

Standing our Ground for Gender Equality

Annual Report 2022–2023



LEAF
FAEJ

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

Our Story

For 38 years, the Women’s Legal Education and Action Fund (LEAF) has proudly advanced gender equality for women, girls, trans, and non-binary people 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 guides LEAF’s work through 2026. We are particularly 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.

Learn more in by reading our full [Strategic Plan](#).



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JURIDIQUE POUR LES FEMMES

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Our Year in Numbers

 **8**
active legal
interventions

 **17**
letters, briefs
& committee
appearances

 **1264**
advocates joined us
in taking action

 **49**
community
partners

 **19**
community
collaborations

 **603**
event
attendees

 **11**
local volunteer
branches

 **357**
LEAF
members

 **97%**
increase in
membership

 **25**
public talks &
press conference
appearances

 **40**
cases
brought to/ tracked
by LEAF

 **10**
issue areas
prioritized

Message from our Leadership

KERRY LYNN OKITA & PAM HRICK

Over the past year, LEAF has continued to drive forward our important work to advance the equality of women, girls, trans, and non-binary people. We have done this in a climate of renewed urgency for our work.

We have seen what is happening in the United States – rolling back the right to abortion, states passing cruel and discriminatory laws trying to eradicate trans people entirely. Make no mistake: attacks on trans people and trans rights are intertwined with attacks on women’s rights. There is a common history of gender-based subjugation and control.


We cannot watch what is happening across the border and think that here in Canada, we are immune. Because we are not.

While the legal right to an abortion in Canada may be secure, the ability to exercise that right is not. Reproductive justice – the ability to make our own choices about whether, when, and how to have children, and to access sexual and reproductive health services – is too often a mirage for Black, Indigenous, racialized, rural, and marginalized women and trans people.

Government-sanctioned discrimination in the workplace persists. In Quebec, Bill 21 remains in effect, barring Muslim women who wear the hijab or niqab from working in the public sector, including as educators. In Ontario, Bill 124 imposed wage restraints on women-dominated sectors, depriving them of their constitutional right to collectively bargain.

The epidemic of gender-based violence persists. Attacks on the rights of sex workers persist. Attacks on the rights of trans and non-binary youth to simply be themselves persist.





That is why the work that we do at LEAF is as important as ever.

It's why we have launched our Reproductive Justice Project to advance reproductive rights in Canada through law reform advocacy.

It's why we participated in the Mass Casualty Commission examining the April 2020 mass killings in Nova Scotia to ensure that its recommendations responded to the harms of gender-based violence.

It's why we intervened in the constitutional challenge to Bill 21 in Quebec, to try to breathe life into the *Charter's* s. 28 guarantee of gender equality, and to fight discrimination against Muslim women.

It's why we intervened in the constitutional challenge to Bill 124 in Ontario, to help ensure that the rights of workers in women-dominated sectors are not trammelled.

And it's why we have launched a newly invigorated public legal education program to ensure those who experience gender-based discrimination know their rights and that we contribute to preventing gender-based violence altogether.

This is only a fraction of what we have been able to achieve over the past year, and what we will continue to do over the coming year. We remain relentless in our advocacy to ensure that the rights of women, girls, trans, and non-binary people are recognized and respected.

We could not do any of this without the generous support of our partners, donors, funders, volunteers, staff, board members, and allies. Thank you for all that you contribute to LEAF and for continuing to be part of the important fight for gender equality.



Kerry Lynn Okita
Board Chair, LEAF



Pam Hrick
Executive Director &
General Counsel, LEAF

Avenues to Justice

RESTORATIVE & TRANSFORMATIVE JUSTICE FOR SEXUAL VIOLENCE

For too long, the criminal legal system has been a site of harm for survivors of sexual violence.

Now, many survivors of sexual violence are looking for alternative avenues to the existing forms of justice, outside the traditional legal system.

Restorative and transformative justice mechanisms provide unique opportunities for pursuing healing and justice. These models are being piloted in various forms across the country, both within and outside the legal system. However, there remain significant barriers to access to these processes, as well as a lack of public awareness and knowledge about these avenues.

LEAF's Avenues to Justice Project aims to identify the legal barriers that exist in accessing these forms of justice. By speaking with lawyers, community practitioners, and campus experts, LEAF will develop recommendations to advocate for a better system for all survivors of sexual violence, to ensure that each survivor can choose the path to justice that fits them best.

7
expert members of an
advisory board

41
key informant
interviews

8
province-specific
research projects





Véronique Roy



Geneviève Claveau



Lana Rackovic



Sean Griffin



Fady Toban

Langlois Avocats

In November 2022, a team from Langlois Avocats represented LEAF and the Fédération des femmes du Québec (FFQ) *pro bono* in *Hak v Attorney General of Quebec*. The case concerns Bill 21, *An Act Respecting the Laicity of the State*, which prohibits people working in designated public institutions from wearing religious symbols in their workplace. The law has disproportionate discriminatory impacts on Muslim women in Quebec who wear a hijab or a niqab.



My colleagues Véronique Roy, Geneviève Claveau, Lana Rackovic, Sean Griffin and I consider it a privilege to represent LEAF in their joint intervention with la Fédération des femmes du Québec before the Québec Court of Appeal in *Hak*.

By restricting the wearing of religious symbols for certain jobs in the provincial public sector, Bill 21, *An Act Respecting the Laicity of the State*, infringes the gender equality guarantee set out in section 28 of the Canadian Charter of Rights and Freedoms.

This case not only provides courts the opportunity to interpret Section 28 of the *Charter*, a provision for which there is little to no jurisprudence, but also to stress the importance of evaluating the effects of legislation through the lens of intersectionality.

Interventions like these are critical for advancing the rights of marginalized people in our society.



— Fady Toban, Lawyer at Langlois

Litigation & Public Inquiries

LEAF intervenes in cases that significantly affect the equality rights of women, girls, trans, and non-binary people in Canada. In 2022-23, LEAF engaged in the following litigation activities:

LEAF appeared before the Ontario Superior Court of Justice to highlight the discriminatory impacts of the *Criminal Code's* sex work provisions on sex workers.

In 2014, Parliament passed the *Protection of Communities and Exploited Persons Act* (PCEPA). PCEPA established Canada's current sex work laws after the Supreme Court of Canada struck down the previous sex work laws in *Canada (Attorney General) v. Bedford* for violating sex workers' *Charter* rights. The implementation of PCEPA not only criminalized clients, but criminalized the exchange of sex work for consideration (such as money) for the first time in Canada. In March 2021, the Canadian Alliance for Sex Work Law Reform, along with individual sex workers and a third party provider, filed a Notice of Application at the Ontario Superior Court of Justice challenging the constitutionality of Canada's sex work laws. One of the Alliance's arguments was that these laws violate the section 15 guarantee of gender equality.

The Court reserved its decision. LEAF was represented by Pam Hrick, Rosel Kim, and Dragana Rakic (Stockwoods LLP at the time of appearance).

Canadian Alliance for Sex Work Law Reform v. Canada (Attorney General)

OCTOBER 2022

Identity-Based Oppression

Gender-Based Violence



Hak v. Attorney General of Quebec

NOVEMBER 2022

Identity-Based Oppression

Socio-economic Rights

Canadian Council for Refugees et al. v. Minister of Citizenship and Immigration

OCTOBER 2022

Gender-Based Violence

Access to Justice

LEAF and the Fédération des femmes du Québec (FFQ) appeared before the Court of Appeal of Quebec to argue 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, highlighting the discrimination against women who wear religious symbols. LEAF and the FFQ argued for an analytic framework that would ensure that section 28 is used for its full purpose of ensuring the protection of gender equality.

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

LEAF, the Asper Centre, and West Coast LEAF appeared before the Supreme Court of Canada in this case about the constitutionality of the *Safe Third Country Agreement* (STCA) under section 7 and section 15. Together, the three organizations advocated for recognition of the disproportionate harm faced by women and refugees marginalized by gender and argued that their equality rights claims cannot be ignored.

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. The STCA is particularly harmful to women and people marginalized because of gender, because their claims of gender-based violence are much more likely to be denied in the U.S. than in Canada.

The Supreme Court unanimously upheld the STCA as constitutional under section 7 of the *Charter*. However, the Supreme Court agreed with LEAF, the Asper Centre and West Coast LEAF, in allowing the appeal in part based on the challenge to section 15. The Court cited their submission in finding that the *Charter* should not establish a hierarchy of rights in which equality rights occupy a lower tier.

The case has now been sent back to the Federal Court to hear full evidence of gender-based harm for a determination of the section 15 claim.

LEAF, the Asper Centre, and West Coast LEAF were represented by Cheryl Milne (Asper Centre) and Jamie Liew (University of Ottawa).

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.

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.

A majority of the Supreme Court of Canada upheld provisions in the *Criminal Code* which limit access to conditional sentences. The majority found that Ms. Sharma – a young, low-income, Indigenous single mother sentenced to jail because of the provisions – had not shown that the law created or increased the incarceration rates of Indigenous people in Canada. As a result, they held that the law did not violate her equality rights under s. 15 of the *Charter*.

The decision missed a significant opportunity to address the mass incarceration of Indigenous women in Canada, and may make future equality rights claims more difficult. However, Parliament's enactment of Bill C-5 ultimately removed the provisions at issue in this case (see page 12).

LEAF was represented by Alisa Lombard (Lombard Law) and Aubrey Charette.

LEAF participated in the Mass Casualty Commission in coalition with Avalon Sexual Assault Centre and Wellness Within. The Commission was an independent public inquiry created to investigate the April 18-19, 2020 mass casualty event in Nova Scotia and to provide meaningful recommendations to improve community safety.

R. v. Sharma

NOVEMBER 2022

Indigenous Rights & Law

Access to Justice

Mass Casualty Commission

MARCH 2023

Gender-Based Violence

LEAF, Avalon Centre, and Wellness Within supported the Commission’s work, and worked to ensure that its recommendations responded to the harms of gender-based violence in this case and more broadly.

Led by Avalon, our coalition developed and submitted a report reflecting the voices of marginalized members of the community affected by the perpetrator, and their suggestions for recommendations.

The Commission’s final report crucially emphasized the role of gender-based violence in mass casualties, and the need to address this violence to make communities safer. It characterized gender-based, intimate partner, and family violence as a “public health emergency that warrants a meaningful, whole of society response.” It highlighted the need for new, community-based systems that reflect the needs of marginalized survivors.

LEAF was represented by Erin Breen, and previously by Jade Pictou and Marianne Rennie (Sullivan Breen Defence).

R. v. Tsang

MAY 2023

Sexual Assault & Consent Law

Access to Justice

LEAF and West Coast LEAF appeared before the Supreme Court of Canada in this case about assessing evidence in sexual assault trials and the distinction between legitimate inferences that trial judges can make, and common-sense assumptions based on stereotypes that are ungrounded in evidence.

LEAF and West Coast LEAF’s submissions highlight the risks of facing intrusive, personal, and traumatic questions that complainants may face in sexual assault trials if the rule against ungrounded common-sense assumptions is applied without clarification. The coalition cautioned against appellate courts substituting their own common-sense assumptions for those they believe informed the trial judge’s reasoning, and argued that the rule against ungrounded common-sense assumptions, as it stands, lacks the clarity to be applied in a meaningful manner.

The Supreme Court of Canada reserved its decision.

LEAF and West Coast LEAF are being represented by Megan Stephens (Megan Stephens Law), Humera Jabir (West Coast LEAF), and Roxana Parsa.

LEAF intervened before the Court of Appeal for Ontario in this case about the right to collective bargaining in the context of a law applying to feminized sectors in Ontario.

The case concerned Ontario’s *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (also known as “Bill 124”). Bill 124 imposed restraints that limited wage/compensation increases to 1% during each of three one-year moderation periods. The law particularly affected women, and especially racialized women, who make up a large majority of workers in health care, social services, and education.

LEAF’s arguments focused on how s. 28 of the *Charter* requires courts to meaningfully consider gender when applying other rights under the *Charter*, including freedom of association. The Court reserved its decision.

LEAF is being represented by Christine Davies (Goldblatt LLP), Kat Owens, and Danielle Sandhu (Goldblatt LLP).

LEAF and the Liard Aboriginal Women’s Society (LAWS) sought leave to intervene before the Court of Appeal of Yukon in this case about assessing the maturity of young Indigenous complainants in sexual interference cases.

The accused, a 31-year-old man, was accused of sexually assaulting a 14-year-old Indigenous girl. The accused claimed to have believed the complainant was 19 years old at the time. At trial, the accused’s counsel sought to introduce evidence unknown to the accused such as the complainant hanging out with an older crowd and her drug use, to argue that she appeared more mature than her age.

If granted leave to intervene, LEAF and LAWS would have submitted that evidence unknown to the accused must not be admitted in ways that will perpetuate harmful stereotypes about Indigenous girls.

Unfortunately, the Court of Appeal of Yukon denied LEAF and LAWS’ application for leave to intervene in July 2023.

LEAF was represented by Ellen Bolger (Dale Melville Law).

Ontario English Catholic Teachers’ Association v. HMK

JUNE 2023

Socio-economic Rights

Workplace Rights

R. v. Hadvick

JULY 2023

Sexual Assault & Consent Law

Gender-Based 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 2022–23, LEAF engaged in the following law reform activities:

Bill C-5: Working to end systemic discrimination in the criminal legal system

APRIL 2022

Identity-Based Oppression

Access to Justice

The Black Legal Action Centre (BLAC), the Canadian Association of Elizabeth Fry Societies (CAEFS), and the Women’s Legal Education and Action Fund (LEAF) provided a joint submission to the Standing Committee on Justice and Human Rights. This submission addressed Bill C-5, *An Act to Amend the Criminal Code and the Controlled Drugs and Substances Act*.

Bill C-5 proposed to amend the *Criminal Code* and the *Controlled Drugs and Substances Act* in three key ways. First, it would get rid of certain mandatory minimum sentences. Second, it would allow for the greater use of conditional sentences, which are similar to house arrest. Third, it would suggest that police consider alternatives to criminal charges for people accused of simple drug possession.

We saw Bill C-5 as an important first step to combating systemic discrimination in Canada’s criminal justice system, but recommended several amendments to fully realize the government’s stated commitments to racial justice and reconciliation.

Bill C-5 received Royal Assent in November 2022.



LEAF, BLAC, and CAEFS sent an open letter to the Royal Canadian Mounted Police, regarding the RCMP's Body-Worn Camera Project. In the joint letter, the organizations expressed concern about the Project's potential to perpetuate the legacy of racial profiling and harassment of Black and marginalized communities, and made four calls for action to the RCMP to mitigate potential harms by: a) taking an evidence-based approach; b) ensuring that policies and procedures regarding the scope of police powers with regards to body-worn cameras are accessible to the public and have defined terms; c) developing clear and accessible privacy guidelines; and d) establishing a completely independent mechanism and process to ensure the accountability of officers who use body-worn cameras.

Bill C-28 responded to the Supreme Court of Canada decisions in the *Sullivan and Chan*, and *Brown* cases, which struck down section 33.1 of the *Criminal Code*. Under this provision, accused persons were not allowed to use the defence of extreme intoxication to avoid criminal responsibility for certain violent offences, including sexual assault.

LEAF supported the enactment of Bill C-28, which ensures that people who negligently reach a state of self-induced extreme intoxication and commit violent crimes can be held criminally responsible. LEAF also appeared in October 2022 before the Standing Committee on Justice and Human Rights on its study of the Bill's subject matter. We urged the Committee and the government more broadly to look beyond criminal law to address gender-based violence and properly support and fund education, prevention, frontline services and alternative accountability mechanisms.

RCMP's Body-Worn Cameras Project

JUNE 2022

Identity-Based Oppression

Bill C-28: Filling a legal gap

JUNE 2022

Sexual Assault & Consent Law

Indigenous Rights & Law

Canada does not need an abortion law, it needs better abortion access

JUNE 2022

Reproductive Justice

LEAF sent a letter to the Ministers of Health, Women and Gender Equality and Youth, and Justice on potential federal legislation codifying the legal right to abortion. Echoing the position of Action Canada and the National Association for Women and the Law (NAWL), LEAF noted that the government must avoid enacting a federal law on abortion. Such a law could provide a foothold for opponents to propose future amendments and limits on abortion.

It is important to note, however, that abortion access remains deeply unequal in Canada. LEAF advised that the government can – and should – act to improve access to abortion. LEAF made recommendations to improve abortion access, demands shared by other expert pro-choice organizations.

Newmarket By-Law

AUGUST 2022

Identity-Based Oppression

Socio-economic Rights

LEAF and the Canadian Civil Liberties Association (CCLA) sent a joint letter to Newmarket's Mayor, Deputy Mayor, and Town Councillors, expressing concerns over By-Law 2020-31, which imposes new business licence requirement for Personal Wellness Establishments. LEAF and CCLA's letter highlighted the By-Law's discriminatory impact on Asian massage parlour workers and owners, none of whom had been granted a licence at the time of the letter.

Bill C-22: The gendered aspects of disability poverty

NOVEMBER 2022

Socio-economic Rights

Identity-Based Oppression

Disabled women, trans and non-binary people are among the poorest people in Canada – 1 in 4 disabled women lives under the poverty line, compared to 1 in 10 non-disabled people. Bill C-22 proposed the implementation of the Canada Disability Benefit, which, if implemented correctly, could greatly alleviate disability poverty across the country.

LEAF submitted a brief on Bill C-22 in solidarity with disability rights organizations and disabled communities supporting the urgent passage of the Bill. LEAF appeared before the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities on its study of the bill.

LEAF also urged the co-development of the Benefit with disabled people and specifically disabled women. The Bill received royal assent in June 2022 and is currently in the regulations phase, where many of the details of the Benefit will be determined.

Bill S-205 proposes to require a judge presiding over a trial where the accused is charged with an offence involving intimate-partner violence (IPV) to ask the prosecutor whether the intimate partner of the accused was consulted about their safety needs before making an interim release order. It would also allow judges to require the use of electronic monitoring devices when the accused is out on interim release, and create a peace bond specifically geared toward IPV.

LEAF appeared before the Standing Senate Committee on Legal and Constitutional Affairs, urging the Committee to provide direct economic and social support to survivors fleeing violence, as opposed to investing in reactive and costly tools like electronic monitors.

Thirty-seven women's and gender equity organizations joined LEAF in advocating for the renewal and expansion of capacity-building funding for feminist organizations that was set to expire in March 2023.

We expanded our campaign to engage the public and over 1250 people wrote to their elected officials to amplify our demands. In the end, the federal government heard our demands and included \$160 million over three years for feminist organizations in Budget 2023.

LEAF worked with a coalition of lawyers, organizations, and advocates to develop proposed amendments to Bill S-12, which would amend the *Criminal Code* concerning publication bans in sexual assault trials. The proposed amendments were submitted both to the office of the Minister of Justice and the Senate Standing Committee on Legal and Constitutional Affairs.

LEAF appeared before the Senate Committee on Legal and Constitutional Affairs, advocating to ensure that victims are not criminalized for failing to comply with publication bans on their own identity and pushing for a clarified and simple process for revoking or varying an unwanted publication ban, to ensure that survivors' voices are centered in the process. The Committee adopted amendments that were consistent with LEAF's advocacy. Bill S-12 will be considered by the House of Commons later this year.

Bill S-205: We need to invest in survivors, not tools like electronic monitors

NOVEMBER 2022

Gender-Based Violence

#InvestinGender Equity campaign

MARCH 2023

Bill S-12: Publication ban advocacy

JUNE 2023

Sexual Assault & Consent Law

Gender-Based Violence

Gender affirming care is life-saving care

ONGOING

Identity-Based Oppression

Over the past two years, LEAF has supported advocacy for gender affirming care in multiple jurisdictions across Canada. This has included being a formal community supporter of Gender Affirming Care PEI (working to improve health access and equity for the transgender, transsexual, and intersex communities), a formal supporter of Gender Affirming Care Nova Scotia, and an advocate for the passage of gender affirming care legislation in Ontario.

Gender affirming health care improves health outcomes for trans communities. We will continue to advocate, in partnership with and under the leadership of trans communities, for access to gender affirming care as an important part of advancing gender equality.



Legal Education

LEAF's equality-centered education programs continue to inform students across the country. LEAF branches are largely responsible for facilitating the workshops that comprise the bulk of our PLE work. We currently offer four workshops:

- **Only Yes Means Yes** teaches youth about sexual rights & responsibilities and the legal meaning of consent.
- **LEAF @ Work** focuses on analyzing real-life scenarios to prepare participants for equality issues they may encounter in the workplace.
- **Reproductive Justice** focuses on topics like family planning, reproductive rights, medical care, abortion, and contraceptive access.
- **Double Tap on Consent** centres on technology-facilitated gender-based violence, exploring issues like the non-consensual distribution of intimate images and sexting.

We are also creating a new workshop on criminal record suspensions and expungements, in partnership with the Thunder Woman Healing Lodge Society.

As of April 2023, a Public Legal Education (PLE) Manager joined the LEAF team to lead the national education program. As part of the revitalization of our PLE program, LEAF is currently undertaking a review of its existing education materials to update and bolster their content. The PLE Committee will explore ways to support branches in offering more workshops and expanding their audience beyond youth, through strategic community partnerships.



Avalon Centre



Avalon works to end sexual violence and support people who've been affected by it. We're a not-for-profit organization that's deeply rooted in our community. As intersectional feminists, we challenge the root causes of sexual violence including sexism and other forms of oppression.

Avalon and LEAF have a strong history of working together with the shared goal of ending gender-based violence.

Most recently, we collaborated along with Wellness Within to participate in the Mass Casualty Commission, an independent public inquiry examining the April 2020 mass casualty event in Nova Scotia. Our coalition put forward important recommendations that responded to the harms of gender-based violence in this case and more broadly. Avalon proposed and led direct engagement with marginalized members of the community affected by the perpetrator, and our coalition submitted a report outlining their suggestions for recommendations.

Working together allows us to draw on our different strengths and areas of expertise, and makes our advocacy more effective. We look forward to continuing to collaborate with LEAF in the years to come.



— Kristina Fifield, Trauma Therapist and Mass Casualty Commission Coalition Representative, Avalon Sexual Assault Centre



Branch Update

LEAF has 11 member branches that connect our work to grassroots communities across the country. From Edmonton to Halifax, from Winnipeg to Windsor, these volunteer run branches deliver educational programming, host advocacy events, create public education resources, build local connections with other advocacy organizations, and respond to community-level equality issues.

This reporting year marks the penultimate year of LEAF's Capacity Building grant from Women and Gender Equality Canada. This grant has enabled to LEAF to increase resources for branches, and build a more connected branch network. As a result of this grant, LEAF Calgary joined the organization in this reporting year. Moving into the last year of the Capacity Building grant LEAF will be working on building orientation and training resources, and returning to celebrating Equality Day in person across the country.

Thank you to our dedicated volunteers and branch members! [Learn more about our Branches or how to become a branch member.](#)

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.



Radha Chaddah



It is my privilege to support the incredibly important work being done by LEAF.

The individuals who are carrying LEAF forward are champions for us all, and give me much hope. They are making a difference in the contemporary landscape of inequality in Canada, and setting precedent beyond.



— Radha Chaddah, LEAF donor and supporter



EQUALITY DAY

2022 Annual Gala

LEAF's 2022 Equality Day event was our first in-person event in almost three years! The night was a tremendous success – from celebrating Elizabeth Shilton's lifelong commitment to advancing the rights of women and girls, to a powerful spoken word performance by Phoenix Pagliacci, to connecting with so many of our supporters and partners.

Thanks to all those who supported the event, either through sponsorships or attending. The funds raised directly support our work to advance gender equality through litigation, law reform, and legal education.

\$290,000

raised from the 2022
Equality Day Event

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|-----------------------------------|--|
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| Durant Barristers | WeirFoulds LLP |
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| Waddell Phillips | Bennett Jones LLP |
| Baker McKenzie | Lerners LLP |
| Paliare Roland Rosenberg | Sleeman Breweries |
| Rothstein LLP | |

Statement of Financial Position

AS OF MARCH 31, 2023

| Assets | 2023 | 2022 |
|--|--------------------|--------------------|
| Current Assets | | |
| Cash | \$1,362,566 | \$1,324,603 |
| HST recoverable | \$12,905 | \$10,364 |
| Accounts receivable | - | \$19,183 |
| Prepaid expenses | \$18,881 | \$31,105 |
| Total | \$1,394,352 | \$1,385,255 |
| Investments | | |
| | \$685,182 | \$679,186 |
| Total Assets | \$2,079,534 | \$2,064,441 |
| Liabilities | | |
| Current Liabilities | | |
| Accounts payable and accrued liabilities | \$124,030 | \$43,598 |
| Deferred revenue | \$147,770 | \$77,654 |
| Total | \$271,800 | \$121,252 |
| Operating Net Assets | | |
| Operational Reserve Fund | \$567,000 | - |
| Unrestricted | \$1,240,734 | \$1,943,189 |
| | \$1,807,734 | \$1,943,189 |
| | \$2,079,534 | \$2,064,441 |

Statement of Operations

AS OF MARCH 31, 2023

| Revenues | 2023 | 2022 |
|---------------------------|--------------------|--------------------|
| Donations and Fundraising | \$766,890 | \$653,256 |
| Grants | \$741,415 | \$695,881 |
| Investment Income | (\$17,423) | \$79,153 |
| Government Assistance | - | \$105,478 |
| Miscellaneous Income | \$7,134 | - |
| Total | \$1,498,016 | \$1,533,768 |

Expenses

| | | |
|---|--------------------|--------------------|
| Administrative | \$1,316,530 | \$1,072,083 |
| Fundraising | \$85,308 | \$75,818 |
| Legal Cases and Projects | \$96,451 | \$98,136 |
| Professional Fees | \$135,182 | \$183,457 |
| Total | \$1,633,471 | \$1,429,494 |
| Excess (deficiency) of revenues over expenses for year | (\$135,455) | \$104,274 |

Statement of Changes in Net Assets

AS OF MARCH 31, 2023

| | 2023 | 2022 |
|--|-------------|-------------|
| Operating net assets, beginning of the year | \$1,943,189 | \$1,838,915 |
| Excess (deficiency) of revenues over expenses for year | (\$135,455) | \$104,274 |
| Operating net assets, end of year | \$1,807,734 | \$1,943,189 |

Board Members, 2022-2023



Kerry Lynn Okita
Chair



Hadiya Roderique
Vice-chair



Shabnum Durrani
Director



Rebecca Meharchand
Director



Jessica Prince
Director



Katherine Rivington
Director



Meaghan Ross
Director



Nalina Sacoor
Treasurer



Geeta Sehgal
Director



Sara Siddiqi
Director



Adriel Weaver
Director

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LEAF acknowledges the support of Women and Gender Equality Canada.



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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.

THANK YOU

Our Case Committee Members & Volunteers

All of LEAF's work is shaped by consultative processes. Our Law Program Committee advises and makes recommendations concerning our litigation and law reform efforts. Case committees, composed of academics and practitioners with relevant expertise, inform and support our arguments in litigation and public inquiries.

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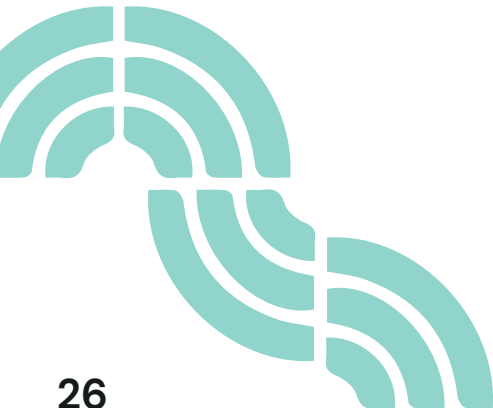
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LEAF is thankful to those who supported us as we stood our ground defending gender equality in 2022-2023.

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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