LEAF National Annual Persons Day Breakfast took place on October 8, 2013 at the Fairmount Royal York Hotel in Toronto and featured the Honourable A. Anne McLellan – one of the most inspirational women in Canada. An accomplished legal academic, Officer of the Order of Canada and former Deputy Prime Minister of Canada, Anne McLellan has had a distinguished career in federal politics and made a significant contribution to advancing

women in political life. Suhana Meharchand, Host of CBC News Now and a long-time community supporter was the event MC. The event attracted over 600 attendees.

LEAF also partnered with the Ontario Justice Education Network and welcomed 100 female students for the breakfast followed by a day of workshops and seminars with legal groups and women in the legal profession.



“It is an honour for me to be a guest speaker at LEAF’s Annual Person’s Day Breakfast. Over the years, LEAF’s work has helped define equality rights in our country. They are also powerful advocates with governments at all levels to ensure we have the laws, policy and programming that give substance to the language of equality.”

The Honourable A. Anne McLellan

OJEN Students with the Honourable A. Anne McLellan at the Persons Day Breakfast, October 8, 2013



We value all our 2013 Toronto Persons Day Sponsors whose commitment and support allow us to continue our work!

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The Honourable Margaret Norrie McCain



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LEAF LIFETIME RECOGNITION AWARD



Ms. Jennifer Tomaszewski
Recipient of the 2013 LEAF
Lifetime Recognition Award

LEAF recognizes the valuable contributions of our dedicated volunteers and their promotion of women's substantive equality through their work with LEAF.

The Lifetime Recognition Award is presented to those whose accomplishments have been truly exceptional and whose achievements have been outstanding.

LEAF is proud to present the **2013 LEAF Lifetime Recognition Award** to **Ms. Jennifer Tomaszewski**, Past LEAF Chair and a long-time dedicated supporter. She has been tirelessly contributing to the efforts of LEAF and its community since the 1990s, when she first became a LEAF member.

She was inspired to join LEAF as a law student, when she attended the human rights Board of Inquiry relating to the Aryan Nations activities in Alberta. Jennifer joined the LEAF National Board in 2006 and was its Chair from 2010 until 2013. Her contributions have been remarkable as she helped build LEAF's organizational capacity through her leadership in governance, contributions to LEAF's online presence and expansion of LEAF's profile through public speaking and media relations.

Former LEAF Edmonton Chair, Rebecca Cuthbertson Hulst, explains how Jennifer has been a role model for her: *"I admire Jennifer's passion for LEAF. Her dedication and enthusiasm for LEAF's work shines through in her accomplishments during her many years of volunteer commitment."*

Patricia Paradis, Executive Director of the Centre for Constitution Studies remarks that Ms. Tomaszewski *"understands the importance of educating women and girls and the general Canadian public about the need for substantive equality and the fundamental role of section 15 of the Charter."*

On behalf of the LEAF Board of Directors, our staff and all of our supporters, we congratulate Jennifer Tomaszewski. She has earned our heartfelt appreciation and gratitude for her unwavering support and her innumerable valuable contributions to LEAF.

FINANCIAL HIGHLIGHTS

The Women's Legal Education and Action Fund's financial statements provide our supporters with a summary and insights into the organization's financial well being.

The Board of Directors are committed to invest in programs, which will sustain the organization into the future. The dollars we raise, year after year, allow us to engage in litigation, law reform and public education.

Statements of Operations

Years ended March 31	2014 \$	2013 \$
Revenues		
Donations and fundraising	862,045	723,748
Grants	175,000	131,300
Investment income	2,345	2,499
	1,039,390	857,547
Expenditures		
Administrative	444,774	344,928
Fundraising	109,683	190,923
Legal cases and projects	233,565	203,258
Professional fees	32,782	47,201
	820,804	786,310
Excess of revenue over expenditures for year	218,586	71,237

*Independent Auditor's Report provided by HILBORN LLP.
Complete audited statements available on request.*

MAKING THE VISION A REALITY

LEAF continues to **litigate, reform the law, and educate** in order to achieve **substantive equality** for those most marginalized. **Support LEAF**, and challenge injustice for women, girls, racial minorities, people with disabilities and Aboriginal peoples across Canada. Don't tolerate sexual harassment, ongoing rape mythologies, the denial of women's reproductive choice and women's rights to political, social and economic participation and inclusion.

- » Supreme Court of Canada (SCC) Intervener Status
- » Research that Influences Policy Reform
- » Persons Day & Equality Day Galas
- » LEAF National Speakers Bureau
- » LEAF at Work & No Means No programs at schools
- » Public Outreach Work
- » Branch, Affiliate & Community Activities

HOW YOU CAN HELP

By supporting LEAF, you will advance equality, making a difference in the lives of all Canadians. We need your support. We need your commitment to LEAF. Please visit leaf.ca.

If you would like to join our team, there are many opportunities and options:

- You can make a donation
- Become a LEAF *pro bono* lawyer
- Give a gift of securities or donate air travel points
- Be part of LEAF special events
- Leave a legacy gift from your estate assets
- Join the LEAF speakers' bureau
- Become a LEAF member
- Donate your valuable time and skills by becoming a volunteer



LEAF Ottawa event participants.

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CHANGING LAWS

HELP US TO ACHIEVE EQUALITY

WE APPRECIATE YOUR COMMITMENT TO LEAF!

LEAF Foundation

Established in 1989, the Women's Legal Education and Action Fund (LEAF) Foundation is an incorporated, registered charitable foundation, which operates independently through its own Board of Directors to build and maintain core financial support for our ongoing initiatives. The Foundation accepts bequests, endowed gifts or significant corporate donations from those who wish to leave a lasting legacy in support of LEAF's core operating and program needs.

For information on gifting to the LEAF Foundation, call us at 416.595.7170 or write to us:

LEAF Foundation
1 King Street West
Toronto, Ontario
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