



**LEAF
FAEJ**

WOMEN'S LEGAL
EDUCATION &
ACTION FUND

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

Annual Report

2020 - 2021

2021

Mission & Priorities

For 36 years, the Women's Legal Education and Action Fund (LEAF) has proudly been advancing gender equality in Canada through litigation, law reform, and public legal education.

Since our founding in 1985, LEAF has intervened in more than 150 cases that have helped shape the Canadian Charter of Rights and Freedoms, responding to gender-based violence, discrimination in the workplace, access to reproductive freedoms, and improved maternity benefits, spousal support, and the right to pay equity.

In carrying out our work, LEAF builds partnerships across communities to inform our understanding of how race, gender identity, sexual orientation, (dis)ability, class, and other intersectional identities underlie legal structures that perpetuate inequality, discrimination, and harm.

LEAF's priorities are set out in our Strategic Plan, which was recently extended to guide LEAF's work through 2026. During this time, we are committed 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**

To see the full Strategic Plan, visit [here](#).

Board Members

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





Report from the Chair, Kerry Lynn Okita

Despite another year of historic challenges, LEAF was able to stay true to its mission of advancing gender equality. Amid the deepening affects of the global pandemic, the growing social and economic inequalities, as well as amplifying calls of racial and colonial injustices, the need for LEAF's feminist intersectional analysis was never more apparent. Through the dedication, creativity, and agility of its staff and volunteers, LEAF was able to continue to have significant impact throughout these difficult times.

LEAF was able to achieve several major successes, impressive for any year, and certainly during the uncertainty faced throughout the last. Unable to host a conference in person, LEAF hosted a virtual

Gender Justice Now Symposium featuring innovative ways for participants from coast to coast to connect and discuss the impacts and possibilities for feminist litigation. Similarly, LEAF took the opportunity to explore what it means to be a person with the cancellation of its annual Person's Day event. Through a four part speaker series, panelists with expertise and lived experience from across Canada explored some of the fundamental questions of what Personhood means in Canada today. LEAF also released the much-anticipated report, *Deplatforming Misogyny*, examining the digital platform liability for technology facilitated gendered violence, abuse, and harassment. These are only a few highlights of the LEAF's work over the past year, in addition to

multiple Court interventions and legal education projects.

Most notably this year, LEAF welcomed two new members to its leadership team. brea hutchinson joined LEAF as the Director of Operations. brea brings with her a wealth of experience, including her previous role as Executive Director of Sexual Assault Centre Kingston. LEAF also welcomed Pam Hrick in the role of Executive Director and General Counsel. Pam joined LEAF from private practice with demonstrated excellence as a feminist litigator. Pam and brea have brought their knowledge and passion to LEAF and continue to drive the mission in thoughtful and bold directions. Sadly, LEAF also said goodbye to Megan Stephens, the former Executive Director and General Counsel. Megan served LEAF through a time of great transition and LEAF is grateful for Megan's dedication and hard work. We look forward to working with Megan in the future.

While it is an exciting time to be involved in LEAF, the mission of advancing gender equality remains critical. LEAF's work is only possible with the ongoing and generous support of feminist lawyers, academics, activists, and community members. LEAF's work is built by its community and the time, skills, experience, voices, and funds offered to pursuit of its mission. We are grateful and hope that you will continue to support LEAF so it can continue to do this meaningful and impactful work. Thank you and stay safe!

Executive Director and General Counsel Update

Pam Hrick

This has been a year of resilience and growth for LEAF. We have seen a change in organizational leadership, both at the staff and board level. It was a privilege to step into the role of Executive Director and General Counsel in February of this year, remotely onboarding to join a dynamic, dedicated, and passionate team of people dedicated to advancing gender equality in Canada. I am deeply grateful for the contributions of my predecessor, Megan Stephens, and Gillian Hnatiw, who completed her tenure as chair of our board in April 2021. They helped lead our organization through uncertain times, leaving us well-placed to redouble our efforts to advocate for the rights of women, girls, and gender-diverse people in Canada.

The LEAF team has worked almost entirely remotely since March 2020. During this time, we've continued our litigation work despite court closures, taken our public legal education virtual, and focused our law reform efforts on pressing gender equality issues that have been exacerbated by the pandemic – issues like socioeconomic inequality and technology-facilitated gender-based violence. Continuing our work is crucial. During the pandemic, we have seen brought to the forefront of public



discourse on the systemic oppression of the most marginalized women, including Indigenous women, Black women, and trans women. There is much to be done in partnership with, and under the leadership of, these communities to ensure that the promise of substantive equality is realized for all – not just some – of us.

The need for and value of LEAF is just as pressing today as it was when our organization was founded 36 years ago. Thanks to our incredible staff, dedicated volunteers, and generous donors, we are ready to continue tackling the challenges of gender inequality through an intersectional feminist lens. I am excited to do this work with you in the months and years to come.

PROFILE

Jennifer Klinck & Joshua Sealy-Harrington

Partner, Power Law LLP

In November 2020, Jennifer and Joshua represented LEAF and West Coast LEAF in *Colucci v. Colucci* at the Supreme Court of Canada. To read more about *Colucci*, please see page 6.



JENNIFER KLINCK,
PARTNER, POWER LAW LLP

"My colleagues and I at Power Law have built a practice that prioritizes strategic human rights litigation - my own advocacy has included intersectional gender justice, 2SLGBTQI rights, Indigenous self-governance, language rights, and human rights accountability for Canadian extractive industries.

I was overjoyed that the Court adopted LEAF and West Coast LEAF's framework for retroactive child support decreases – a framework that properly accounts for systemic inequalities that contribute to the feminization of poverty."



JOSHUA SEALY-HARRINGTON,
PARTNER, POWER LAW LLP

"The law is an important site of political struggle, and I explore how best to use law to promote the interests of people marginalized based on race and/or gender in my legal practice, scholarship, and teaching. It was an immense privilege representing LEAF/West Coast LEAF in their influential intervention before the Supreme Court in *Colucci*. Much work remains to end the feminization of poverty. But such interventions critically inform the feminist development of Canadian law."

LEGAL ACTIVITIES

Court Interventions

LEAF intervenes in court cases to advance gender equality from a feminist perspective.

LEAF intervened in the following cases that were heard by the courts in 2020-2021:

Colucci v. Colucci

In November 2020, counsel representing LEAF and [West Coast LEAF](#) in *Colucci v Colucci* appeared in a virtual hearing before the Supreme Court of Canada for the first time.

Colucci v Colucci concerned a father who, after 16 years of actively evading his child support obligation, owed the mother of his children over \$170,000. Despite the father's delinquency, he successfully asked a court to reassess his income over the entire 16-year period and subsequently reduce his child support arrears. The Court of Appeal for Ontario overturned this

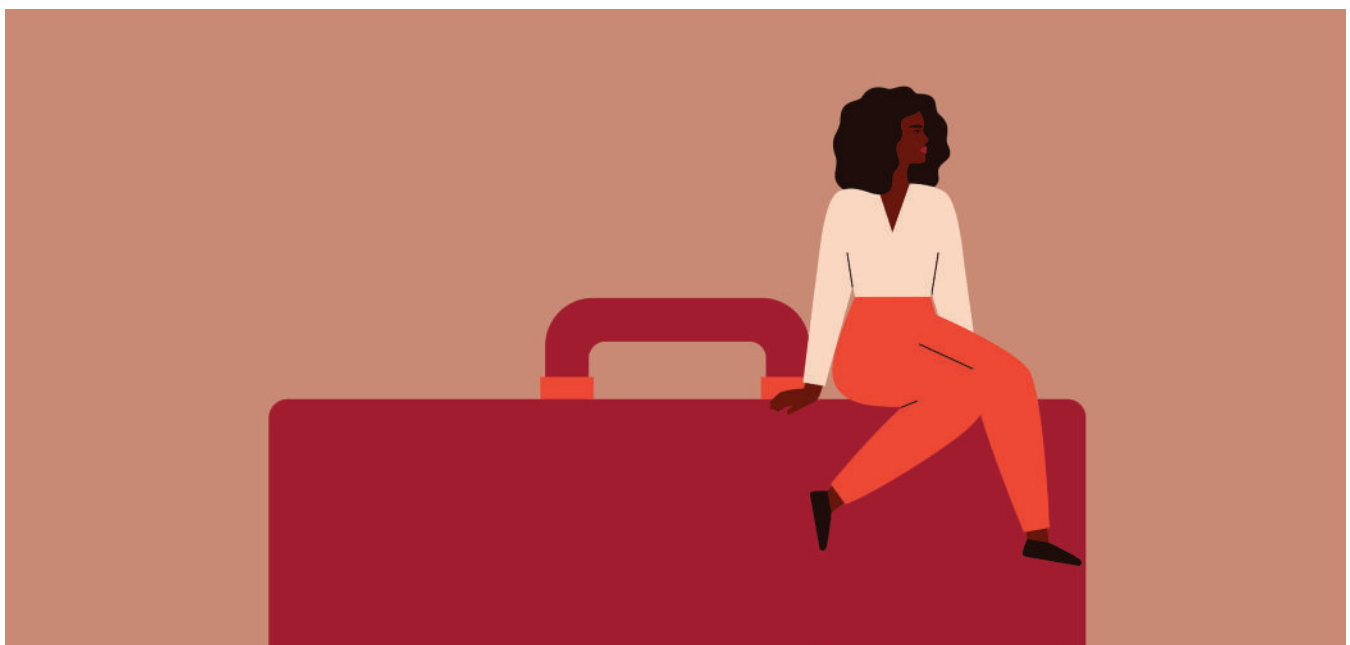
decision. The Supreme Court of Canada revisited what legal test courts should apply when deciding whether to retroactively decrease a parent's child support obligation or cancel arrears.

LEAF and West Coast LEAF jointly intervened at the Supreme Court to highlight the social reality that there are billions of dollars of unpaid child support in Canada, most of which is owed to single mothers and their children. We proposed a framework to the Court for deciding applications to retroactively modify child support orders that will account for these social realities.

We were thrilled that in [its decision](#), the Supreme Court adopted many of the arguments that we set out in our intervention. The Court set out much-needed clarifications in child support law that will make it easier for single mothers to receive the child support that they are owed.

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

See page 5 for a profile of Jennifer Klinck and Joshua Sealy-Harrington, our Featured Pro Bono Lawyers.



R. v. Slatter

In November 2020, a coalition consisting of LEAF, [DisAbled Women's Network of Canada](#) (DAWN), and [ARCH Disability Law Centre](#) appeared before the Supreme Court of Canada to intervene in this sexual assault case, where the complainant was labelled with an intellectual disability. The defence counsel argued at trial that the complainant's testimony was not reliable because her disability made her suggestible (as in, her answers were easily influenced by others' suggestions). The trial judge did not accept the defence's submissions and convicted the accused of sexual

assault, but the majority of the Court of Appeal overturned the conviction on the question of the complainant's suggestibility and reliability and ordered a new trial.

In its intervention, the LEAF-DAWN-ARCH coalition argued that a substantive equality analysis requires the Court to make assessments based on the actual abilities and individual circumstances of women with disabilities (such as their ability to describe what happened), as opposed to generalizations about disabilities.

The Supreme Court of Canada issued a unanimous ruling from the Bench, in which the Court restored the sexual assault conviction for the accused. In its [judgment](#), the Court adopted the key points advanced by the coalition by highlighting how "[o]ver-reliance on generalities can perpetuate harmful myths and stereotypes about individuals with disabilities".

LEAF was represented by [Suzan Fraser](#) (Fraser Advocacy) and [Kerri Joffe](#) (ARCH Disability Law Centre).

Canadian Council for Refugees v. Canada

In December 2020, LEAF, [West Coast LEAF](#), and the [David Asper Centre for Constitutional Rights](#) applied to intervene in this case at the Federal Court of Appeal that challenged the constitutionality of the Canada-U.S. Safe Third Country Agreement (the STCA). Under the STCA regime, people who arrive in Canada from the U.S. by land through a designated port of entry are ineligible to make a refugee claim in Canada, and are sent back to the U.S.

A Federal Court judge [found the STCA unconstitutional](#) under section 7 of the Charter (because it violates the liberty and security interests of refugee claimants), but decided not to rule on whether the STCA discriminates against women refugees in particular, including those fleeing

gender-based persecution. LEAF, West Coast LEAF, and the Asper Centre intended to argue at the Federal Court of Appeal that the trial judge should have decided the discrimination issue. When Charter litigants spend significant time and money to enforce their constitutionally protected equality rights, and when the court agrees that a serious constitutional question has been raised, that court should make findings and rule on the equality rights claim. These are real people with real experiences of discrimination who deserve access to justice – and our laws will be made better by recognizing when such laws violate equality rights.

This case has now been appealed to the Supreme Court. If the Court decides to hear the appeal, LEAF,

West Coast LEAF, and the Asper Centre will again seek to intervene to argue that declining to consider whether the STCA discriminates on the basis of gender minimizes the serious impact of gender-based violence, and also prevents proper Charter interpretation.

LEAF, [West Coast LEAF](#), and the Asper Centre were represented by Lobat Sadrehashemi ([Immigration & Refugee Legal Clinic](#)) and Cheryl Milne ([Asper Centre](#)).

Jackson Estate v. Young

This case was about a common-law spouse's entitlement to their spouse's estate when the spouse dies intestate (without a will). LEAF was granted leave to intervene before the Nova Scotia Court of Appeal, and planned to highlight the gendered implication of Nova Scotia's legislation governing

intestate succession, which only applies to married spouses. The frequency of common-law partnerships is increasing, and women's inability to access support and family property upon the death of a spouse contributes to the feminization of poverty.

Unfortunately, Mr. Young ultimately filed a notice of discontinuance on

the appeal in November 2020, as he was unable to cover the costs associated with the appeal process.

LEAF was represented by [Kelly McMillan](#) (Nijhawan McMillan Petrunia) and [Nasha Nijhawan](#) (Nijhawan McMillan Petrunia) in the leave application process.

LEAF has been preparing interventions for the following cases, which we anticipate will be heard in the fall of 2021 or in early 2022:

R. v. Sullivan; R. v. Chan

These cases will examine the defence of "self-induced extreme intoxication" under Canadian criminal law. The Criminal Code says that where a person is accused of certain violent offences, including sexual assault, they are not allowed to use their own extreme intoxication as a defence. Last year, the Court of Appeal for Ontario held that this rule violates the Charter rights of accused persons, because it allows for criminal convictions even where a person had no control over their actions. The Supreme Court will soon decide whether it agrees.

LEAF is intervening in this case to highlight the need for courts to carefully balance women's equality rights and the rights of the accused in criminal cases. LEAF will also examine the role of Parliament in enacting laws to hold people accountable, including for their actions while extremely intoxicated.

The hearing for this case is scheduled for October 12, 2021. LEAF is represented by [Megan Stephens](#) (Megan Stephens Law) and [Lara Kinkartz](#) (WeirFoulds LLP).



R. v. Sharma

This case is about the over-incarceration of Indigenous women in Canada. In 2012, the federal government amended the Criminal Code to eliminate the availability of conditional sentences for certain offences, including importing drugs. Conditional sentences are community-based alternatives to a prison sentence, such as house arrest. The changes to the Criminal Code meant that Cheyenne Sharma – a young Indigenous woman, an intergenerational residential school survivor, and a single mother – could not receive a conditional sentence after being convicted of importing drugs.

Last year, the Ontario Court of Appeal [struck down](#) those Criminal Code provisions. LEAF partnered with the [David Asper Centre for Constitutional Rights](#) to provide the court with important arguments about systemic discrimination against Indigenous women in the criminal system.

We have paused our intervention efforts for the moment, as the federal government has introduced [a bill](#) that would repeal the Criminal Code provisions at issue here. If the bill is not passed, however, LEAF is ready to get involved in the appeal before the Supreme Court. LEAF will be represented by [Alisa Lombard](#) and [Aubrey Charette](#) (Semaganis Worme Lombard)

R. v. Kirkpatrick

This case deals with the boundaries of consent to sexual activity under Canadian criminal law. The complainant testified that she insisted the accused use a condom during sex. The first time he used one, but the second time he did not. This raises the question: if someone is asked to use a condom but they do not comply, is the sexual activity considered consensual? LEAF will argue that no, it is not.

LEAF will argue that sexual activity with a condom and without a condom are separate acts that require separate consent. This interpretation of the consent provision of the Criminal Code is a principled approach that affirms and protects the dignity and autonomy of sexual assault complainants, while appropriately limiting the scope of the criminal law.

The hearing for this case is scheduled for November 3, 2021. LEAF is represented by [Frances Mahon](#) and [Kirat Khosa](#) (Mahon & Company).



A.S. v. Her Majesty The Queen

This case involves a constitutional challenge to the legal framework governing what happens when an accused person has a sexual assault complainant's private records (such as photos, text messages, or medical records) in their possession. Under that framework, the accused person cannot surprise the complainant with these records during their trial. Instead, the accused person must ask the judge to hold a hearing and decide whether or not to allow the records to be used in court. Complainants have the right to participate in these hearings, and to have access to independent counsel to help them participate.

LEAF will argue that the framework enhances the equality rights of complainants while respecting the accused's right to full answer and defence, and should be upheld. Hearings with meaningful participation for complainants enhance access to justice and the equality, dignity, and privacy rights of complainants.

The hearing for this case is scheduled for October 5 and 6, 2021. LEAF is represented by [Kelley Bryan](#) (PBP Lawyers) and [Karen Steward](#).

Mass Casualty Commission

LEAF, in coalition with [Avalon Sexual Assault Centre](#) and [Wellness Within](#), will be bringing its expertise on gender-based violence and gender equality to the [Mass Casualty Commission's](#) investigation into the tragic events that took place in Nova Scotia on April 18-19, 2020. This mass shooting resulted in the deaths of 22 people, and caused significant physical and emotional injuries for many others.

The Mass Casualty Commission is an independent public inquiry created to examine these events and to provide meaningful recommendations to help protect Canadians in the future. LEAF, Avalon Centre, and Wellness Within will be there to support the Commission's work, and to ensure that its recommendations respond to the harms of gender-based violence in this case and more broadly.



LEGAL ACTIVITIES

Law Reform

LEAF also makes submissions to legislators on laws and policy issues that impact the substantive equality rights of women, girls, Two-Spirit, and gender-diverse people. In 2020-21, LEAF engaged in the following law reform activities:

Combatting Technology-Facilitated Gender-Based Violence

From publishing a major report to consulting with government, LEAF made significant contributions to tackling technology-facilitated gender-based violence (TFGBV) in 2020-2021.

On April 28, 2021, LEAF published the research report “Deplatforming Misogyny”, which examines the role of digital platforms in the proliferation of technology-facilitated gender-based violence, abuse and harassment (“TFGBV”). The report, authored by technology and human rights lawyer Cynthia Khoo, calls for federal action to address TFGBV, including holding digital platforms accountable for TFGBV through regulation or legal liability.

The report generated positive media coverage from various outlets, including an [op-ed in the Toronto Star](#) (co-authored by Pam Hrick, Cynthia Khoo and Rosel Kim), and [Canadian Lawyer Magazine](#). The virtual launch event for the report (featuring Cynthia Khoo in conversation with other legal experts on TFGBV) had over 100 people in attendance.

LEAF was also invited to provide its expertise in gender equality and TFGBV by the federal government. In July 2020, LEAF’s Technology-Facilitated Violence Advisory Committee participated in a virtual consultation session with Arif Virani, Parliamentary Secretary to the Minister of Justice

and Attorney General, to discuss the federal government’s potential responses to online hate. The committee discussed possible civil, criminal, and human rights legal remedies for online hate and their effectiveness from a gender equality perspective. The Advisory Committee also suggested administrative and interim avenues for addressing survivors’ needs.

In December 2020, LEAF participated in a community consultation session hosted by the Department of Canadian Heritage about proposed legislation to regulate social media platforms’ content and practices.



Federal JUST Committee Consideration of Coercive Control Legislation

In February 2021, LEAF [appeared](#) before the Standing Committee on Justice and Human Rights. Megan Stephens provided [a submission](#) to the Committee's Study on Controlling or Coercive Conduct within Intimate Relationships.

LEAF's submission noted that intimate partner violence (IPV) remains a widespread problem, and coercive control lies at the core of IPV. The submission also emphasized the need for the Committee to proceed carefully in its work, and to think through the potential unintended consequences of criminalization.

Basic Income Report

With the support of an engaged and brilliant advisory committee, LEAF has been studying the question of whether a basic income would be good for women and gender-diverse people.

A basic income program is a social assistance program that ensures a minimum income level for all members of society, regardless of employment status. While LEAF is interested in the potential for a basic income to address poverty and unemployment, there are important questions that need answering when it comes to basic income and gender equality. For instance, if basic income helps individuals leave jobs where they are undervalued – many of which are filled by women – it could mean many women will leave the labour market. But is women leaving the labour market really the outcome we want?

We are thrilled to announce that our twin reports on basic income – **Basic Income, Gender & Disability** and **Basic Income & The Care Economy** - will be officially launched in September 2021, and that we will be hosting a virtual launch event in October 2021.

Basic Income, Gender & Disability, authored by Dr. Sally Kimpson (critical disability studies scholar, registered nurse, and health and disability advocate), provides guidance on how to implement a basic income for disabled people in a way that would improve the substantive equality rights of disabled women and gender-diverse disabled people. Basic Income & The Care Economy, authored by LEAF staff lawyer Cee Strauss, concludes that a basic income should be included in a feminist advocacy strategy for change in the care economy, because a basic income could provide compensation for unpaid caregiving labour.

Stay tuned for the virtual launch event of LEAF's Basic Income reports!

The Basic Income Project is supported by the Government of Canada's Emergency Community Support Fund and Toronto Foundation, the Canadian Bar Association's Law for the Future Fund, and the Canada Foundation.

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 2020-2021, LEAF hosted and created the following public education events and materials:

Personhood Speaker Series

LEAF's five-part Personhood Speaker Series created space to discuss what makes a "person" and whose voices need centering in conversations about gender equality in 2020 and beyond. Our panelists discussed a wide variety of topics, including [the legacy of the Persons case](#), [transformative justice](#), [reproductive justice and reproductive self-determination](#), [gender equality for migrant women and gender diverse people](#), and [trans inclusion in feminism](#). The speaker series drew an audience of over 990 people!

Gender Justice Now Symposium

Over 80 advocates, front-line service providers, lawyers, and academics attended Gender Justice Now, a virtual symposium hosted by LEAF in October 2020. This three-day virtual symposium brought people from across the country together to discuss using law to advance gender justice.

Over 600 people tuned in live to the symposium's panel discussions, which were streamed live on YouTube and accompanied by educational reports on each panel's theme. Panelists discussed topics critical to gender justice, including [intersectionality](#); [the colonial legal system and justice for Indigenous women, girls, and 2SLGBTQQIA persons](#); and [upcoming opportunities for legal advocacy](#).

Understanding Feminist Strategic Litigation

As part of the [Feminist Strategic Litigation \(FSL\) Project](#), LEAF created different educational resources examining [what FSL is](#) and [why we use it](#). The report ["This Case is About Feminism – Assessing the Effectiveness of Feminist Strategic Litigation"](#) (written by Kat Owens) also looks at how we determine [the impact of our work](#). You can now learn more about our impact in [consent law](#), [abortion access in Prince Edward Island](#), and [income assistance](#).

PROFILE

Community Partner – West Coast LEAF

“West Coast LEAF envisions an equal and just society for all women and people who experience gender-based discrimination. Our work is primarily focused on impacts of law, policies, and government actions in British Columbia. This year we built on our strong relationship with LEAF and together envisioned concrete steps to advancing substantive gender equality. I was especially pleased to sit on the Advisory Committee for LEAF’s Feminist Strategic Litigation Project, and to speak at LEAF’s symposium, Gender Justice Now, on the topic of opportunities and challenges for using law to advance gender justice in the current moment,” says Raji Mangat.



Raji Mangat,
Executive Director



Kate Feeney,
Director of Litigation

Through our intervention in *Colucci v. Colucci*, LEAF and West Coast LEAF proposed much-needed clarifications in child support law that will make it easier for single mothers to receive the child support that they are owed. (To read more about *Colucci*, see page 6). According to Kate Feeney: “Working with LEAF was a way to strengthen the feminist network across the country and to sharpen our approach to litigation through teamwork and collaborative strategy. We look forward to future opportunities to advocate for systemic change with LEAF!”

Thank you to all of our 2020/2021 community partners and volunteers.
For a full list please [click here](#).



Branch Updates

LEAF branches engage 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. This reporting year has seen tremendous growth and reflection among the LEAF branches. Many continued their important public education work adapting to new technologies and challenges. All used the opportunity presented by the pandemic for a chance to reflect and enhance our materials and processes.

LEAF Hamilton and Kingston joined the organization in 2020-2021 year bringing LEAF to nine active branches across four provinces. The growth in LEAF branches and membership is the result of hard work accomplished by the LEAF staff team. Through the Capacity-Building grant from Women and Gender Equality Canada, LEAF has been able to increase resources and supports for branches and further strengthen their role within the organization.

Thank you to our dedicated volunteers and branch members! For more information on our Branches, or to become a member visit [here](#).



Joining my local LEAF branch in Ottawa this past year allowed me to develop my leadership skills, network with lawyers in my preferred areas of law, and work with like-minded individuals towards spreading awareness for legal issues that are not always covered in the classroom.

Specifically, this year more than ever before, we wanted to put the focus on intersectional feminism and engage in conversations about how the law impacts not only women but all those who face systemic oppression. Due to the pandemic, our branch had to pivot to online platforms from in person events, but we managed to hold Zoom seminars in both the fall and winter semesters that were both very well-attended.

NATALIE BANKA,
LEAF OTTAWA MEMBER

“

“I’ve been following LEAF since the very beginning. LEAF has brought about substantive changes to women’s equality by challenging laws using the equality sections of the Charter. I can’t imagine where things would be today without LEAF and I want the important work that is being done to continue.”



PATRICIA STATON,
LONGTIME DONOR SINCE 1985

JUSTICE SPONSORS

Thank you!

We are grateful for the generous support of our 2020 Personhood Speaker Series Sponsors

LEAF's 2020 Persons Day Gala was cancelled due to COVID-19. In lieu of an in-person event, LEAF hosted an online Speaker Series, discussing what personhood means in 2020 and beyond. The series brought together a diverse mix of esteemed speakers to help unpack the longstanding obstacles to achieving 'personhood' for so many women, while also tackling ongoing challenges for personhood by discussing who is still left out of that concept today? Who are on the margins, and what can we do to include them?

While we have celebrated Persons Day in Canada for years, we recognize that many women were excluded from the definition of 'persons' in 1928. LEAF has made the decision to move away from celebrating Persons Day, and instead, in April 2022, begin hosting an annual Gala to celebrate Equality Day.



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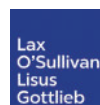


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Financial Highlights

WOMEN'S LEGAL EDUCATION AND ACTION FUND INC.

Statement of Financial Position

March 31	2021 \$	2020 \$
ASSETS		
Current assets		
Cash	872,571	475,406
HST recoverable	13,460	2,867
Accounts receivable	35,007	86,420
Prepaid expenses	7,595	5,603
	928,633	570,296
Investments	1,108,675	851,643
Equipment	-	9,399
	2,037,308	1,431,338
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	116,823	100,936
Deferred revenue	81,570	124,869
	198,393	225,805
OPERATING NET ASSETS	1,838,915	1,205,533
	2,037,308	1,431,338

Financial Highlights

WOMEN'S LEGAL EDUCATION AND ACTION FUND INC.

Statement of Operations

Year ended March 31	2021 \$	2020 \$
Revenues		
Donations and fundraising	800,099	828,460
Grants	896,764	769,217
Investment income (loss)	125,936	(42,575)
Government Assistance	133,106	16,350
	<u>1,955,905</u>	<u>1,571,452</u>
Expenses		
Administrative	1,026,496	694,572
Fundraising	32,719	142,338
Legal cases and projects	71,268	148,092
Professional fees	192,040	37,080
	<u>1,322,523</u>	<u>1,022,083</u>
Excess of revenues over expenses for year	<u>633,382</u>	<u>68,304</u>

Statement of Changes in Net Assets

Year ended March 31	2021 \$	2020 \$
Operating net assets, beginning of year	1,205,533	1,137,229
Excess of revenues over expenses for year	<u>633,382</u>	<u>68,304</u>
Operating net assets, end of year	<u>1,838,915</u>	<u>1,205,533</u>

Thank you to our Funding Partners

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



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Women's Legal Education and Action Fund Foundation

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THE FUTURE FUND**  **FONDS POUR LE DROIT
DE DEMAIN DE L'ABC**

The Fund for Gender Equality is supported by a collaboration between Community
Foundations of Canada and the Equality Fund, with support from the Government of Canada.

Le Fonds pour l'égalité des genres est soutenu par une collaboration entre Fondations com-
munautaires du Canada et le Fonds Égalité, avec l'appui du gouvernement



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