



**LEAF  
FAEJ**

WOMEN'S LEGAL  
EDUCATION &  
ACTION FUND

FONDS D'ACTION ET  
D'ÉDUCATION  
JURIDIQUE POUR  
LES FEMMES

# Annual Report

# 2019/ 2020

# Mission & Priorities

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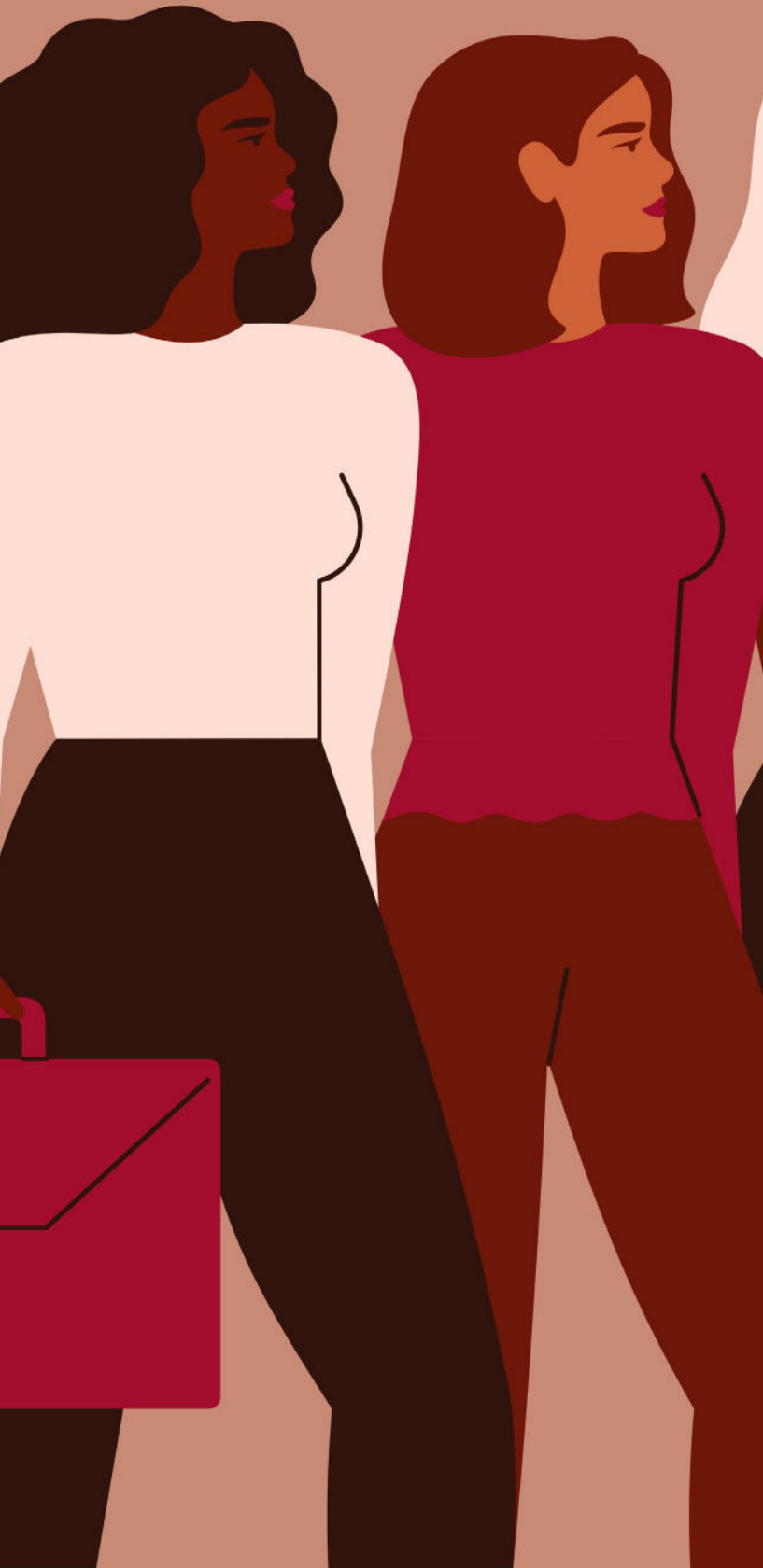
For 35 years, LEAF has used litigation, law reform, and public education to challenge systems of oppression and exclusion and address gender inequality in society.

In 2019/20, LEAF's Board, staff, and branch members engaged in a strategic planning process to help identify priorities in the next five years. Inspired by the foundation laid by the long history of LEAF feminist agitators, LEAF will continue to take on controversial issues. LEAF will advocate for substantive gender equality with a proud, intersectional feminist voice.

Looking ahead to 2025, LEAF commits to:

- **Prioritizing reconciliation and working to decolonize Canada's legal and social systems**
- **Amplifying the voices of those who experience gender discrimination**
- **Pursuing feminist litigation, law reform and public education**
- **Deepening and enriching the LEAF network**
- **Cultivating financial and administrative stability**

View the full Strategic Plan [here](#).



**From left:** Kerry Lynn Okita, Adriel Weaver, Hadiya Roderique, Gillian Hnatiw, Shabnum Durrani, Donna Dasko, and Breanne Lavallée-Heckert

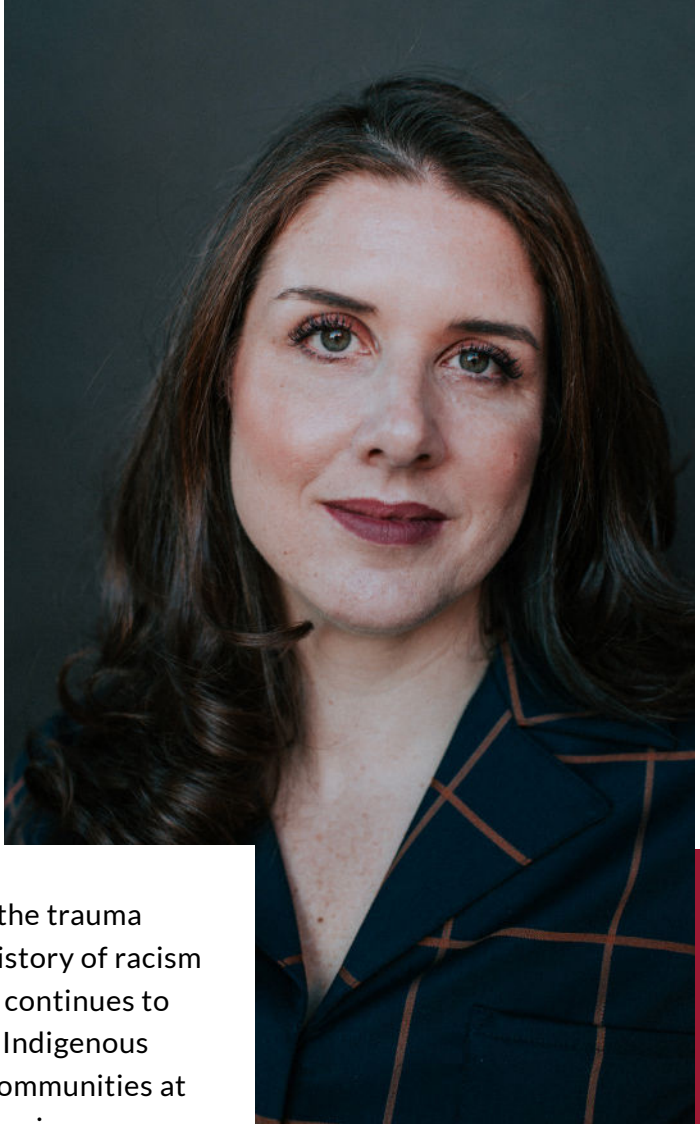


# Board Members

|                          |           |
|--------------------------|-----------|
| Gillian Hnatiw           | Chair     |
| Adriel Weaver            | Director  |
| Breanne Lavallée-Heckert | Director  |
| Dee Dooley               | Director  |
| Donna Dasko              | Director  |
| Geeta Sehgal             | Director  |
| Hadiya Roderique         | Director  |
| Jessica Prince           | Director  |
| Katherine Rivington      | Director  |
| Kerry Lynn Okita         | Secretary |
| Nalina Sacoer            | Treasurer |
| Shabnum Durrani          | Director  |

# Report from the Chair, Gillian Hnatiw

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In the midst of this period of dynamic social challenge and change, LEAF's mission to advance gender equality in Canada is more important than ever.

Seven months into the COVID-19 pandemic, the gendered impacts of the crisis are undeniable. Canada's historic levels of job losses are disproportionately impacting women, putting our economic status and security at risk of being set back generations. Domestic violence rates are up 20-30% in some areas, underscoring the ways Canada's social systems continue to fail women and girls. Concurrently, police killings both in Canada and south of the border have prompted an overdue

reckoning with the trauma that Canada's history of racism and colonialism continues to inflict on Black, Indigenous and racialized communities at home. All of these issues are intimately linked to LEAF's mandate and mission.

In the midst of all of this, LEAF marked its 35th anniversary, a milestone that warrants both celebration and resolve. We must celebrate the incredible progress born of those 35 years of feminist activism - improved abortion access, the evolution of sexual assault laws, victories in pay equity, etc. In the same breath, we must resolve to redouble our efforts and commit to the tremendous work remaining in order to achieve true gender equality for everyone in this country.

LEAF has long relied on the support of the feminist academic, activist, and legal communities in Canada. For the past 35 years, LEAF's supporters have generously donated their time, skills, voices, knowledge, and money in pursuit of LEAF's mission. None of this vital work would have been possible, and none of the work will continue, without your ongoing generosity. We thank you, and we look forward to the next 35 years.



## Report from the Executive Director & General Counsel, Megan Stephens

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The 2019/20 year has had its ups and downs, but LEAF's commitment to advancing gender equality for all has been unwavering. The year began as a period of growth and renewal at LEAF. We held an in-person AGM in September 2019, which brought together branch members, the LEAF board, and LEAF staff to engage in a strategic planning process and set priorities for the next five years. LEAF's fall was also packed with litigation, as we intervened in cases seeking to advance gender equality rights on issues ranging from the over-incarceration of Indigenous women to unequal access to pensions for female RCMP officers.

2020 started off strong, as feminist researchers prepared discussion briefs for Gender Justice Now, our Feminist Strategic Litigation symposium, and tackled the complex issues concerning regulating technology-facilitated gender-based violence on digital

platforms. In early March 2020, we co-hosted an engaging panel discussion featuring inspiring Indigenous women to celebrate International Women's Day and went to Ottawa to make submissions concerning the need for judicial training on sexual assault.

By mid-March, however, we were forced to adapt to the new realities of living in a world with COVID-19 – including working remotely and responding to a changed economic outlook. While these challenges have been daunting, the gendered impact of the pandemic has driven home the importance of LEAF's work. How we are working may look different now but our commitment to our work and the need to advocate for the gender equality rights of all, including those most affected by the pandemic, is stronger than ever. I am incredibly grateful to all of our volunteers and donors. Without you, our work would not be possible.



# LEAF's Feminist Strategic Litigation Project

Litigation is an important tool in the struggle for systemic gender equality, and a key component of LEAF's work. It's crucial that our legal cases respond to and reflect the perspectives of those facing gender and other intersecting forms of oppression.

That's why LEAF launched its Feminist Strategic Litigation (FSL) Project in 2019, a three-year project which will culminate in a new plan to guide the way we carry out our litigation work.

This year, we completed over 65 consultations with community organizations, feminist academics, and advocates fighting for gender equality.

We heard from 189 organizations from across Canada who told us about the key areas of need facing the women and girls they serve. We also laid the groundwork for a for a three-day virtual symposium held in October 2020, which brought together many community organizations, academics, and feminist lawyers to strategize about using law to achieve gender equality.

Through the FSL Project, we are working to create and strengthen relationships in the feminist community – and ensure that we continue to constantly learn, reflect, and improve the impact of our work.

## CONSULTEE LOCATIONS



### International

- El Segundo, California, USA
- San Francisco, California, USA
- Seattle, Washington, USA
- New York, New York, USA
- Washington, DC, USA
- London, England
- Cape Town, South Africa

## PROFILE

# Danielle Bisnar

Partner, Cavalluzzo LLP

In December 2019, Danielle represented LEAF in *Fraser v. Canada (Attorney General)* at the Supreme Court of Canada, along with her co-counsel Kate Hughes and Jan Borowy. To read more about *Fraser*, please see page 9.



“ I came to law through feminist advocacy, initially in the context of organizing with Filipinx migrant domestic workers, where I witnessed the community-wide and intergenerational impacts of discriminatory immigration and employment laws. I have continued to advocate for women’s workplace justice as a labour and human

rights lawyer, where I regularly draw on LEAF’s contributions to equality law. It was a real privilege to collaborate with LEAF, the case committee, and my co-counsel to draw on feminist legal scholarship and practice to continue LEAF’s important work of advancing the law on substantive equality and systemic discrimination. ”

## LEGAL ACTIVITIES

# Court Interventions

LEAF intervenes in court cases to advance gender equality from a feminist perspective. In 2019-20 LEAF intervened in the following cases:

## *R. v. Sullivan; R. v. Chan*

In *R. v. Sullivan* and *R. v. Chan*, each accused committed violent assaults while extremely intoxicated by drugs. Each argued that they were so intoxicated that they did not intend to commit these violent acts, that the acts were not voluntary, and therefore they should be found not guilty. Both were prevented from raising the defence of extreme intoxication by section 33.1 of the *Criminal Code*, which prohibits the use of voluntary self-induced extreme intoxication as a defence to violent offences (including sexual assault).

After being convicted at trial, both Mr. Sullivan and Mr. Chan appealed to the Court of Appeal for Ontario. They argued that that section 33.1 was unconstitutional because it allows people to be punished for crimes they did not intend to commit and/or for acts that are not voluntary.

LEAF [intervened](#) in these appeals to argue that the Court must consider all of the rights that Parliament was working to balance when it enacted section 33.1. While Parliament was concerned about the rights of the accused, it was also concerned about protecting



From left: Megan Stephens (Executive Director and General Counsel, LEAF) and Lara Kinkartz (WeirFoulds LLP)

the security, dignity, and equality rights of women and children. LEAF's intervention emphasized the evidence that Parliament considered when it passed this law, including: the gendered nature of violence, particularly sexual and domestic violence; the links between intoxication and such violence; and the policy reasons why those who harm others in a state of self-induced extreme intoxication should be held accountable.

In June 2020, the Court of Appeal [ruled](#) that section 33.1 was unconstitutional because it infringed *Charter* rights of the accused under sections 7 (principles of fundamental justice, including convicting an accused who did not voluntarily commit an act that constitutes a criminal offence) and 11(d) (presumption of innocence). While the Court

acknowledged the importance of the equality rights and human dignity of women and children, it failed to recognize the connection between concerns about a lack of accountability for intoxicated offenders and the reluctance of survivors to report their abuse.

LEAF was represented by [Megan Stephens](#) (Executive Director General Counsel, LEAF) and [Lara Kinkartz](#) (WeirFoulds LLP).

The Attorney General of Ontario is seeking leave to appeal to the Supreme Court of Canada. If the Supreme Court decides to hear the appeal, LEAF will consider intervening to ensure the Court considers the rights of women and children, who are disproportionately victimized by intoxicated offenders.



## R. v. Sharma

In November 2019, LEAF and the [David Asper Centre for Constitutional Rights](#) appeared before the Court of Appeal for Ontario to intervene in this case challenging the constitutionality of *Criminal Code* provisions that eliminate the possibility of conditional sentences for certain offences. A conditional sentence is a community-based alternative to a prison sentence, such as house arrest.

The appellant, Cheyenne Sharma, is a young Indigenous woman, an intergenerational residential school survivor, and a single mother. Facing financial hardship and possible eviction for her and her two-year-old daughter, Ms. Sharma acted as a drug courier and was convicted of importing drugs.

As an Indigenous person, Ms. Sharma should have been entitled to the *Gladue* framework, which requires judges to consider alternatives to incarceration (such as conditional sentences) when sentencing Indigenous offenders. However, an amendment to the *Criminal Code* in 2012 eliminated the possibility of conditional sentences for offences with a maximum sentence of fourteen years, including importing drugs. This made it impossible for sentencing judges to apply the

*Gladue* framework in cases like Ms. Sharma's. She argued that this infringed both her section 7 and 15 equality rights.

LEAF and the Asper Centre [intervened](#) to argue that the constitutionality of the provisions needed to be assessed in the context of systemic discrimination against Indigenous people, especially Indigenous women, in the administration of criminal justice.

In July 2020, the majority of the Court [struck down](#) the *Criminal Code* provisions that made conditional sentences unavailable for Ms. Sharma. While Ms. Sharma will not get to see the direct benefit of her victory because she already served her jail sentence before the appeal, the judgment will serve as a small step towards reducing the overincarceration of Indigenous people – in particular, Indigenous women. The decision marks a welcome breakthrough in how courts think about section 15 of the *Charter* and criminal law, and affirms the substantive equality rights of Indigenous women in the criminal justice context.

LEAF and the Asper Centre were represented by [Adriel Weaver](#) and [Jessica Orkin](#) (Goldblatt Partners LLP).



From left: Danielle Bisnar (Cavalluzzo LLP), Megan Stephens (Executive Director and General Counsel, LEAF), Kate Hughes, Jan Borowy (both Cavalluzzo LLP)

## ***Fraser v. Canada (Attorney General)***

In December 2019, LEAF appeared before the Supreme Court of Canada to provide a substantive equality analysis in this case concerning equal access to pension benefits for female Royal Canadian Mounted Police (RCMP) officers with caregiving responsibilities.

The appellants (Joanne Fraser, Allison Pilgrim and Colleen Fox) were officers and mothers. Because of their caregiving responsibilities, the applicants participated in the RCMP's job-sharing program, which allowed two employees to share the hours of one full-time employee. Employees who took the job-sharing option were overwhelmingly women with childcare obligations.

Under the RCMP pension plan, employees who job-share were not able to "buy back" pension contributions for the hours they did not work. In contrast, employees who took an unpaid leave of absence were entitled to "buy back" contributions for their time off. The pensions of those who participated in the job-sharing program have been impacted by not being able to buy back their pensions, contributing to the feminization of poverty.

The applicants argued that their lack of ability to "buy back" the pension contributions for the years when they job-shared was a violation of their section 15 equality rights guaranteed under the *Canadian Charter of Rights and Freedoms*, because they were experiencing discrimination on the intersecting grounds of sex and family or parental status.

LEAF's [submissions](#) highlighted the need for courts to give full consideration to the context of the applicants' claim – including the systemic devaluation of women's work and caregiving responsibilities – in order to engage in a proper substantive equality analysis under section 15 of the *Charter*.

Gendered child, elder and other family caregiving responsibilities have historically driven and continue to drive "female pattern employment", resulting in the over-representation of women in part-time work, including job-sharing. The systemic devaluation of women's work and caregiving contributions has resulted in the gendered nature of differential access to workplace benefits, including pension design.

In October 2020, the Supreme Court of Canada released [a significant judgment](#) on this case. In the judgment, the Court not only affirmed women's right to equal pension benefits, but also provided a much-needed roadmap for future cases involving systemic discrimination and substantive equality.

LEAF was represented by [Kate Hughes](#), [Jan Borowy](#) and [Danielle Bisnar](#) (Cavalluzzo LLP).

See page 6 for a profile of Danielle Bisnar, our featured Pro Bono Lawyer.

Even as the pandemic forced courts to close across the country, LEAF spent the latter part of 2019/2020 preparing interventions for the following cases, which will be heard in the fall of 2020:

## ***R. v. Slatter***

In July 2020, a coalition consisting of LEAF, [DisAbled Women's Network Canada](#) ("DAWN"), and [ARCH Disability Law Centre](#) ("ARCH") filed their written submissions to the Supreme Court of Canada in this case, where a woman labelled with an intellectual disability disclosed sexual assault. Although the trial judge had convicted the accused, the majority of the Court of Appeal allowed his appeal and ordered a new trial. In doing so, the majority found that the trial judge failed to adequately address the complainant's reliability and suggestibility in his reasons.

LEAF-DAWN-ARCH's [submissions](#) argue that the majority's decision results in a more onerous standard for the assessment of a complainant's reliability when she is labelled with an intellectual disability simply because of negative generalizations and stereotypes about her disability.

The hearing for this case is scheduled for November 6, 2020.

The LEAF-DAWN-ARCH coalition is represented by [Suzan Fraser](#) (Fraser Advocacy) and [Kerri Joffe](#) (ARCH).

## ***Colucci v. Colucci***

In August 2020, LEAF and [West Coast LEAF](#) filed [written arguments](#) at the Supreme Court of Canada in this case concerning retroactive variations of child support orders. LEAF and West Coast LEAF are proposing a legal framework for child support orders that takes as its starting point the reality that unpaid child support contributes to the feminization of poverty. The feminization of poverty is a term for the economic disadvantages faced by women that are both the result of, and perpetuated by, systemic discrimination. By centering women and children's substantive equality rights, the framework that we propose would ensure that judges' child support orders are fair.

The hearing for this case is scheduled for November 4, 2020.

LEAF and West Coast LEAF are represented by [Jennifer Klinck](#) and [Joshua Sealy-Harrington](#) (Power Law).

## ***Jackson Estate v. Young***

In March 2020, LEAF filed a motion seeking leave to intervene in Jackson Estate v. Young at the Court of Appeal for Nova Scotia. This appeal will consider whether a common-law spouse is entitled to any part of their spouse's estate when that spouse dies without a will. LEAF will argue that limiting the applicability of legislation governing intestate succession (when someone dies without a will) to married spouses will have an adverse impact on women's socioeconomic equality.

The Court of Appeal for Nova Scotia granted LEAF's motion for leave to intervene in this case in September 2020.

LEAF is represented by [Kelly McMillan](#) and [Nasha Nijhawan](#) (Nijhawan McMillan Petrunia Barristers).

## LEGAL ACTIVITIES

# Law Reform

LEAF also makes submissions to legislators on laws and policy issues that impact the substantive equality rights of women and girls. In 2019/2020, LEAF engaged in the following law reform activities:

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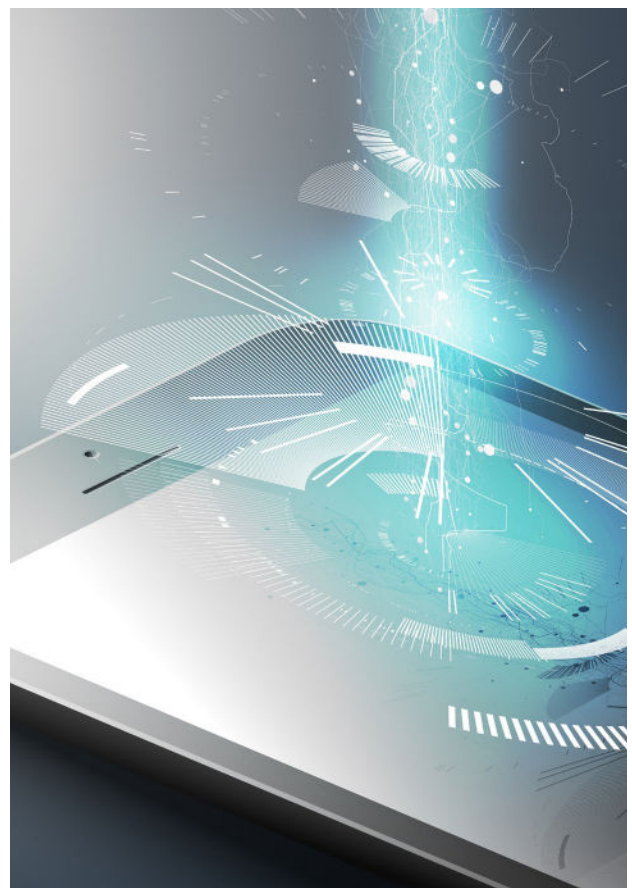
## Work to Address Technology-Facilitated Violence

LEAF's Technology-Facilitated Violence (TFV) [Advisory Committee](#) met regularly in 2019-20 to discuss possible law reform projects to address this growing problem.

In May 2019, LEAF filed a [submission](#) with the House of Commons Standing Committee on Justice and Human Rights, which was studying concerns relating to the rise of online hate. LEAF's submissions emphasized the ways in which on-line hate undermines gender equality. While LEAF was disappointed that the [Committee's report](#) gave only passing reference to on-line hate targeting women, we are continuing to push the government to ensure that any law reform on this issue cannot ignore the rise of technology-facilitated misogyny.

In early 2020, LEAF hired [Cynthia Khoo](#) as our Technology-Facilitated Violence (TFV) Researcher to support and inform our law reform activities and potential upcoming court interventions concerning TFV.

Cynthia will produce a report exploring how technology companies that enable, profit from, or facilitate TFV on their digital platforms should be regulated, from an equality perspective.





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## Alberta's Bill 207 (Conscience Rights (Health Care Providers) Protection Act)

In November 2019, LEAF filed a [written submission](#) to the Alberta government's Standing Committee on Private Bills and Private Members' Public Bills, to oppose the proposed Bill 207. If passed, the Bill would have allowed health professionals to refuse to provide specific health care services and deny service to particular individuals, based on their "conscientious beliefs."

LEAF's submissions highlighted the disproportionate and discriminatory impact Bill 207 would have on women seeking access to a broad range of health services such as (but not limited to) reproductive services including abortion care.

Later in November, the Committee voted down the Bill.

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## Bill C-5 (An Act to Amend the Judges Act and the Criminal Code)

On March 12, 2020, LEAF Staff Lawyer [Rosel Kim](#) appeared before the Standing Committee on Justice and Human Rights to speak about Bill C-5 (An Act to amend the Judges Act and the Criminal Code). This Bill would require potential judges to promise to complete continuing education on sexual assault law and social context. The Bill would also require judges to provide reasons for their decisions in sexual assault trials, which would need to be recorded.

LEAF's [submissions](#) highlighted the need for training that is trauma-informed and grounded in the lived experiences of sexual assault survivors, in order to combat harmful myths and stereotypes about sexual assault complainants and to ensure that judges fully appreciate and understand this complex area of law.

The prorogation of Parliament in August 2020 resulted in the termination of this Bill, which was reintroduced as Bill C-3.



In October 2019, Rosel Kim spoke about LEAF's advocacy work at the United Food and Commercial Workers Union's Women and Gender Equity Committee meeting.



In March 2020, Rosel Kim and Nicole Biros-Bolton travelled to Calgary to lead a workshop titled "Fighting Cybermisogyny Through Law Reform" at the 2020 National Forum of [Law Needs Feminism Because](#).

## LEGAL ACTIVITIES

# Public Education

LEAF hosts seminars and produces educational materials to raise awareness about pressing issues in relation to gender equality and the law. LEAF Staff and Board members are frequently invited to speak to the media or at events, to share their perspective on equality rights and feminist advocacy. In 2019/2020, LEAF hosted and created the following public education events and materials:

## Storytelling and Self-Determination: A Celebration of Indigenous Women

LEAF celebrated International Women's Day with a panel discussion moderated by [Tanya Talaga](#) and featuring [Tanya Tagaq](#), [Connie Walker](#), and [Maggie Wente](#). The evening was packed with critical insights, incredible laughter, and a rapt audience. The panelists discussed many things, including what gives them hope. For Tanya Tagaq, the youth who are leading us forward; for Connie Walker, seeing audiences be hungry for Indigenous stories; for Maggie Wente, the legal world's interest in Indigenous legal orders and a desire to recognize them. Tanya Tagaq's final words to allies resonated long after the evening ended: "Every single person needs to take responsibility. Know that words like genocide are true. Know we can talk about things in safe places and grow together."

The event was co-hosted with [Consent Comes First at the Office of Sexual Violence Support and Education, Ryerson University](#), Aboriginal Initiatives; Office of the Vice President, Equity & Community Inclusion, Ryerson, Ward 1323 Councillor Kristyn Wong-Tam and LEAF. Event proceeds went to support both LEAF and the [Native Women's Resource Centre of Toronto \(NWRCT\)](#).



From left: panelists Tanya Tagaq and Maggie Wente



## Plain Language Fact Sheets and Media Outreach on the *Sullivan* decision

In response to concerns about the misinformation circulating in the mainstream and social media about the Ontario Court of Appeal's decision in *R. v. Sullivan* from the Court of Appeal for Ontario, LEAF created a [plain language fact sheet](#) that summarizes and analyzes the decision from a feminist perspective.

LEAF also partnered with the [Woman Abuse Council of Toronto](#) and [Barbra Schlifer Commemorative Clinic](#) to create a [fact sheet](#) on the impact of the *Sullivan* decision on women's equality and security rights. LEAF's Executive Director and General Counsel Megan Stephens wrote an [op-ed for the Toronto Star](#) discussing the impact of this case, including how misinformation about the case from the media may further discourage victims of gender-based violence from coming forward to report.

## Technology-Facilitated Violence in the time of COVID-19

LEAF's Staff Lawyer Rosel Kim wrote an [op-ed](#) for the Canadian Bar Association's National Magazine on the need for systemic responses to technology-facilitated violence during the pandemic, to ensure that our digital space also remains free from violence and oppressive conduct.

In summer 2020, LEAF co-hosted two public education workshops on the topic of technology-facilitated violence (TFV), in partnership with other community and legal organizations.

In June 2020, LEAF co-hosted a virtual panel called "[Cybermisogyny in times of COVID-19 and Beyond](#)" in partnership with YWCA Canada. The panel featured 2 members of the LEAF TFV Advisory Committee ([Hadiya Roderique](#) and [Suzie Dunn](#)) and [Rebecca Pacheco](#) from YWCA Canada, moderated by Rosel Kim (Staff Lawyer and Co-Chair of the LEAF's TFV Advisory Committee). The panelists discussed potential equality concerns arising out of society's increased reliance on online spaces during the pandemic, including increased sharing of intimate images. The panel drew in almost 300 participants.

In partnership with the Ontario Bar Association (OBA) Women Lawyers Forum, LEAF hosted a second virtual panel on TFV in July 2020 titled "Law Reform Approaches to Technology-Facilitated Gender-Based Violence and Abuse." This panel featured LEAF's researcher Cynthia Khoo, and members of the LEAF TFV Advisory Committee ([Jane Bailey](#) and [Molly Reynolds](#)). The panel was moderated by Rosel Kim and Richa Sandill (Past Chair of OBA Women Lawyers' Forum).



## PROFILE

## Community Partner – DAWN Canada

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“DAWN Canada (The DisAbled Women’s Network Canada) shares a long history with LEAF and we are deeply grateful for the strong commitment from team after team at LEAF over the years to working with us to advance the equality rights and inclusion of women and girls with disabilities” says Bonnie Brayton.



**Bonnie Brayton,**  
National Executive Director

Through our intervention in *R. v. Slatter*, DAWN Canada, LEAF, and ARCH Disability Law Centre are working to break down access to justice barriers for women labelled with intellectual disabilities. (To read more about *Slatter*, see page 10.) According to Karine-Myrgianie Jean-François: “For us, this partnership and working together means that we all benefit from different perspectives, skill sets, and expertise – helping our organizations to be more effective advocates for systemic change.”



**Karine-Myrgianie Jean-François,**  
Director of Operations

Thank you to all of our 2019/2020 community partners and volunteers.  
For a full list please [click here](#).



# Branch Updates

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LEAF branches engage local LEAF members, host and deliver education programs, hold advocacy events, create public legal education resources, connect with other local advocacy groups to respond to community-level equality issues, and monitor litigation across the country.

In the fall of 2019, our newest branch was officially launched in Quebec, bringing the total number of active LEAF branches across the country to seven.

Over the last year, our branches have continued to deliver local community education programs on consent and reproductive justice. Many held critical grassroots fundraising events around Persons Day and hosted engaging discussions. LEAF branches are adapting to the global pandemic, holding virtual AGMs and continuing to plan vital fundraising events online to support the work of LEAF National.

**Thank you to our dedicated volunteers!**

For more information on our Branches, or to become a member visit: <https://www.leaf.ca/join-a-branch/>



“Speaking from the perspective of a woman in law school on the prairies, a local LEAF branch is of critical importance in cultivating a resilient feminist legal community in my city. So often, dominant political tides swallow up voices on the margins that critique instead of align, and Alberta is not immune to this reality.

Joining my local LEAF branch this past spring has given me the opportunity to connect with practitioners, academics, law students and community activists who are committed to keeping LEAF’s raison d’être alive and current in Western Canadian legal discourse. From the Persons Day Breakfast to teaching the legal framework of consent in classrooms, the Edmonton LEAF branch facilitates dialogue, critical thinking, networking and cross-Canadian collaboration to ensure women’s equality rights under the law continue to be championed.”

**BREANNA CASE,**

LEAF EDMONTON MEMBER AND WOMEN’S LAW  
FORUM LIAISON TO LEAF EDMONTON

“

“The women’s movement was a major factor in my existence. I was right in there from the beginning. LEAF has been doing great work and I continue to give because there’s nothing on the planet like LEAF, and I want to be sure that we can continue to make a mark on the lives of Canadians.”



**SHIRLEY GREENBERG,**  
LEAF DONOR FOR 30+ YEARS



# Thank You to our 2019 Persons Day Gala Sponsors

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## JUSTICE SPONSORS



## PARTNER SPONSORS



## ADVOCATE SPONSORS



## ASSOCIATE SPONSORS



## MEDIA SPONSOR



# Financial Highlights

## WOMEN'S LEGAL EDUCATION AND ACTION FUND INC.

### Statement of Financial Position

| March 31                                 | 2020<br>\$ | 2019<br>\$ |
|--|------------|------------|
| <b>ASSETS</b>                            |            |            |
| Current assets                           |            |            |
| Cash                                     | 475,406    | 320,579    |
| HST recoverable                          | 2,867      | 22,538     |
| Accounts receivable                      | 86,420     | 57,734     |
| Prepaid expenses                         | 5,603      | 11,031     |
|  | 570,29     | 411,882    |
| Investments                              | 851,643    | 898,668    |
| Equipment                                | 9,399      | 22,740     |
|  | 1,431,338  | 1,333,290  |
| <b>LIABILITIES</b>                       |            |            |
| Current liabilities                      |            |            |
| Accounts payable and accrued liabilities | 100,936    | 65,587     |
| Deferred revenue                         | 124,869    | 130,474    |
|  | 225,805    | 196,061    |
| <b>OPERATING NET ASSETS</b>              | 1,205,533  | 1,137,229  |
|  | 1,431,338  | 1,333,290  |

# Financial Highlights

## WOMEN'S LEGAL EDUCATION AND ACTION FUND INC.

### Statement of Operations

| Year ended March 31                       | 2020<br>\$       | 2019<br>\$       |
|---|------------------|------------------|
| Revenues                                  |                  |                  |
| Donations and fundraising                 | 828,460          | 1,090,179        |
| Grants                                    | 769,217          | 427,643          |
| Investment income (loss)                  | (42,575)         | 2,425            |
|   | <u>1,555,102</u> | <u>1,520,247</u> |
| Expenses                                  |                  |                  |
| Administrative                            | 979,624          | 694,572          |
| Fundraising                               | 90,182           | 142,338          |
| Legal cases and projects                  | 298,199          | 148,093          |
| Professional fees                         | 118,793          | 37,080           |
|   | <u>1,486,798</u> | <u>1,022,083</u> |
| Excess of revenues over expenses for year | <u>68,304</u>    | <u>498,164</u>   |

### Statement of Changes in Net Assets

| Year ended March 31                       | 2020<br>\$       | 2019<br>\$       |
|---|------------------|------------------|
| Operating net assets, beginning of year   | 1,137,229        | 639,065          |
| Excess of revenues over expenses for year | <u>68,304</u>    | <u>498,164</u>   |
| Operating net assets, end of year         | <u>1,205,533</u> | <u>1,137,229</u> |

# Thank you to our Funding Partners

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LEAF acknowledges the support of Women and Gender Equality Canada  
(formerly known as Status of Women Canada)



Women and Gender  
Equality Canada

Femmes et Égalité  
des genres Canada

Canada

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**Women's Legal Education and Action Fund Foundation**



SOCIETY *of*  
UNITED PROFESSIONALS  
IFPTE 160

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CBA LAW FOR THE FUTURE FUND  FONDS POUR LE DROIT DE DEMAIN DE L'ABC

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Pilot Fund for Gender Equality, a collaboration between Community Foundations of Canada and the Equality Fund, with support from the Government of Canada



COMMUNITY  
FOUNDATIONS  
OF CANADA

**EQUALITY  
FUND**

Canada

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**...and special thanks to our many individual donors!**