

# 2015 ANNUAL REPORT



## BOARD 2014/2015

Francesca Marzari, President •  
Drena McCormack • Barbara  
Bell • Bronwyn Masson •  
Robyn Trask • Gillian Calder •  
Parvinder Hardwick •  
Clea F. Parfitt • Amber Prince •  
Nina Purewal • Zara Suleman •  
Mia Taghizadeh

## STAFF 2014/2015

Kasari Govender, Executive  
Director • Laura Track, Legal  
Director (until Feb. 2015) •  
Kendra Milne, Director of  
Law Reform (since March  
2015) • Stephanie Sersli,  
Director of Communications  
and Development • Shahnaz  
Rahman, Manager of  
Community Outreach • Sharon  
Xia, Database Manager and  
Event Coordinator • Chrissie  
Arnold, Education Manager •  
Isabel Krupp, Youth Program  
Coordinator • Victoria Chen,  
Office Coordinator

555 – 409 Granville Street  
Vancouver, BC V6C 1T2  
t: 604.684.8772 1.866.737.7716  
e: info@westcoastleaf.org

[westcoastleaf.org](http://westcoastleaf.org)

## LOOKING BACK, AND FORWARD



Board President Francesca Marzari

It has been nearly 20 years since I started at West Coast LEAF as a summer student, and even longer since the work of LEAF and West Coast LEAF inspired my decision to study law. West Coast LEAF has given me so much, including the insights of amazing mentors and contributors like Vicky Gray, Jennifer Koshan, Lynn Smith, Nitya Iyer, Alisa Noda, Roz Currie, and all of our amazing and professional staff.

This will be my final AGM as president of the Board, and a wonderful opportunity to look at all that has been accomplished. When I started as a student and on the legal committee, West Coast LEAF was managing one case or intervention every year or two, we had part time legal staff, and no dedicated community outreach or education staff. Even then, I was immensely proud of our work and the difference West Coast LEAF made to women's lives.

This year, we intervened in numerous cases at the Supreme Court of Canada, and at the BC Supreme Court, and we have many more cases in preparation, on issues ranging from the rights of women to maternity leave (*BC Public School Employers Association v BC Teachers Federation*), the rights of women to access birth control and abortion services and to be free of discrimination in their educational choices (*Trinity Western University v. Law Society of BC*), and we have once again advanced the law in its recognition of adverse effect discrimination (*Vancouver Area Network of Drug Users v. Downtown Vancouver Business Improvement Association*).

Even more impressive is how West Coast LEAF has moved beyond litigation to transform our culture through law reform and education. Our *#CyberMisogyny* report investigated sexualized cyber bullying and exploitation, issues that have become part of our national conversation, and our "Is That Legal?" brochure and TrendShift workshop have engaged youth to think critically, and encouraged them to create safe spaces online.

Our years of work, and reports like *Not with a Ten Foot Pole*, *Mapping the Gap*, and *Putting Justice Back on the Map*, are crystallizing into increased access to justice for women, with new educational offerings for law students, and direct services that we now provide. This year, for the first time, West Coast LEAF took on the running of the Jane Doe Legal Advice Clinic for women who have experienced violence and have no other access to legal representation.

I know what we have accomplished in the last 20 years, and I know what more our incredible board, staff and volunteers have planned, and it gives me great pride and hope. Thank you for your genuine commitment to achieving substantive equality for women in our province and joining us to build a more just and equal society.

## LITIGATION



- **Loke v. Trinity Western University**
- **TWU v. Law Society of BC**
- **VANDU v. DV BIA**
- **BC Public School Employers' Association v. BCTF**
- **Trial Lawyers Association of BC v. Attorney General of BC**

# 2014/2015

## PUBLICATIONS



- **Able Mothers report**
- **#CyberMisogyny report**
- **Sanctuary City position statement**
- **6th Annual CEDAW Report Card**
- **"Is that Legal?" brochure**

## LEADERS IN EQUALITY: MAJOR DONORS

Ellen Balka, Barbara Bell, Melina Buckley, Sherry Fraser, Lauren Gehlen, Frances Gordon, Ruth Herman, Nitya Iyer, Ruth Louise James, Maureen Maloney, Donna Martinson, Darlene Marzari, Sharon Matthews, Karen Nordlinger, Oasis Foundation, David Osborne, Dominique Roelants, Anne Rowles, Kathryn Sainty, Leonard Schein, Jane Shackell, Lynn Smith, Eloise Spitzer, Team TELUS Cares, R & J Stern Family Foundation, Frances Watters, Janet Winteringham.

## PROJECT FUNDERS



## THANK YOU TO OUR THEMIS CLUB MONTHLY DONORS

Sage Aaron, Megan Adam, Heather Adlam, Alice Albert, Violet Allard, Carmela Allevato, Donna Anthony, Megan Ashbury, Sheena Ashdown, Mary Atkins, Jared Bachynski, Wendy Baker, Ellen Balka, Barbara Barker, Christine Basque, Renate Battaglio, Barbara Bell, Brenda J. Benham, Jessica Beverley, Pam Bhatti, Sonia Bianchi, David Black, Sharon Blaker, Johanne Blenkin, Carolyn Bouck, Deborah Bourque, Chris Bowers, Gwen Boyd, Susan Boyd, Thea Bracewell, Alyssa Bradley, Anita Braha, Alison Brewin, Gretchen Brewin, Barbara Britton, Linda Brotherston, Anja Brown, Tracey Brown, Georgina Brunette, Lynn Bueckert, Nicole Byres, Annabelle Cameron, Lee Campbell, Lynne Carmichael, Elizabeth Carrasco, Jessie Caryl, Samantha Chang, Patricia Cochran, Faye Cooper, Lynn Copeland, Maria Corral, Linda Coyle, Dean Crawford, Laura Cundari, Rosalind Currie, Erin Dale, Cheryl Davies, Anne Davis, Jacquie de Aguayo, Eveline de Koning, Jessica Derynck, Jennifer Devins, Laura DeVries, Caily Dipuma, Jill Doctoroff, Mary Doherty, Elaine Doyle, Elizabeth Dunn, Catherine Evans, Darlene Facchin, Aesha Faux, Joan Feyrer, Kerri Fisher, Cassandra Florio, Amy Francis, Jillian Frank, Stephanie Fraser, Karen Frederickson, Deanne Gaffar, Alain Gagnon, Beverly Gallagher, Lauren Gehlen, Derek Gent, Crissy George, Danielle Glass, Penny Goldrick, Maria Gomes, Frances Gordon, Jessica Gossen, Surya Govender, Patricia Graham, Laurie Grant, Donna Greschner, Jennifer Groenewold, Cherene Groundwater, Stephanie Gutierrez, Jessie Hadley, Susan Hammell, Jane Harris, Carol-Ann Hart, Nancy Hay, Anna Helmer, Barbara Hestrin, Lesley Hobden, Agnes Huang, Magal Huberman, Amanda Huettner, Bridget Hughes, Nitya Iyer, Agnes Jackman, Sandra Jakab, France-Emmanuelle Joly, Jennifer Jordan, Lorena Kanke, April Katz, Phyllis Kenney, Katharine Kent, Karen Kilbride, Darren Kopetsky, Rysa Krmebusch, Natasha Krotez, Rosanne Kyle, Gudrun Langolf, Judith Lee, Vera LeFranc, Allison Lepp, Linda Light, Jennifer Lindberg, Lindsay Lyster, Zona Macdonald, Carolyn MacEachern, Heather MacFadgen, Ronald MacIsaac, Maureen MacLeod, Signy Madden, Francesca Marzari, Virginia Mathers, Yuki Matsuno, Sharon Matthews, Neilane Mayhew, Ashley McClare, Brenda McEachern-Keen, Cherlyn Mckay, Maris McMillan, Claire Meggs, Paul Meyers, Drew Mildon, Virginia Miller, Shirley Milligan, Kelly Moon, Teri Mooring, Michelle Mungall, Barbara Nelson, Caroline Nevin, Wendy Norman, Jan O'Brien, Thelma O'Grady, Niveria Oliveira, Chantel O'Neill, Margaret Ostrowski, Katrina Pacey, Margarita Papenbrock, Robin Pike, Erica Pinsky, Monique Pongracic-Speier, Nerys Poole, Susan Powell, Amber Prince, Natasha Prodan-Bhalla, Christina Reed, Ramona Reynolds, Shirley Ridalls, Edna Ritchie, Catalina Rodriguez, Dominique Roelants, Andrea Rolls, Rachel Roy, Allison Russell, Nicole Seguin, Stephanie Sersli, Jane Shackell, Mila Shah, Monique Shebbeare, Shamim Shivji, Elin Sigurdson, Wanda Simek, Kelly Simington, Kerry Simmons, Mary Woo Sims, Veronica Singer, Vanessa Singleton, Miriam Sobrino, Eloise Spitzer, Monica Staff, Veronica Strong-Boag, Glinda Sutherland, Sarah Tarry, Ruth Lea Taylor, Jane Templeman, Carla Terzariol, Janine Thomas, Paige Thombs, Zoe Towle, Joanna Track, Megan Trask, Robyn Trask, Wendy van Tongeren, Melissa VanderHouwen, Petra VanderLey, Elizabeth Vogt, Duff Waddell, Jennifer Waelti-Walters, Sheryl Wagner, Mike Walker, Elinor Warkentin, Frances Watters, Patricia Wejr, Janice Westlund, Matthew Westphal, Carol Whittome, Elizabeth Whynot, Lauren Wihak, Wendy Williams, Val Wilson, Amanda Winters, Barbara Yee, Lois Yelland, Fiona York, Anita Zaenker, Andrea Zwack.

## LETTERS & SUBMISSIONS



**15** in total highlights include:

- Supporting transgender rights
- Opposing the closure of the Victoria Youth Custody Centre
- Advocating for refugee claimant access to social assistance
- Supporting the Poverty Reduction Plan
- Amending the Residential Tenancy Act
- Commenting on the draft Justice Framework to Address Violence Against Aboriginal Women and Girls



legal resources distributed in schools

**2,131**

## INVESTING IN EQUALITY: OUR MEMBERS

Sage Aaron, Heather Adlam, Shenaz Alam, Alice Albert, Joy Alexander, Marion Allan, Violet Allard, Carmela Allevato, Nadeine Almaskati, Carol Amaratunga, Alexandra Anderson, Donna Anthony, Joseph Arvay, Sheena Ashdown, Mary Atkins, Tess Atkins, Valerie Avery, Jared Bachynski, Brenda Bailey Gershkovitch, Alysia Baldwin, Nicoletta Barber, Barbara Barker, Lisa Barrett, Renate Battaglio, Kelsey Beazer, Dorothy Beckel, Barbara Bell, Brenda J. Benham, Marion Benkaiouche, Amandeep Bhangoo, Aleem Bharmal, Pam Bhatti, Sonia Bianchi, David Black, Sharon Blaker, Johanne Blenkin, Sara Botero, Deborah Bourque, Susan Boyd, Thea Bracewell, Alyssa Bradley, Alison Brewin, Anja Brown, Tracey Brown, Trudi Brown, Melina Buckley, Michelle Butler, Mary Buttery, Nicole Byres, Gillian Calder, Alison Callaghan, Jennifer Ashley Campbell, Suzanne Campbell, Lynne Carmichael, Elizabeth Carrasco, Lynda Cassels, Gail Chaddock-Costello, Samantha Chang, Donna Chapman, Lynne Charbonneau, Kai Ying Chieh, Mary Childs, Molina Chow, Laura Cipolato, Renee Cochard, Patricia Cochran, Nadine Coffin, Faye Cooper, Lisa Cowan, Dean Crawford, Katherine Crosbie, Laura Cundari, Rosalind Currie, Erin Dale, Rebecca Darnell, Catherine Dauvergne, Anne Davis, Connie Davis, Jacquiede Aguayo, Rebecca De Carlo, Eveline de Koning, Robin Dean, Veronica DeLorme, Derek Gent and Jennifer Lindberg, Jessica Derynck, Laura DeVries, Susan Dick, Caily Dipuma, Jill Doctoroff, Mary Doherty, Jessica Dorsey, Karen Douglas, Elaine Doyle, Stephanie Drake, Justina Driedger, Jackie Drozdowski, Morgan Edgar, Antonio Evangelista, Catherine Evans, Joan Feyrer, Kimball Finigan, Kerri Fisher, Cassandra Florio, Marguerite Ford, Jessica Forman, Carla Forth, Daphne Francis, Jillian Frank, Sherry Fraser, Murphy Fries, Sara Frisch, Liang Fung, Beverly Gallagher, Sandra Garossino, Lauren Gehlen, Derek Gent, Crissy George, Renata Germann, Nico Ghisi, Maureen Gillis, Marla Gilsig, Lesley Giroday, Danielle Glass, Andrea Glen, Maria Gomes, Frances Gordon, Jessica Gossen, Surya Govender, Patricia Graham, Laurie Grant, Katerine Grist, Jennifer Groenewold, Cherene Groundwater, Lori Guiton, Stephanie Gutierrez, Claire Haaf, Susan Hammell, Parvinder Hardwick, Jane Harris, Claire Hatcher, Nancy Hay, Jennifer Hayes, Ruth Herman, Barbara Hestrin, Laurie Hird, Jack Hittrich, Karen Hoffmann, Susan Hollick-Kenyon, Monica Hong, Emily Howard, Ryan Howe, Christine Hoyer, Agnes Huang, Bridget Hughes, Helen Hughes, Kirsten Hume, Nitya Iyer, Agnes Jackman, Sandra Jakab, France-Emmanuelle Joly, Alexandra Jonca, Jennifer Jordan, Areet Kaila, Megan Kaneen, Sion Kang, Sofia Katsovskaja, April Katz, Libby Kelley, Frances Kelly, Katharine Kent, Kim Kenyon, Jennifer Khor, Louise S. Kim, Meredith Kimball, Charlotte Kingston, Dustin Klautdt, Robbin Knox, Darren Kopetsky, Rysa Krmebusch, Rosanne Kyle, Jeff Langlois, Danette Lankmayr, Venessa Latek, Candice Lee, Judith Lee, Wendy Lee, Vera LeFranc, Allison Lepp, Linda Light, Krystal Lillico-Ouachour, Kitty Liu, Yoyoe Lu, Lindsay Lyster, Heather MacFadgen, Ronald MacIsaac, Moira Mackenzie, Signy Madden, Ellison Mallin, Maureen Maloney, Sophie Marshall, Donna Martinson, Darlene Marzari, Francesca Marzari, Ginnie Mathers, Virginia Mathers, Yuki Matsuno, Sharon McAuley, Brenda McEachern-Keen, Cherlyn Mckay, Carol McLenahan, Janet McManus, Drew Mildon, Virginia Miller, Shirley Milligan, Tazmin Mitha, Adrienne Montani, Rumana Monzur, Kelly Moon, Alison Moore, Shona Moore, Teri Mooring, Maria Morellato, Naomi Moses, Michelle Mungall, Catherine Murray, Kelly Murray, Alison Narod, James National Union of Public and General Employees, Barbara Nelson, Caroline Nevin, Wendy Norman, Emma O'Dea, Niveria Oliveira, Miriam Olney, Chantel O'Neill, David Osborne, Margaret Ostrowski, Katrina Pacey, Anoopala Pala, Clea Parfitt, Leah Pence, Sheila Pepper, Robin Pike, Nancy Poole, Nerys Poole, Susan Powell, Sarah Pratt, Amber Prince, Natasha Prodan-Bhalla, Nina Purewal, Christina Reed, Virginia Richards, Shirley Ridalls, Sally Ringdahl, Edna Ritchie, Linda Robertson, Wayne Robertson, Catalina Rodriguez, Dominique Roelants, Andrea Rolls, Rachel Roy, Esther Rzeplinski, Jennifer Safronick, Kathryn Sainty, Melanie Samuels, Leonard Schein, Nicole C. Schnurr, Nicole Seguin, Curtis Senferd, Stephanie Sersli, Jeremy Seto, Mila Shah, Monique Shebbeare, Shamim Shivji, Elin Sigurdson, Wanda Simek, Kerry Simmons, Veronica Singer, Rose Singh, Vanessa Singleton, Lynn Smith, Miriam Sobrino, Margaret Soles, Monica Staff, Elizabeth Stanger, Johanna M. Stein, Christ Stewart, The R & J Stern Family Foundation, Veronica Strong-Boag, Zoe Suche, Menka Sull, Glinda Sutherland, Mia Taghizadeh, Sarah Tarry, Deborah Taylor, Ruth Lea Taylor, Carla Terzariol, Joana Thackeray, Janine Thomas, Paige Thombs, Hilary Thomson, Kathleen Thomson, Natasha Tony, Maria Topolynski, Zoe Towle, Deborah Track, Joanna Track, Robyn Trask, Allison Tremblay, Olivia Truong, Gale Tyler, Wendy van Tongeren, Melissa VanderHouwen, Petra VanderLey, Nicole Villareal, Megan Vis-Dunbar, Elizabeth Vogt, Tracy Wachmann, Jennifer Waelti-Walters, Sheryl Wagner, Susan Wallach, Elinor Warkentin, Frances Watters, Patricia Wejr, Christina Wendel, Carol Whittome, Elizabeth Whynot, Lauren Wihak, Val Wilson, Janet Winteringham, Amanda Winterss, Allison Wolf, Liliane Wong, Vive Wong, Barbara Yee, Lois Yelland, Jean Yu, Michelle Yung, Anita Zaenker, Martina Zanetti, Andrea Zwack.

## PUBLIC LEGAL EDUCATION



**1,014**

members of the public reached in **47** presentations and lectures

**31** participants in Transforming Our Future

Number of youth who participated in all youth workshops:

**2,139**

Number of youth workshops total: **71**

**219**

older women consulted on issues that impact them

**169** Women served through the Jane Doe Legal Advice Clinic

- No Means No **929**
- Youth in the Workplace **632**
- Power Play **120**
- TrendShift **545**

## MENTORSHIP

**26** youth facilitators trained



## MEDIA STORIES

**125**

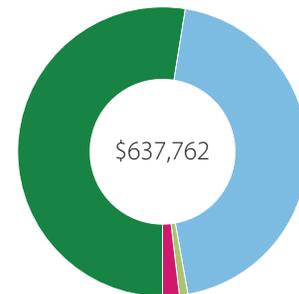


## VOLUNTEERS & INTERNS

Tahia Ahmed, Carmela Allevato, Amanda Aziz, Nicoletta Barber, Terran Bell, Marion Benkaïouche, Meera Bennett, Aleks Besan, Amandeep Bhangoo, Katarina Bogosavljevic, Catherine Boies Parker, Natasa Boskovic, Sara Botero, Afie Bozorgebrahmi, Heather Burley, Katarina Bush, Alison Callaghan, Sarah Carten, Nicole Chan, Carolee Changfoot, Juliet Choi, Lindsay Clark, Tori Clark, Nadine Coffin, Kaity Cooper, Devyn Cousineau, Emma Cunliffe, Rebecca De Carlo, Harshada Deshpande, Mandavni Dhami, Keri Dieleman, Anastasia Duena, Brittany Durrant, Katrin Eberhard, Nakoia Faulconer, Sarah Fix, Serwaah Frimpong, Serena Fung, Olena Gavrilova, John Geddert, Ga (Gabrielle) Grant, Seamus Grayer, Jenna Greenhill, Jess Hadley, Cayleigh Handford, Katharine Harrison, Kirsten Hay, Angela He, Alejandra Henao, Rosanna Ho, Tyson Howells, Tracy Hu, Agnes Huang, Rachel Huang, Nitya Iyer, Charlotte Johnston, Sion Kang, Katherine Lamond, Jennifer Lang-Hodge, Venessa Latek, Chloe Lawson, Tiffani Lee, Goldie Leoppky, Carla Lewis, Bonita Li, Krystal Lillico-Ouachour, Jessica Lithwick, Johnny Liu, Kitty Liu, Jessica Magalios, Eli Mallin, Erin Marshall, Sophie Marshall, Carolyn McCool, Emma McIlroy, Jenna McNeil, Tazmin Mitha, Doaa Mohamed, Hanna Murray, Eileen Myrdahl, Mariam Nasser, Philippa Nesbitt, David Ng, Dorothy Ng, Jocelyn Ng, Emma O'Dea, Eina Onting, Ekansha Pawar, Jessica Plumpton, Meena Rajanala, Tasha Rennie, Esther Rzeplinski, Miriam Sabzevari, Jennifer Safronick, Lisa Sammartino, Givon Santos, Curtis Seafort, Karen Segal, Jeremy Seto, Archana Sharma, Ashlyn Sharma, Kendra Shupe, Elin Sigurdson, Daniella Silveira, Anmol Singh Kalra, Lynn Smith, Kaitlin Somerville, Tanya Thakur, Amber Timothy, Rachelle Tolentino, Petrina Torgerson, Victoria Tortara, Larissa Trites, Magnolia Villalobos, Kay Vinall, Avandi Wallace, Allannah Weis, Raoul Wieland, Jordan Williams-Yuen, Val Wilson, Janet Winteringham, Amanda Winters, Catherine Wong, Curtis Wong, Vive Wong, Jack Wylde, Kai Ying Chieh, Margot Young, Martina Zanetti, Srdja Zivkov. **Interns & Practicum Students:** Nadeine Almaskati, Alex Andersson, Sally Chang, Donna Chapman, Letticia Chia, Alexandra Jonca, Ruben Lindy, Alison Moore, Sarah Pratt, Stefanie Ratjen, Sephra Smith, Maria Topolnyski, Olivia Truong, Liliane Wong.

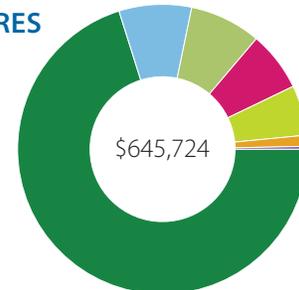
## 2014/2015 FINANCIALS

### REVENUES



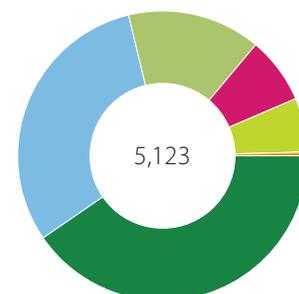
- Grants 52%
- Fundraising 45%
- Education fees 1%
- Endowments & interest 2%

### EXPENDITURES



- Staff & contractors 70%
- Rent 8%
- Other program costs 8%
- Office & equipment 7%
- Fundraising 6%
- Accounting & audit 1%
- Governance 0.3%

### VOLUNTEER HOURS



- Public legal education/youth programs 2,103
- Legal 1,604
- Equality breakfast 774
- Board 387
- Communications 314
- Admin 22

Full financial statements at [westcoastleaf.org](http://westcoastleaf.org)

