

Charting a Bold Path Forward

Annual Report 2021–2022



LEAF
FAEJ

WOMEN'S LEGAL
EDUCATION & ACTION FUND
FONDS D'ACTION ET D'ÉDUCATION
JURIDIQUE POUR LES FEMMES

Our Story

For 37 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 **over 160 cases** that have helped shape the *Canadian Charter of Rights and Freedoms*.

In carrying out our work, LEAF builds partnerships across communities to inform our understanding of how racism, transphobia, homophobia, ableism, classism, and other intersecting forms of oppression work within legal structures to further perpetuate inequality, discrimination, and harm.

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

- Prioritizing reconciliation and working to amplify and affirm Indigenous voices and systems,
- Amplifying the voices of those who experience gender discrimination,
- Pursuing feminist litigation, law reform and public education,
- Deepening and enriching the LEAF network, and
- Cultivating financial and administrative stability.

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

Earlier this year, we officially updated our mandate to be more gender-inclusive.

We look forward to advancing gender equality for all women, girls, trans, and non-binary people in Canada.



LEAF
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WOMEN'S LEGAL
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JURIDIQUE POUR LES FEMMES

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Message from our Leadership

KERRY LYNN OKITA & PAM HRICK



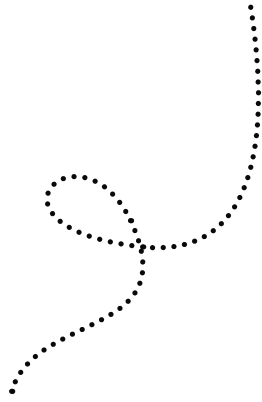
We are proud to report that LEAF had an incredible year with bold and exciting impacts. Continuing to emerge amidst the rapid changes and transitions of the last few years, LEAF was able to ground into and reinvigorate the foundations of our intersectional feminist advocacy.

This year, LEAF updated our organizational mandate to reflect our work and our intersectional values. LEAF's mandate now expressly states that we seek substantive equality for women, girls, trans, and non-binary people. This update was the result of consultation with our valued branches across the country, as well as our Board of Directors, and it enables LEAF to also centre trans and non-binary people in our work.

This year LEAF also presented our very first advocacy position on sex work after extensive research and consultation. We are immensely proud to take a rights- and evidence-based approach to seeking the decriminalization of sex work done by adults in Canada. In addition to criminal and immigration law reform, LEAF also recommends that governments must ensure that social supports are accessible and barrier-free for sex workers; that there are meaningful consultations with sex workers about laws and policies that directly impact their lives; and that there are improvements to accessing gender-affirming healthcare and services. Our advocacy in this area will continue to recognize and address the harms of criminalization as well as centre sex worker communities.

2022 also brought the commencement of LEAF's Reproductive Justice Project, working to advance reproductive justice through law reform at the provincial and territorial levels. This project highlights the strength of our LEAF branches across Canada. The project works to not only ensure that there is equitable access





to reproductive health services, including abortion, but that people are empowered to make their own choices about having a family, birthing, and parenting. We are excited for this project to continue to develop over the next two years.

LEAF's Board of Directors also updated its first strategic priority of reconciliation and working to amplify and affirm Indigenous voices and systems. This updated approach acknowledges that fundamental to reconciliation is changing our understanding of the law. We continue to challenge the harmful impacts of the colonial legal system on Indigenous Peoples and Nations, particularly women and girls, and take a harm reduction approach in our advocacy. However, we also recognize the limitations of working within a colonial legal system as well as the contradiction in the values and our approach of centering that legal system in our work.

These are only a few highlights of LEAF's work over the past year in addition to LEAF's public education and litigation efforts. This work is led by our dedicated and thoughtful staff who continue to impress and inspire. We are so privileged to have such an exceptionally skilled and passionate team.

We know that the advancement of gender equality is as essential as ever. Our mandate can only be realized with the hard work our community, as well as the time, skills, experiences, passion, and funds generously offered in pursuit of the mission. LEAF's work is only possible with the ongoing support of our gracious community members, including activists, lawyers, academics, and all those seeking to make change. We are extremely grateful and hope that you will continue to support LEAF so that we can continue to chart this bold path forward.



Kerry Lynn Okita
Board Chair, LEAF



Pam Hrick
Executive Director &
General Counsel, LEAF

FEATURED PROJECT

The Reproductive Justice Project

We cannot have substantive gender equality for women, girls, trans, and non-binary people without reproductive justice.

The recent devastating setbacks on reproductive rights in the US underscored the urgent need to realize reproductive justice in Canada and beyond. And it's not just about abortion access.

LEAF's Reproductive Justice Project aims to work towards ensuring that all people can:

- 1** **Make their own choices about having or not having children**
- 2** **Access sexual and reproductive health services, like:**
 - » Birth control
 - » Abortion
 - » Assisted reproductive technologies
 - » Sex education
 - » Proper care during pregnancy, during childbirth, and after childbirth
 - » Prevention, diagnosis, and treatment of sexually transmitted infections (STIs)
- 3** **Raise their children in safe and healthy environments**
- 4** **Access the resources and supports they need to parent with dignity**



This year, the project activities resulted in:

14

key informant interviews

.....

12

reproductive justice snapshots

.....

4

province-specific research projects

.....

Looking forward, we are excited to build on this foundation to work with our branches to advocate for reproductive justice across the country!

Frances Mahon & Elsa Kaka

In November 2021, Frances Mahon represented LEAF *pro bono* in *R. v. Kirkpatrick* at the Supreme Court of Canada, with support from Elsa Kaka. The case concerns the meaning of consent in sexual assault law (see page 10).

“

Representing LEAF before the Supreme Court of Canada in *Kirkpatrick* was a privilege. Non-consensual condom refusal and removal is a form of sexual violence that disproportionately impacts women and gender-diverse people.

It's significant that the Court recognized this, and cited LEAF's submission that this is even more true for racialized members of these communities. Interventions like this one are a key tool to ensure courts understand the gendered impacts of their decisions.

— Frances Mahon



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It was an absolute privilege to assist LEAF in their intervention before the Supreme Court of Canada in *Kirkpatrick*. I spent a great deal of time during law school volunteering with LEAF in their 'No Means No' workshops. I am immensely grateful that I was able to begin my legal career, as an articling student, pursuing what made me most passionate during law school.

We need interventions like this to protect the rights of marginalized people who often do not feel protected by the law.

— Elsa Kaka



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Litigation & Public Inquiries



In early 2022, LEAF formally adopted a new, five-year plan to guide the organization as it uses litigation to advance gender equality from a feminist perspective.

LEAF's Feminist Strategic Litigation Plan sets out five key priorities for 2022–2026:

- 1 Prioritizing reconciliation, decolonization of legal and social systems, and harm reduction
- 2 Tackling issues central to gender equality by taking on cases that advance:
 - Anti-racism
 - Reconciliation and decolonization
 - An end to gender-based violence and violence against women
 - Reproductive justice
- 3 Better centering the needs and expertise of those experiencing gender-based discrimination
- 4 Building on our strength in interventions, while exploring other litigation opportunities for the future
- 5 Working within the bigger picture, including through broader advocacy strategies and alongside the existing work of grassroots movements, communities, and partner organizations

A.S. v. Her Majesty The Queen

OCTOBER 2021

Sexual Assault & Consent Law

Access to Justice

LEAF intervened before the Supreme Court of Canada in this case about important protections for sexual assault survivors in criminal trials.

The case involved a constitutional challenge to the legal framework governing what happens when an accused person has a sexual assault complainant's private records in their possession, and wants to use those records at trial. LEAF argued that the framework was constitutional, as it enhances the equality rights of complainants while respecting the accused's right to full answer and defence.

A majority of the Supreme Court upheld the framework, recognizing that criminal trials "can be invasive, humiliating, and degrading for victims of sexual offences" and that "[m]ore needs to be done." The Court also provided more clarity on how the framework should be implemented.

LEAF was represented by Kelley Bryan and Karen Steward.

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R. v. Sullivan and R. v. Chan, R. v. Brown

OCTOBER–
NOVEMBER 2021

Gender-Based Violence

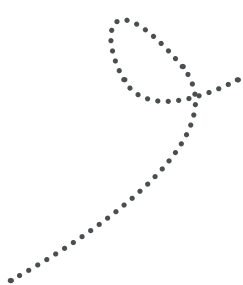
Sexual Assault & Consent Law

LEAF appeared before the Supreme Court of Canada in these two cases to advocate for the equality rights of survivors of sexual and physical violence.

The cases dealt with the defence of "self-induced extreme intoxication" under Canadian criminal law. Under s. 33.1 of the *Criminal Code*, accused persons were not allowed to use this defence to avoid criminal responsibility for certain violent offences, including sexual assault. "Self-induced extreme intoxication" is different from being very drunk, very high, or blacking out – it requires a person to be so intoxicated that their actions are not voluntary or something they can control.

The Court held that section 33.1 violated the constitutional rights of accused persons, and struck down the provision. The Court clearly stated, however, that this does not mean that drunkenness without evidence of automatism can be used as a defence to sexual assault charges.

LEAF was represented by Megan Stephens and Lara Kinkartz.



R. v. Kirkpatrick

NOVEMBER 2021

Sexual Assault & Consent Law
Gender-Based Violence

Counsel representing LEAF appeared before the Supreme Court of Canada in this sexual assault case about 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.

LEAF argued that including “sexual activity with a condom” in the definition of “sexual activity in question” promotes substantive equality for equity-seeking groups. Sexual activity with a condom and without a condom are separate acts that require separate consent. This interpretation 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.

A majority of the Supreme Court clarified that when a person consents to sex on the condition that their partner wear a condom, but the partner does not comply, the sexual activity in question is not consensual and constitutes sexual assault. The majority recognized non-consensual condom refusal and removal as a form of sexual violence that disproportionately impacts women and gender-diverse people. The Court cited LEAF’s submission that “[t]his is even more true for racialized members of these communities.”

LEAF was represented by Frances Mahon and Kirat Khosa.

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R. v. Sharma

MARCH 2022

Indigenous Rights & Law
Access to Justice

LEAF intervened before the Supreme Court of Canada in a case about limits on the use of conditional sentences, a community-based alternative to a jail sentence. As a result of these limits, Ms. Sharma – a young Indigenous woman, an intergenerational residential school survivor, and a low-income single mother – was sent to a provincial jail instead of being allowed to serve her sentence in her community.

LEAF argued that increasing access to conditional sentences is one way to combat the mass incarceration of Indigenous women. When imposed and carried out lawfully, conditional sentences can keep families together and encourage community healing.

The Supreme Court will likely release a decision in this case in late 2022 or early 2023.

LEAF was represented by Alisa Lombard and Aubrey Charette.

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Hak v. Attorney General of Quebec

MARCH 2022

Identity-Based Oppression

Socio-economic Rights

LEAF and the Fédération des femmes du Québec (FFQ) jointly submitted an intervention factum to the Court of Appeal of Quebec. In it, LEAF and the FFQ argued that Bill 21 infringes the gender equality guarantee set out in section 28 of the *Canadian Charter of Rights and Freedoms*.

Bill 21, *An Act Respecting the Laicity of the State*, restricts the wearing of religious symbols in certain professions with the goal of affirming Quebec as a secular state. LEAF and the FFQ argued that the law infringes gender equality, in particular by discriminating against women who wear religious symbols.

The case will be heard at the Court of Appeal of Quebec in November 2022.

LEAF and the FFQ are represented by Véronique Roy, Lana Rackovic, Geneviève Claveau, Fady Toban, and Sean Griffin (Langlois Avocats).

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Mass Casualty Commission

ONGOING

Gender-Based Violence

LEAF has been working in coalition with Avalon Sexual Assault Centre and Wellness Within to support the Mass Casualty Commission's investigation into the tragic events of April 18–19, 2020 in Portapique, Nova Scotia. The Coalition has brought its expertise on gender-based violence and gender equality to Commission proceedings and is working to help inform the Commission's recommendations to prevent future violence.

Law Reform

LEAF also makes submissions to legislators on laws and policy issues that impact the substantive equality rights of women, girls, trans, and non-binary people. In 2021-22, LEAF engaged in the following law reform activities:

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Combatting Tech-Facilitated Violence

Hate Speech & Online Hate

Gender-Based Violence

Identity-Based Oppression

Since the publication of the major research report “Deplatforming Misogyny” in 2021, LEAF has continued to advocate for equality-centered legal reform to address technology-facilitated gender-based violence (TFGBV).

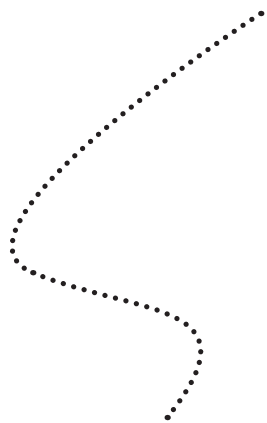
In September 2021, LEAF provided [a submission](#) to Canadian Heritage on the federal government’s proposed approaches to address harmful content online. In the submission, LEAF supported the development of a federal regulatory framework to address TFGBV, which disproportionately impacts historically marginalized communities, including women, girls, and gender-diverse people. However, LEAF highlighted concerns about the proposed framework for not centering substantive equality and for its inextricable connection to the criminal justice system.

In June 2022, staff lawyer Rosel Kim provided [expert testimony](#) on behalf of LEAF at the Peoples’ Tribunal: Every Woman’s Right To Speak Free from Online Hate, hosted by Informed Opinions.



Basic Income Project

Socio-economic Rights



LEAF's twin reports on basic income – Basic Income, Gender & Disability and Basic Income & The Care Economy – launched in October 2021. The reports called for the federal government to implement a basic income program and a targeted basic income for people with disabilities.

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.

LEAF hosted a panel at the October 2021 report launch on basic income's place in the gender justice movement.

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Submission on Edmonton's proposed by-law on hate-motivated harassment

Hate Speech & Online Hate

Gender-Based Violence

Identity-Based Oppression

In August 2021, LEAF and LEAF Edmonton submitted **a letter** to the City of Edmonton's Community and Public Services Committee as that Committee considered a proposed by-law on hate-motivated harassment.

This by-law was being considered in the wake of the terrible series of misogynist, racist, and Islamophobic attacks on women in Edmonton.

LEAF condemned these attacks and supported calls from community members in Edmonton to establish a plan to stop street harassment and racist violence in Alberta. In our letter, we emphasized that any measures and programs developed by the City of Edmonton needed to be developed in consultation with affected communities. We also asked for the opportunity to provide input into the development of any by-law or other measures taken.

Submission to Quebec National Assembly on Bill 2

Identity-Based Oppression
Reproductive Justice

In December 2021 LEAF Québec and LEAF National submitted a brief to the Quebec National Assembly on Bill 2, *An Act respecting family law reform with regard to filiation and amending the Civil Code in relation to personality rights and civil status*.

With this Bill, the provincial government was proposing sweeping family law reform for the first time in 40 years. The Bill included a much-needed regime to regulate surrogacy, and it mandated consideration of “family violence” when assessing the best interests of the child. The Bill also put forward transphobic proposals regarding designations of sex on identity documents.

In its [brief](#), LEAF urged the government to safeguard abortion and other reproductive justice rights, eliminate the transphobic aspects of the Bill, and align the definition of “family violence” with the definition in the *Divorce Act* as well as with Quebec law on the subject.

The Bill became law in June 2022, with almost all the transphobic elements removed. Non-binary people in Quebec can now change their sex designation to “X” on official government documents. The surrogacy regime was withdrawn from the final version of the Bill, and so there remains no regulation of surrogacy in Quebec. LEAF is grateful to the leadership of trans, non-binary, and intersex communities in Quebec for their activism on this issue and was honoured to work in solidarity with them.

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Sex Work Position Paper

Socio-economic Rights
Gender-Based Violence
Identity-Based Oppression
Workplace Rights

In April 2022, LEAF published [a position paper](#) proposing an evidence- and human rights-based approach to sex work law reform in Canada, calling for the full decriminalization of sex work done by adults in Canada. In addition to criminal and immigration law reform, LEAF also made several other recommendations, including that governments must ensure that social supports – including income supports – are accessible and barrier-free for sex workers, meaningfully consult with sex workers about laws and policies (including their implementation) that directly impact their lives; and improve access to gender-affirming healthcare and services.

Historically, LEAF had not taken a position on sex work and abstained from intervening in litigation or making law reform submissions on sex work. Not having a position has prevented LEAF from engaging in meaningful action or solidarity work with the sex work community.

With the publication of this position, LEAF commits to further connecting with sex worker movements and organizations and adopting law reform recommendations and advocacy positions that are guided by and for sex workers, by evidence, and by human rights-based policy.

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**Submission on
Judicial Education
on Intimate
Partner Violence**

Gender-Based Violence

Family Law

In May 2022, staff lawyer Cee Strauss appeared before the Standing Committee on the Status of Women to speak as an expert witness on Bill C-233, *An Act to amend the Criminal Code and the Judges Act (violence against an intimate partner)*. The Bill recommended judicial education on intimate partner violence and coercive control, and it required judges to consider electronic monitoring devices when making bail decisions regarding someone accused of an offence against their intimate partner.

In its testimony, LEAF recommended that training on intimate partner violence and coercive control should include training on social context (including systemic racism and systemic discrimination), and that any educational materials should be created in consultation with survivors of intimate partner violence and organizations that support them. The Bill was passed by the House of Commons in June 2022 and passed first reading at the Senate. LEAF’s recommendations regarding social context were added to the final version of the Bill.



Legal 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 2021-2022, LEAF hosted and created the following public education events and materials:

Beyond the Basic: Opportunities and Risks of a Basic Income

Socio-economic Rights

At the October 2021 launch event for the Basic Income reports, [Beyond the Basic: The Opportunities and Risks of a Basic Income](#), Dr. Sally Kimpson and LEAF staff lawyer Cee Strauss were joined by Isabel Daniels and Shalini Konanur to discuss whether a basic income is right for this moment in the struggle for gender justice. Devorah Kobluk moderated the conversation.

Article on section 28 of the Charter

Identity-Based Oppression

Socio-economic Rights

In August 2021, staff lawyer Cee Strauss' [article](#) on Quebec's Bill 21 and section 28 of the *Canadian Charter of Rights and Freedoms* appeared in the *Canadian Journal of Women and the Law*. The article argues that [Quebec's Bill 21](#), which bans religious symbols, violates section 28 of the *Charter*. It looks at why section 28 exists, and how it can be used to declare Bill 21 unconstitutional.

Unacceptable: Responding to Tech-Facilitated Violence

Hate Speech & Online Hate

Gender-Based Violence

In November 2021, LEAF published ["Unacceptable: Responding to Technology-Facilitated Gender-Based Violence"](#). This guide defines and describes different forms of technology-facilitated gender-based violence (TFGBV) and outlines steps that people experiencing TFGBV can take to address the violence, including potential legal remedies.

Butterfly: Asian and Migrant Sex Workers Support Network

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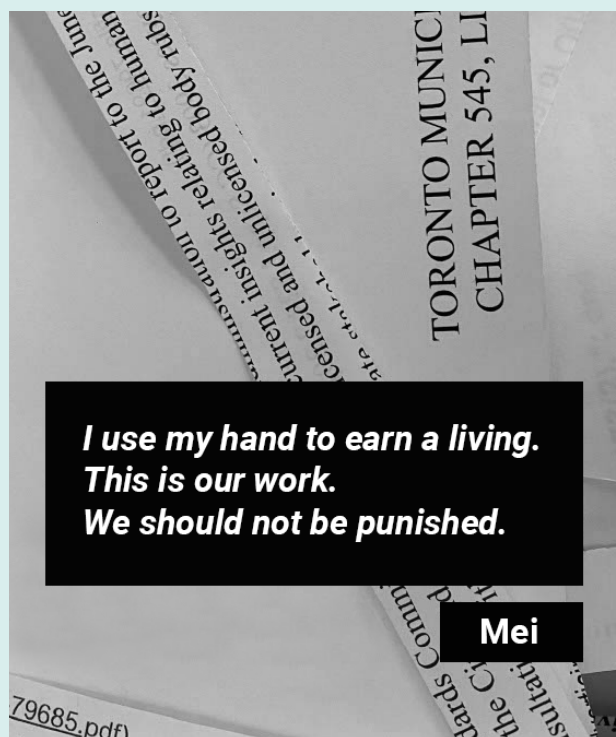
Butterfly is a grassroots organization that works with community members to fight for the justice of migrant sex workers. Our work focuses on building the leadership of Asian and migrant sex workers, building and expanding support networks of the community, and advocating for legal and policy changes. On a macro level, we aim to stop the harm caused by anti-trafficking policies and to fight for the full decriminalization of sex work.

We are so pleased and so appreciative to see LEAF join our fight in supporting sex workers' rights! We recognize the important and critical role LEAF, a national feminist organization, can play in calling for the full decriminalization of sex work between adults. LEAF stood in solidarity with us in our call for the Town of Newmarket to stop racist policies against Asian massage workers. We are truly grateful to the efforts of the LEAF team for believing in and amplifying our cause.

The gender equity movement has accomplished massive advances in their fight to end gender injustices. However, sex workers are often left behind. We urge all organizations that fight for gender equity to stand with sex workers and publicly support sex workers rights by demanding the decriminalization of sex work.

— **Elene Lam, Executive Director,
Butterfly**

Butterfly was a valuable partner as LEAF developed its advocacy position on sex work, and LEAF has been proud to support Butterfly's work.



Artwork credit: Butterfly (2022).
Commissioned by LEAF.

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Branch Update

Volunteer-run 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. Throughout the 2021-2022 year, LEAF's branches were instrumental in exploring and adopting LEAF's new gender inclusive mandate. With LEAF staff, branches explored our feminist vision for gender equality and the impacts a new mandate could have and what work LEAF must also centre. To find out more about LEAF's new mandate visit [here](#).

LEAF Winnipeg joined the organization in this reporting year bringing LEAF to **ten active branches** across five provinces. The growth in LEAF branches and membership is the result of hard work accomplished by the LEAF branch members and staff team. This reporting year marks the second last year of the Capacity Building grant from Women and Gender Equality Canada. With this grant 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](#).



Society of United Professionals

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On behalf of the Society of United Professionals, I am proud and honoured to support LEAF's vital work to advance equity for women, girls, trans and non-binary people. Unions have long been champions for gender equity in the workplace and society at large. Not only is gender equity just, it is inseparable from our other civil rights, including the freedom of association. In tandem, these rights have helped us fight for pay equity, parental leave, protections against gender-based discrimination, and so much more.

As the union for legal aid lawyers and other community legal workers, LEAF's mission is of great value to Society members. Our members see the consequences of gendered inequity in the cases they work on every day. Through our support for LEAF, Society members can be part of the systemic responses to gendered injustice that their clients deserve.

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— **Michelle Johnston, President, Society of United Professionals**



TRIBUTE

Shirley Greenberg

1931 – 2022

Shirley Greenberg was a trailblazer for women's rights, a fierce feminist advocate, and a community leader to her core. Shirley's legal career led her to take action on the deep inequities that women in Canada face under the law. A long-time supporter of LEAF, she was deeply committed to our work. Ms. Greenberg leaves a legacy of improving the lives of women not just in her hometown of Ottawa, but across the country.

On behalf of everyone at LEAF, we send our deepest condolences to Shirley's family and friends.

Shirley's presence will be dearly missed by all in Canada's women's movement, and there is no doubt that her impact on women's rights will be felt for generations to come.



THANK YOU

2021 Annual Gala

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“Was this House Built For Us? A Conversation with Former Parliamentarians”

Thank you to all who helped make LEAF's 2021 Annual Gala a great success! In 2021, we featured [a panel of women formerly in politics](#) discussing their experiences and challenges in politics.

Our esteemed speakers included the Honourable Jody Wilson-Raybould, the Honourable Lisa Raitt, and Celina Caesar-Chavannes. Robyn Doolittle moderated the discussion.

With your help, we raised nearly \$160,000! The proceeds directly fund our advocacy to advance gender equality in Canada.

\$159,300

raised from the 2021 Annual Gala

Statement of Financial Position

AS OF MARCH 31, 2022

Assets

	2022 (\$)	2021 (\$)
Current Assets		
Cash	1,324,603	872,571
HST recoverable	10,364	13,460
Accounts receivable	19,183	35,007
Prepaid expenses	31,105	7,595
	1,385,255	928,633
Investments	679,186	1,108,675
Total Assets	2,064,441	2,037,308

Liabilities

Current Liabilities		
Accounts payable and accrued liabilities	43,598	116,823
Deferred revenue	77,654	81,570
	121,252	198,393

Operating Net Assets

	1,943,189	1,838,915
	2,064,441	2,037,308

Statement of Operations

AS OF MARCH 31, 2022

Revenues

	2022 (\$)	2021 (\$)
Donations and Fundraising	653,256	800,099
Grants	695,881	896,764
Investment Income	79,153	125,936
Government Assistance	105,478	133,106
	1,533,768	1,955,905

Expenses

Administrative	1,072,083	1,026,496
Fundraising	75,818	32,719
Legal Cases and Projects	98,136	71,268
Professional Fees	183,457	192,040
	1,429,494	1,322,523

Statement of Change in Net Assets

AS OF MARCH 31, 2022

	2022 (\$)	2021 (\$)
Operating net assets, beginning of the year	1,838,915	1,205,533
Excess of revenues over expenses for year	104,274	633,382
Operating net assets, end of year	1,943,189	1,838,915

Board Members



Kerry Lynn Okita
Chair



Hadiya Roderique
Vice-chair



Dee Dooley
Director



Shabnum Durrani
Director



**Breanne
Lavellée-Heckert**
Director



Jessica Prince
Director



Katherine Rivington
Director



Nalina Sacoer
Treasurer



Geeta Sehgal
Director



Sara Siddiqi
Director



Reakash Walters
Director



Adriel Weaver
Director

Thank You to our Funding Partners



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada

LEAF acknowledges the support of Women and Gender Equality Canada (WAGE).

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SOCIETY *of*
UNITED PROFESSIONALS
IFPTE 160

CUPE·SCFP

CBA LAW FOR
THE FUTURE FUND



FONDS POUR LE DROIT
DE DEMAIN DE L'ABC



Department of Justice
Canada

Ministère de la Justice
Canada

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ReferToHer

ReferToHer™ is proud to partner with LEAF as the exclusive matching donor of their annual #GivingTuesday fundraiser for three years. Like LEAF, ReferToHer is dedicated to advancing gender equity, specifically in the legal industry. ReferToHer is a website that hosts a series of lists, organized by practice group, of experienced female lawyers to whom you can confidently refer work. As referrals are key to achieving business success, this program helps ensure that women lawyers are positioned as equal, available resources for those seeking legal help. Visit refertoher.com to learn more.

LEAF is thankful to those who supported us in charting a bold path forward in 2021-22.

Through your help, we can continue to advance substantive equality under the law for all women, girls, trans, and non-binary people in Canada. We can also continue to embody our values as an intersectional feminist organization. To make a donation or learn more, visit leaf.ca/donate.

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**LEAF
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