

Changing Law, Changing Lives.

WOMEN'S LEGAL EDUCATION AND ACTION FUND
2011 OVERVIEW



Women's Legal
Education and
Action Fund

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

IF YOU THINK OUR WORK IS DONE, THINK AGAIN.

You **Can** Change Law... You **Will** Change Lives.

LEAF began as a grass roots effort...a conversation across the country and a collective response. Our founding mothers fought the Supreme Court's **formal approach to equality** of the 1970s, which had led the Court to uphold laws that discriminated against pregnant women and Aboriginal women among others.

Strong, organized and effective, they tasked themselves with ensuring that the *Canadian Charter of Rights and Freedoms* fulfilled its commitment to **substantive equality**, which recognizes historically and socially based **differences** and challenges systemic and structural **discrimination**.

Today, LEAF is an ever-evolving national charitable organization dedicated to litigation, law reform and education. Since 1985 we've made significant gains for women in over 150 important cases, advancing women's rights in the areas of reproductive freedoms, pay equity, employment, housing, immigration, family law and sexual assault law. LEAF has fought for access to justice and political, social and economic inclusion for women marginalized on the basis of sexual orientation, disability, race, Aboriginal identity, immigrant or refugee status and poverty.

True to our roots, LEAF continues to engage in a powerful dialogue about the inequalities we see in our daily lives and the importance of law and legal advocacy as a force for social change.

**But we can't do it alone. Please
Donate... Sponsor... Volunteer...
Join the Conversation!**

By supporting LEAF, you'll advance equality, **making a difference** in the lives of all Canadians. You'll **participate** in a movement dedicated to **protecting** the legal rights of women, girls and other marginalized groups; **educating** a nation; and **creating** a more just society.



@LEAFNational



Women's Legal
Education and Action
Fund (LEAF)

**Women's Legal
Education and Action
Fund (LEAF) is a
national, non-profit
organization committed
to challenging all
forms of discrimination
through legal action,
public education, and
law reform under the
*Canadian Charter of
Rights and Freedoms*.**

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Turning Over A New **LEAF**

The theme of this Overview – **CHANGING LAW, CHANGING LIVES** – reflects our mandate and vision as an organization, and is a call to action for all of us dedicated to shaping a truly *equal* society.

Looking back, LEAF's founding mothers were not only visionaries; they were pioneers of societal change. They dreamed that LEAF could accomplish much of what we have, in fact, achieved. They trusted that Canadians would support the organization both financially and through volunteerism – and most of all, they believed that given its important mandate, LEAF could weather even the stormiest of economic climates. As a charitable organization, we're being put to that test.

LEAF has earned a proud place in Canadian history over our 26 years. And at a time when prolonged economic insecurity greatly impacts financial commitment to all areas of social justice, we're needed now more than ever before. Our response? **We're turning over a new LEAF.**

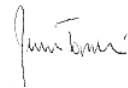
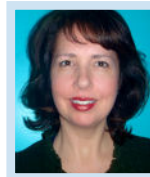
We've set some pretty lofty goals for this organization. LEAF has long been recognized and respected as a national leader in women's equality. We envision expanding LEAF's profile and presence as a "go-to" national charity. We'll launch exciting educational programs with a focus on youth; creating even more compelling reasons to donate, sponsor, volunteer, and otherwise support our efforts. We'll raise dollars and awareness so that we're able to continue to effectively research and litigate. Under the guidance of our Board of Directors, we'll adhere to a budget that protects the critical legal and educational work in which LEAF engages, while minimizing operational expenses, ensuring a sustainable future.

And we'll accomplish our goals with the same unwavering dedication to substantive equality and social justice.

Donate. Sponsor. Volunteer. Join The Conversation.

You'll see these words continually in this Overview, in our mailings, and across all social media. It's our challenge. It's our request. It's our hope.

On behalf of the Women's Legal Education and Action Fund, we extend our heartfelt thanks to all of our supporters for your time, financial assistance, and commitment to changing law – and lives.

A handwritten signature in black ink, appearing to read "Jennifer Tomaszewski".

Jennifer Tomaszewski,
Chairperson

A handwritten signature in black ink, appearing to read "Sheryl Hoshizaki".

Sheryl Hoshizaki,
Executive Director

**“Laws either create,
ignore or redress
inequality.
Legal advocacy is
therefore essential
to identifying,
challenging and
ultimately eradicating
disadvantage and
discrimination.”**



Joanna Birenbaum,
Legal Director, LEAF National

If You Think Our Work Is Done, Think Again.

Our Mandate in Action

Over the past two years, LEAF intervened in 11 cases before the Supreme Court of Canada and provincial appellate courts. Throughout this period, our Legal Director and pro-bono team of lawyers and experts brought the lived realities of women and girls in Canada into the Court, with particular attention to women's experiences of multiple inequalities on the basis of age, Aboriginal identity, poverty, disability, race, sexual orientation and other grounds, in appeals involving:

- » Violence against women
- » Socio-economic rights
- » Workplace inequality
- » Family law
- » Sex discrimination under the *Indian Act*
- » Human rights protections against hate speech
- » Access to justice
- » Constitutional equality jurisprudence

LEAF's advocacy has advanced the constitutional equality rights of all Canadians. And our work isn't finished yet. In fact, 2012 continues to be active with law reform efforts and landmark cases in which LEAF will intervene to shape substantive equality under the *Charter* and influence the perceptions and actions of all Canadians, so as to create a society in which all are respected and included.

LEAF's longevity and demonstrated successes are due to the tremendous support we receive from our sponsors and donors, the legal profession, corporate partners, a dedicated staff and a team of volunteers who care deeply about equality.

2012 Interventions To Date:

- » Addressed **gender inequalities in spousal relationships** and argued for the right of unmarried cohabitants to inclusion in family law property-sharing regimes

2010-2012 Interventions:

- » Argued that the prohibitive cost of litigating systemic constitutional equality claims **reinforces the subordination** of marginalized groups, **undermines the rule of law** and **subverts justice in a constitutional democracy**
- » **Exposed the gendered effects of facially neutral federal legislation** that gradually reduces death benefits for surviving spouses of public servants and military members, based on the age of the deceased
- » Supported the rights of **sexual assault complainants with intellectual disabilities** to access to justice and to be heard in Court

- » Argued that **consent to sex** by a woman must always be **active, voluntary, ongoing and revocable at all times**
- » Contended that challenges to ameliorative programs by members of disadvantaged groups who claim they have been discriminatorily excluded should be **subject to full s.15(1) Charter scrutiny of the alleged discriminatory effects**
- » Maintained that the **termination of spousal support for a disabled mother ignored the economic consequences** of women's long-term caregiving roles and labour market inequalities
- » Challenged the **interpretation of infanticide** in the Criminal Code
- » Argued that a niqab-wearing **sexual assault complainant** should not be forced to remove her niqab to testify against men accused of sexual abuse
- » Emphasized that **hate speech is a practice of discrimination**

2010-2011 Law Reform

- » Challenged Bill C-3 (Federal), arguing that the proposed legislation did not fully and finally **eliminate all forms of sex discrimination under the Indian Act**
- » Opposed Bill 94 (Quebec), which legislates a norm or a **“general practice” of “uncovered faces” as a precondition to accessing services and employment** and which will uniquely **discriminate against women** who wear the niqab
- » Supported Bill C-389 (Federal) and called on the government to **protect women from hate speech**

For fuller descriptions, visit:

Cases: leaf.ca/legal-issues-cases-and-law-reform/active-cases

Reforms: leaf.ca/legal-issues-cases-and-law-reform/reform-and-analysis

Thanks to the following organizations for supporting our legal work:



THE CANADIAN
BAR ASSOCIATION
L'ASSOCIATION DU
BARREAU CANADIEN



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

Women's Legal Education
and Action Fund Foundation

Education

LEAF's equality training programs continue to transform high school students across the country. LEAF's **No Means No** program remains a leading violence prevention tool to 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. LEAF also recently completed its launch of a new program, **LEAF at Work**, an engaging dynamic workshop aimed at analyzing real-life scenarios to prepare youth for the gendered and other equality issues they may encounter in the workplace. The success of LEAF's educational programs is due to the hard work and excellence of LEAF branch and education program committee volunteers who train the instructors and deliver the workshops.

LEAF is also committed to enhancing our online resources and maximizing the public education opportunities in all of our legal work and communications.

EqualityRightsCentral.com (ERC), Launched September 2010

ERC is an innovative online resource that promotes dialogue; facilitates networking and sharing of information among equality advocates; and monitors and advances the development of equality law in Canada.

ERC provides updates through news articles, case summaries and comments, *facta*, and legislative updates related to equality, in *Charter* and statutory human rights cases – with a national scope. A broad range of topics are presented – from criminal law matters, to marital property law, immigration and refugee law, poverty, and LGBTQ rights.

THE CHARTER

LEAF is the only national organization in Canada that exists to advance the constitutional equality rights of women and girls through litigation, law reform and public legal education.

15. 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.

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

“I want for myself what I want for other women,
ABSOLUTE EQUALITY”

.....
- Agnes MacPhail (1890-1954),
Canada's First Woman Member of Parliament

Milestones:

HISTORIC... SIGNIFICANT... PIONEERING... LIFE-CHANGING

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.

Equality Day, April 17, 2011

LEAF honoured 8 women in non-traditional female occupations. These women have demonstrated that labour-market equality means not only equal pay for work of equal value but also equal access to male-dominated (and often higher paid and more secure) professions.



Honourees included Coral Forster: Splicer, Bell Canada; Lynn Descary: Millwright, INCO; Courtney Chard: Steamfitter and Welder, Adelt Mechanical Works; Bozena Mathlin: Water Plant Filtration Operator, City of Toronto; Terry Weymouth: Electrician, Chrysler Canada; Doris Duck: CNC Machinist, Messier-Dowty; and Amanda Schiemann: Chief Custodian, Sir Robert Borden High School, Ottawa.

Women's Rights to Effective Representation in Parliament, June 2-3, 2011

LEAF and Equal Voice joined forces to strategize legal responses to the persistent under-representation of women at the highest levels of Canadian government.

Keynote speakers included The Rt. Hon. Kim Campbell, The Hon. Anne McLellan and The Hon. Frances Lankin.

Persons Day Breakfast, Toronto, October 18, 2011

LEAF National celebrated Persons Day in Toronto with its annual fundraising gala, marking the 82nd anniversary of the Supreme Court decision, which ruled that women are “persons” under the law.

Dr. Avis Glaze, international leader in the field of education, was the keynote speaker; the conversation was shaped by host, entertainer and social activist Heather Bishop. The event is LEAF National's largest annual fundraiser, attracting nearly 1,000 attendees.



For details on the 2011 Persons Day events at LEAF branches across Canada, visit leaf.ca/media-centre/events.

Trailblazers: Meeting Women In Law

As part of our ongoing commitment to education, **LEAF partnered with the Ontario Justice and Education Network (OJEN) to host over 100 female students for a full day of educational workshops and mentoring.**



2011 Persons Day Sponsors:

We value the Persons Day Sponsors whose commitment and support allow us to engage attendees in this yearly dialogue on the lived inequalities experienced by women and strategies to improve women's lives and the lives of other marginalized groups:

PRESENTING SPONSOR



PATRONS



National Day of Remembrance and Action on Violence Against Women, December 6, 2011

LEAF's Executive Director, Sheryl Hoshizaki, addressed students at the University of Toronto, on our collective responsibility to remember the significance of this important day.

Marking the anniversary of the murders of 14 young women at l'École Polytechnique de Montréal in 1989, Sheryl highlighted that an act speaks to a phenomenon larger than just one person, one place, at one time.

Join Us In October!

PERSONS DAY BREAKFAST GALA, OCTOBER 16, 2012



- » The Fairmont Royal York Hotel
- » **Keynote Speaker:**
The Rt. Hon. Michaëlle Jean, C.C., C.M.M.C.O.M., C.D.

"Empower women and you will see a decrease in poverty, illiteracy, illness and violence."

– The Rt. Hon. Michaëlle Jean

Equal. Right?

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.

LEAF BY THE NUMBERS

150+

Interventions Since
Inception

27

Years Of Commitment
To Equality

15 & 28

Charter Sections
LEAF Helps To Shape

10

LEAF Member
Organizations
Coast-To-Coast

People at LEAF

Board of Directors

- » Jennifer Tomaszewski, Chairperson
(Sherwood Park, AB)
- » Cleta Brown, Vice Chair of the Board (Vancouver, BC)
- » Bertha Cheung, Treasurer (Toronto, ON)
- » Michelle Bullas (Calgary, AB)
- » Jane Cooney (Toronto, ON)
- » Kerri Froc (Ottawa, ON)
- » Susan Patterson Glover (Sudbury, ON)
- » Katherine Hensel (Toronto, ON)
- » Marie Kelly (Toronto, ON)
- » Robin Reinertson (Vancouver, BC)
- » Lisa Taylor (Toronto, ON)
- » Judith D'Souza (Toronto, ON)

“LEAF continues to **litigate, reform *the law*, and educate** in order to achieve **substantive equality** for those most marginalized. **Support LEAF and challenge discrimination in all forms.**”

– Jennifer Tomaszewski,
Chairperson

For more information, visit
leaf.ca/about-leaf/board-of-directors.

For Branch Chairs, Committee Members, National Office Staff and Interns, visit
leaf.ca/about-leaf/committees.

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 at:

LEAF Foundation

10 Cluny Drive
Toronto, ON
M4W 2P7

“If you’re considering a commitment of your time to a charitable organization, I encourage you to think about LEAF. Not only will you benefit others on this journey, I promise you’ll learn a lot about yourself along the way.”

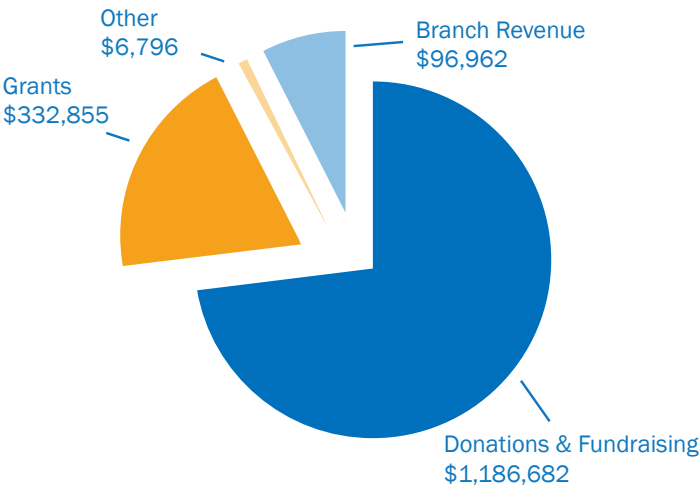
– Marilyn Roycroft, Long-Time LEAF Supporter and Volunteer,
Recipient of the 2011 Lifetime Achievement Award

Our Mandate in Action

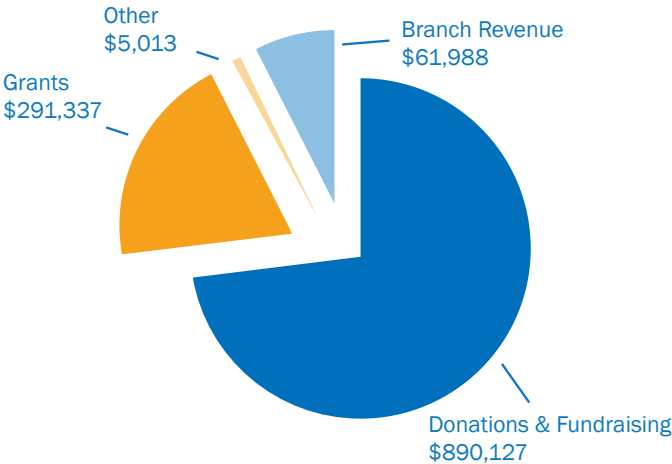
The dollars we raise, year after year, allow us to engage in research, education and litigation, in fulfillment of the *Charter* equality guarantee... and benefiting the lives of all Canadians. We've been involved in over 150 high-profile cases, helping to progressively shape not only the law, but also the national conversation.

Financial Highlights

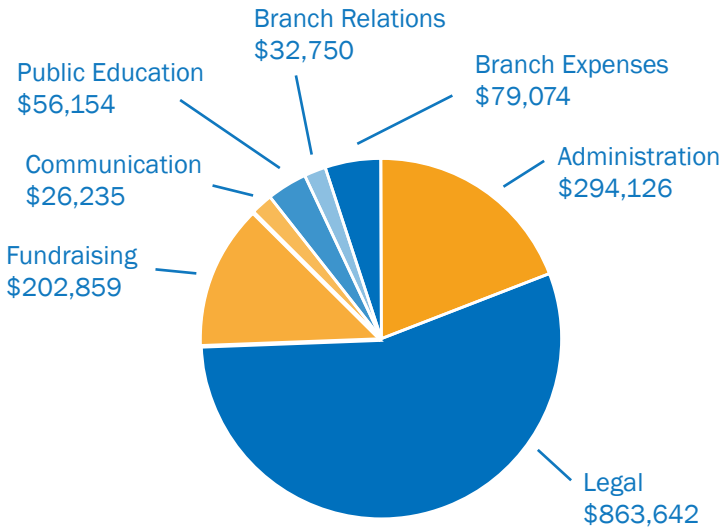
2011 Total Revenue (as of March 2011) \$1,623,295



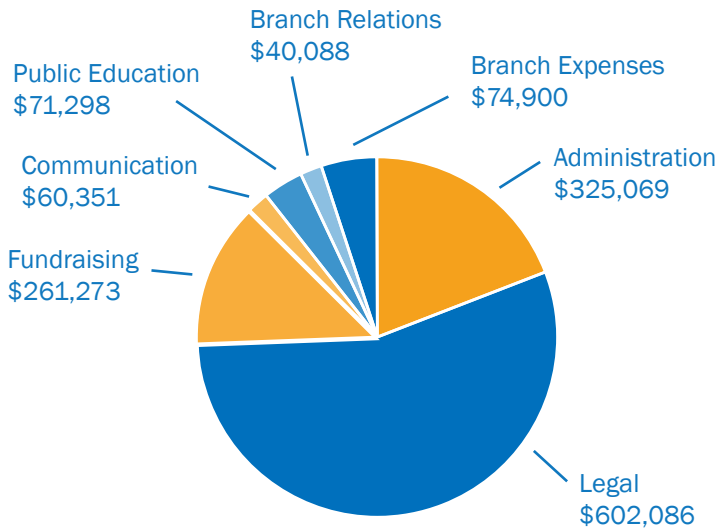
2010 Total Revenue \$1,248,465



2011 Expenses (as of March 31, 2011) \$1,554,840



2010 Expenses \$1,435,065



2011 (as of March 31st) Surplus \$68,455

Complete audited statements available on request.

You **Can** Change Law... You **Will** Change Lives.

Donate. Sponsor. Advance Equality.

Call us at 416-595-7170



Connect with us on Facebook
(Women's Legal Education and Action Fund)



Follow us on Twitter
@LEAFNational



Scan here
to donate



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60 St. Clair Ave. East, Suite 703
Toronto, ON M4T 1N5
Website: leaf.ca
Phone: 416-595-7170
Toll Free: 1-888-824-5323
Fax: 416-595-7191

Yes, I want to protect the legal rights of the underrepresented!

Please find my donation enclosed:

☐ \$75 ☐ \$100 ☐ \$200 ☐ \$500

☐ Other: _____

Cheques can be made payable to Women's
Legal Education and Action Fund (LEAF).

Charitable tax receipts will be issued for all
donations of \$10 or more.

For further information or to donate by phone,
please call 1-888-824-LEAF (5323).

Charitable Registration No. 108219916 RR0001

Payment Options:

☐ Cheque

☐ Visa ☐ Mastercard ☐ AMEX

Card #: _____

Expiry Date: _____

Name: _____

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