

ANNUAL REPORT 2020



Unceded Coast Salish Homelands, Vancouver, BC V6C 1T2
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A Message from our President and Executive Director

Thirty-five years ago, West Coast LEAF grew out of the passion and determination of feminists who dared to envision an equitable and more just society. Their steadfast belief that better is not only possible, but imperative and achievable, has fueled our work ever since.

Thank you to each of you for your sustaining support and encouragement over the last year. For all of us, 2020 has been unique and challenging. We are facing global crises that have highlighted existing inequalities and spurred our organization to an even deeper commitment to addressing the ways in which some groups suffer the burdens of social, economic, and environmental crises far more acutely than others. We are especially grateful this year that West Coast LEAF is in a strong position to weather the uncertainties of COVID-19. This is because of you and your steadfast support. As members, donors, sponsors, funders, staff, volunteers and friends, you have placed your trust in us to carry our work forward, and for that we are humbled. We can't do this work without you, and we are so proud to do it with you.

The global pandemic has presented new challenges and opportunities. Together and as individuals, we've had to rapidly adjust and respond to new ways of working together for social change, just as we know you too have had to make changes in your work, school, and home lives. Alongside these challenges, we want to embrace the things we have been pushed to do differently, like cutting down on our carbon emissions with less travel, meeting in ways that are inclusive of people of all abilities, and recognizing that our personal and family lives are sometimes going to infiltrate and interrupt our professional lives.

We are very proud of the achievements this organization has made through the ups and downs of 2020. This year alone, we advocated for community-based, wrap-around support services for survivors of sexual assault; made submissions using feminist economic frameworks to BC and Canada's COVID-19 recovery plans to ensure they meaningfully respond to the needs of those who most bear the brunt of the pandemic and the weight of inequality; engaged communities of trans people, sex-workers and Indigenous youth to review BC's progress on gender equality; argued before the Supreme Court of Canada for a child support system that responds to the reality of women's and children's poverty; and won an interim – but essential – battle to keep our fight for access to family law justice alive so that the plaintiffs can see their day in court.

Looking back on this year, we also reflect on the pace and nature of social justice work: sometimes you are fighting against a tide and sometimes you are riding a wave—and sometimes you do both in one day. Either way, you have to maintain a steadfast focus on your destination. This past year, we have seen results we couldn't have anticipated. When we launched our project aimed at systemic change in the justice system's response to sexual assault, we couldn't possibly know that in 2020, just as the three-year project was wrapping up, the province would commit \$10 million over three years to fund community-based services for survivors. We didn't yet know that our engagement with three communities about Indigenous guidance on prevention-based child welfare would lead to the longer-term project we've now begun to help fundamentally transform the child welfare system. We are embracing those opportunities to give that work the momentum and force that it deserves.

What we do now, today, matters. With all of our efforts, we are planting the seeds of justice that we hope to harvest tomorrow. Incremental, evolutionary change is hard and sometimes frustrating. But our work carries the spirit of revolution, pushing pebbles and boulders alike to their tipping points, where change is inevitable.

We hope that as you read this annual report, you will take heart in the small and large victories of the past year.

The work is vital, and we are grateful to have you as our partners in equality. Thank you!

Stay safe and well.

Elin Sigurdson, President



Raji Mangat, Executive Director



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OUR VISION



West Coast LEAF staff and volunteers at a trans rights training by Adrienne Smith

Our mandate is to use the law to create an equal and just society for all women and people who experience gender-based discrimination in BC. In collaboration with community, we use litigation, law reform, and public legal education to make change. In particular, we aim to transform society by achieving access to healthcare, access to justice, economic security, freedom from gender-based violence, justice for those who are criminalized, and the right to parent.

We recognize that gender-based inequalities threaten the safety, well-being, and human rights not only of women, but also of Two-Spirit people, intersex people, gender non-conforming people, trans people of all genders (not only women), and people with non-binary gender identities. West Coast LEAF is committed to an inclusive vision of feminism that defends the right to be free from discrimination based on gender identity and gender expression.

West Coast LEAF recognizes our responsibility to work for the full realization of the rights of Indigenous peoples. In the context of historic and ongoing colonial violence and injustice, West Coast LEAF understands that fulfilling this responsibility requires a deep and continual commitment. We respectfully acknowledge that our office is located in Vancouver on traditional, ancestral, and unceded Coast Salish homelands, including the territories of the *xw̓məθkwəy̓əm* (Musqueam), *Skwxwú7mesh* (Squamish), and *səl̓ílwətaʔɫ/Selilwitulh* (Tsleil-Waututh) Nations. We understand that many of us are uninvited to these territories. As an organization that includes many settlers, we take responsibility for learning and seeking long-term transformation in our relationships with Indigenous peoples and land.

West Coast LEAF promotes substantive equality, an approach that recognizes and celebrates differences. Rather than treating everyone the same, substantive equality ensures that historically disadvantaged people can actively participate in society and access justice. We strive to ensure that the equality principles in the Charter of Rights and Freedoms, which advance the rights of all disadvantaged and marginalized groups, are fulfilled.



LITIGATION

We work to advance substantive gender equality through the progressive development of case law by means of strategic litigation, intervention work and litigation support work, specifically through the lens of s.15 of the Canadian Charter of Rights and Freedoms and the principle of non-discrimination under human rights legislation.

Single Mothers' Alliance v British Columbia (BC Supreme Court):

We were successful in defending our challenge to BC's family law legal aid regime from motions to strike brought by the province and the Legal Services Society. In late August 2019, we received a favourable decision allowing the case to proceed to trial as pleaded. Our pleadings allege deficiencies with the family law legal aid regime under sections 7 and 15 of the *Charter*, and under s. 96 of the *Constitution Act*, 1867. The trial has been set to begin on September 20, 2021.

Council of Canadians with Disabilities v British Columbia (BC Court of Appeal):

We intervened in this appeal from a decision denying standing to the CCD to bring a constitutional challenge to BC's *Mental Health Act*. The appeal took place on May 31, 2019 and a judgment was released on August 26, 2020, unanimously finding that courts must remain flexible and generous about allowing public interest organizations like West Coast LEAF to challenge unconstitutional laws on behalf of community members, a critical win for access to justice. Our interest in this appeal aligns not only with wanting to see a generous approach to public interest standing for cases raising significant issues of public interest, but also because we are interested in providing a gendered lens to the *Mental Health Act* if the underlying challenge is to go ahead.

R.R. v Vancouver Aboriginal Child and Family Services Society (BC Human Rights Tribunal):

We intervened in this important human rights complaint, the hearing of which began in February 2020 and resumed by video-conference in September 2020, to bring a systemic perspective on a discrimination claim brought by an Indigenous mother for the Society's failure to accommodate and its reliance on stereotypes in assessing her parenting abilities.

Elba Bendo at the R.R. hearing





Michel v Graydon team: Pro bono counsel Joshua Sealy-Harrington, Jennifer Klinck and Dustin Klautd of Juristes Power Law.

Michel v Graydon (Supreme Court of Canada):

We intervened in this appeal concerning the jurisdiction of the court under the *Family Law Act* to retroactively increase child support after a child has reached the age of majority. We argued that child support obligations and the *Family Law Act* itself must be interpreted in a generous and remedial manner so as to promote substantive equality.

Bent v Platnick; 1704604 Ontario Ltd v Pointes Protection Association (SCC):

We intervened in these two appeals concerning the interpretation of Ontario’s anti-Strategic Litigation against Public Participation (SLAPP) law, which is substantially similar to BC’s law. We participated as part of a coalition of frontline anti-violence organizations to argue that reporting and disclosure by survivors of sexual assault should be protected from SLAPP suits.

Bent litigation team:
David Wotherspoon and Raj Mittal of Dentons Canada LLP who joined Amber Prince, counsel for Atira Women’s Resource Society and former President of West Coast LEAF.

A.B. v C.D. and E.F. (BCCA):

We intervened in this appeal concerning the ability of a transgender youth to secure gender-affirming medical treatment against the wishes of one of his parents. The youth successfully sought protection from family violence under the *Family Law Act* and his father appealed to argue that the BCSC had infringed his *Charter*-protected right to free expression and his rights as a parent. We provided arguments on the applicability of the *Charter* to family law court orders.

National Inquiry into Missing and Murdered Indigenous Women and Girls:

We completed our participation as a party with standing at the National Inquiry, attended the closing of the National Inquiry in Ottawa in June 2019 and began the work of advocating for the Inquiry’s recommendations, which continues to date.

BCCLA v Canada (BCCA):

We intervened in this constitutional challenge to Canada’s solitary confinement regime. The Court of Appeal released its judgment on June 24, 2019, and this judgment was appealed and cross-appealed to the Supreme Court of Canada.

Read more about our strategic litigation work this year on page 7.



A Culture of Collaboration

Kate Feeney, Director of Litigation

I joined West Coast LEAF in April of this year, while still emerging from the haze of new parenthood and in the early days of the COVID-19 pandemic. Remote onboarding was a novel experience to say the least! However, in this challenging context, I am grateful to be working with a thoughtful and dynamic staff and volunteer team. The unequal impacts of the pandemic have only added urgency to West Coast LEAF's mandate to combat gender-based discrimination, especially as it intersects with other forms of oppression.

My relationship with West Coast LEAF dates to the spring of 2016, when, as a staff lawyer at the BC Public Interest Advocacy Centre, I joined the legal team that was developing a constitutional challenge to BC's family law legal aid regime. At the time, I was passionate about access to justice and eager to learn the ins and outs of constitutional litigation. However, I had little idea of where the case would take us. After some twists and turns, that case—[*Single Mothers' Alliance v BC*](#)—is now heading to trial in September 2021 under the stewardship of West Coast LEAF.

My involvement in this litigation has spanned multiple years, career changes and the birth of my daughter. As I dive into trial preparations in my new role as Director of Litigation, I often reflect on how much I have enjoyed working with and learning from my past and current colleagues on the legal team, including our former Executive Director Kasari Govender and Raji Mangat, our current Executive Director and my predecessor in the Director of Litigation chair. I am delighted to, in turn, introduce West Coast LEAF's new articling student, Whitney Vicente, to constitutional litigation through this case. The chain of people devoting their time, expertise and care in this case continues to grow!



Looking ahead, I expect that trial preparations for the Single Mothers' Alliance case will keep me on my toes. September 2021 seems at once far away and just around the corner! I am also excited to deepen relationships with my new colleagues through cross-program collaboration on the child welfare Communities of Practice project, which you can read more about on page 13. And finally, I am seeking opportunities to build on West Coast LEAF's existing [feminist strategic litigation](#) work in family law, child welfare, and supports for sexual assault survivors, among other areas.

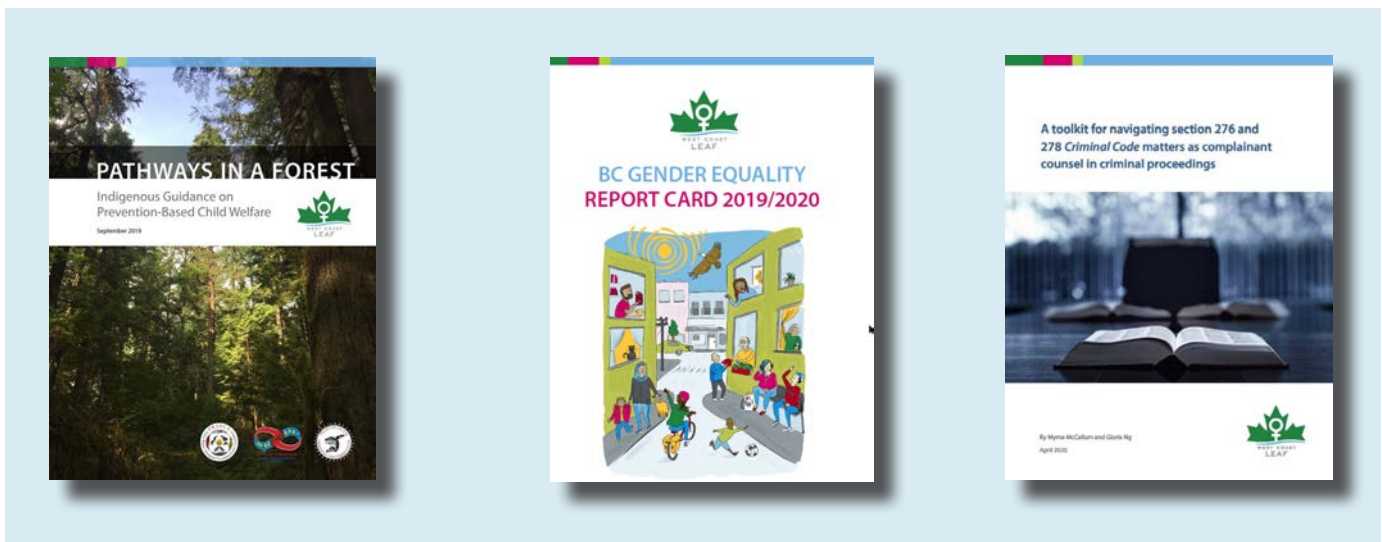
The Single Mothers' Alliance case is a clear example of West Coast LEAF's ability to bring together staff members, outside counsel, volunteers, supporters, funders (including the Vancouver Foundation) and community members to achieve our goals to advance gender equality and gender justice. As I continue existing litigation and embark on new cases in the coming year, I am committed to supporting and growing this culture of collaboration.



LAW REFORM

We work to secure substantive equality for women and people marginalized on the basis of gender through legislative advocacy and law reform efforts, specifically through the progressive interpretation and application of constitutional and human rights principles, including international human rights standards.

Three new publications



Supporting survivors of gender-based violence

This year, we focused on implementing the action plan that was developed in collaborations with justice stakeholders as part of our [Dismantling the Barriers to Reporting Sexual Assault](#) project.

We advocated with decision makers at all levels of government to support survivors by:

- Urging the province to invest in a [rights-based framework](#) for survivors of sexual assault by committing to provide dedicated, secure, and sustainable funding for community-based sexual assault crisis response teams and integrated sexual assault clinics across BC through the 2020 Budget Consultation process, supporting a postcard writing campaign and pushing for a resolution to be passed by the Union of BC Municipalities. We also met with Minister Mike Farnsworth, ADM Lisa Anderson and Parliamentary Secretary Mitzi Dean, and with various opposition MLAs and members of the Green Caucus.
- [Creating a toolkit](#) for complainant counsel navigating sections 276 and 278 *Criminal Code* matters
- Advocating for adequate legal aid services for anti-violence [organizations responding to applications](#) to disclose client counselling records in criminal proceedings.
- Providing input on the development of regulations concerning the end of tenancy for reasons related to violence.

- Supporting a Vancouver [city council motion](#) to investigate pervasive sexual harassment and sexual assault in the hospitality industry and identify steps the city can take to promote safer workplaces.
- Meeting with leadership of the VPD, RCMP and Office of the Police Complaint Commissioner to support survivors and families of missing and murdered Indigenous women, girls and Two-Spirit people.



Elba Bendo with Prime Minister Trudeau

Family law and child welfare

- [Submissions](#) to the Select Standing Committee on Finance and Government Services urging the province to commit in Budget 2020 to making financial supports more accessible for families dealing with the child protection system and those in informal kinship care arrangements.
- [Responding](#) to the province’s request for input about proposed new Provincial Court Family Rules.

Economic security

Advancing economic security for women and all people who experience gender-based discrimination in BC is one of West Coast LEAF’s six priority areas. Over the years we have undertaken significant work to address economic inequality, including advocating for universal child care, calling for improvements to employment standards and increases to the minimum wage, advocating for increased financial supports and the eradication of poverty, and working to eliminate discrimination and harassment at work. We continue to build on this work and are collaborating with partner organizations to develop a comprehensive [feminist economic framework](#) for BC.



This year, we continued to advocate for pay equity and pay transparency legislation in BC through grassroots coalition work, meetings with Parliamentary Secretary Mitzi Dean, and by preparing a [backgrounder comparing pay equity regimes across Canada](#).

Representatives from Victoria Sexual Assault Centre, YWCA Metro Vancouver, and West Coast LEAF meeting with Parliamentary Secretary for Gender Equity Mitzi Dean and Minister Mike Farnworth.

Access to health care

We sent [a letter](#) to the BC Ministry of Health Medical Services Commission calling for an end to the three-month waiting period to access health care for people entering or returning to Canada.

We called for [better regulation](#) of BC's health professions to address sexual violence in a consistent and comprehensive way; and [an overhaul](#) of the province's *Mental Health Act*.

We also advocated for:

- an end to all forms of sex [discrimination in the *Indian Act*](#).
- Canada to [withdraw proposed restrictions](#) on refugee rights that would harm women and children seeking refugee protection from domestic violence.
- [a new approach](#) to implementing the National Action Plan to ensure that it is led by Indigenous women, girls, and Two-Spirit people.

Read more about our law reform work this year on page 11.

Feminist coalition building

We continued [work on the coalition](#) of grassroots organizations that held Feminists Deliver, a parallel conference to the Women Deliver conference in June 2019. West Coast LEAF was one of the coalition's founding members, on the steering committee, and supported in drafting the terms of references and other mission statements, contributed to the strategic vision and advocacy development, and helped to organize the conference, trade show, and art installation, which was seen by 40,000 people. Through our involvement, we advocated for funding for programs to address gender-based violence in various meetings with the federal government, including Minister Monsef, and pushed for changes to federal laws that criminalize poverty with Prime Minister Trudeau.

Group shot from the roundtable with Minister Monsef, by Feminists Deliver



Advocating for systemic change

Elba Bendo, Director of Law Reform

This past year was the final year of our three-year project, [Dismantling the Barriers to Reporting Sexual Assault](#) and we used it to translate learnings from the project into results that will directly support survivors of sexual assault. We partnered with amazing organizations like WAVAW, Victoria Sexual Assault Centre, and Ending Violence Association of BC to advocate for more community-based supports for survivors. We wrote letters, made submissions, met with decision-makers from city councillors to ministers to members of the opposition, spoke with the media, and generally packed our 2019 summer and fall months with advocacy for funding increases to community-based support services.

Our joint efforts paid off! In May 2020, the provincial government announced that it would increase funding to community-based sexual assault programs by \$10 million over three years. This is a big feminist win and, while we took a moment to be proud of our work together, we now want to build on this achievement with additional funding, this time for a health-centred response to sexual assault and the needs of survivors.

We know, through our work and the work of others over many years, that the legal profession must also do better for survivors. To address how legal professionals can make a difference, we collaborated with two wonderful lawyers and advocates Myrna McCallum and Gloria Ng, and Legal Aid BC to produce a toolkit for lawyers who represent the privacy interests of survivors of sexual assault in criminal trials. Our new resource, [A toolkit for navigating section 276 and 278 Criminal Code matters as complainant counsel in criminal proceedings](#), sets out the law surrounding the admissibility of evidence of a survivor's sexual activity and the production of third-party records. The disclosure of private records and introduction of evidence about one's sexual history can be a devastating



intrusion into the lives of survivors of sexual assault and can in and of itself act as a barrier to reporting sexual assault or accessing counselling and other support services. The toolkit also provides an overview of the evolution of this area of law, practical advice for advancing these types of cases, and guidance on developing a trauma-informed practice.

To expand on the information set out in the toolkit and answer practical questions for lawyers who undertake this work, we partnered with Gloria, Myrna, Colleen Elden, and Courthouse Libraries to provide a complementary webinar, which was attended by more than 200 lawyers and nearly 50 non-lawyer community members. We heard from participants that the webinar provided necessary practical information on a complicated and ever-evolving area of law. While we know many survivors do not pursue justice and healing through the Canadian criminal justice system, we believe that those who choose to report sexual assault must receive the highest standard of legal representation, particularly when it comes to their right to privacy, and we are committed to working within the legal profession and beyond to improve the experiences of survivors.

We are grateful to the Government of Canada and the Province of BC for funding this work.



COMMUNITY ENGAGEMENT

We engage with community through coalition building, partnerships, and collaborations; taking guidance from advisory committees with lived experience and professional expertise; contributing to public conversations; and listening deeply.

- We completed the first cycle of our Indigenous Advisory Committee and arrived at pathways to move our reconciliation and decolonizing work forward through another two-year cycle of advisory work, which began in summer 2020.
 - We completed another year of work on staff development, building our internal knowledge and understanding of the challenges facing Indigenous people in our communities through staff decolonizing discussion groups, and added a new series of discussion groups on gender inclusion to increase staff learning on the challenges faces by gender non-conforming, non-binary, intersex, and Two-Spirit people.
 - We integrated robust community outreach and engagement strategies across all program areas, significantly enhancing our ability to reach communities directly impacted by gender injustice.
- Read more about our Community Engagement work this year on page 13

We published 24 novel, engaging blog posts at westcoastleaf.org/blog on a range of issues on topics ranging from:

- legal aid and access to justice
- grassroots feminist organizing
- advocacy against homophobia, transphobia and biphobia
- Indigenous legal systems and traditions
- harm reduction and the opioid epidemic
- refugee rights and the Safe Third Country Agreement
- feminist governance frameworks
- migrant justice activism

In the media

We appeared in more than 200 articles, and radio and tv spots

31,762 unique website visitors

4,606 resources downloaded

12,614 hard copies distributed of our 10 most popular resources

Building community by centring relationships

Sharnelle Jenkins-Thompson, Manager of Community Outreach



This year, West Coast LEAF focused on building relationships that support us in deepening our organizational vision and our work to seek an equal and just society. We completed the first cycle with our Indigenous Advisory and began our second cycle with an expanded group of advisors from host Nations and other Indigenous

communities on Turtle Island. We are energized and excited to dig into learning that pushes us to work relationality and to be accountable to our commitments of decolonization and reconciliation with the land, water and people. We raise our hands in gratitude to Elder Doris, Elder Lillian, Colleen, Frances and Lorelei who were so generous with their spirits and wisdom, breathing life into our Indigenous Advisory last year, and to Jenny and Owen for joining us on our path this year.

Community is also at the heart of our new [Gender Equality Report Card](#) (formerly the CEDAW Report Card). Funded by the Law Foundation of BC and Health Sciences Association, the report card assesses the BC government's progress in the preceding year on advancing gender justice. This project also aims to build and deepen relationships with grassroots groups and organizations who have long been advocating to address gender-based inequalities that threaten the safety, well-being, and human rights not only of women, but also of Two-Spirit people, intersex people, gender non-conforming people, trans people, and non-binary people. Throughout this project, we worked closely with folks from PACE, UNYA and CATA. Using an arts-based methodology we identified pressing issues and collaboratively assessed BC's progress

to address these areas of concern. With the help of Sam Bradd at [Drawing Change](#), we created [eight images for social media](#) to raise public awareness of findings from the report card and serve to amplify knowledge shared by community.

This year also saw us wrap up [Shifting the Child Protection System](#), a project grounded in the lived experiences of parents, kinship caregivers, family members and front-line staff. In collaboration with Tillicum Lelum Aboriginal Friendship Centre, Lii Michif Otipemisiwak, and the Fraser Region Aboriginal Friendship Centre Association, we produced [Pathways in a Forest: Indigenous guidance on prevention-based child welfare](#), a law reform report based in dialogue through storytelling circles with more than 60 people.

It became clear that community members already have the knowledge and ideas of how to work towards a system that supports families to thrive together. What is required—and a role West Coast LEAF can play—is to support the need and desire to learn and work together to build a groundswell for systemic change.

We have now embarked on a three-year project to support the systemic change that community told us is critically needed, through the building of a child welfare community of practice. We aim to engage groups of parents, advocates, and lawyers across BC through a capacity-bridging approach that will support in developing strategies for systemic change on the ground, particularly in Indigenous communities who continue to be deeply affected by the impacts of the child welfare system and other ongoing colonial systems. This project presents an exciting opportunity to weave together our community engagement, law reform, litigation and public legal education strategies in support of community. We are still in early stages of this project, but welcome you to inquire more about the project by reaching out to community@westcoastleaf.org.

This work is supported by the Law Foundation of BC.



PUBLIC LEGAL EDUCATION

We track and monitor how legislation and policy affect gender equality; do in-depth research and writing on legal and policy issues; and engage with decision-makers to push for change.

SPEAKERS BUREAU

1,125
people reached

- Safety from violence for older women
- Justice for women and transgender people in prison
- Reform to the *Employment Standards Act* and the *Divorce Act*
- Access to justice and strategies for justice sector reform
- Employment and labour rights for newcomers to BC
- Feminist legal advocacy strategies
- Backlash to the #metoo movement through civil suits; and gendered violence in the context of refugee resettlement

2,061 youth at **77** workshops

225 post-secondary students at **9** Only Yes Means Yes workshops

170 people at **4** workshops based on our project **Dismantling the Barriers to Reporting Sexual Assault**

See more about our PLE programs this year on page 15

Employment rights workshop w MBA students at
New York Institute of Technology Vancouver



Thinking critically about the law

Cecile Afable, Youth Workshop Coordinator

Our Public Legal Education programming is guided by the belief that one of the best ways to defend human rights is to teach people what they are and how to use them. We do this through [our workshops](#) for youth and adults, our Speakers Bureau, and our [research reports](#), [educational resources](#), and other [publications](#).

Adapting to COVID-19, we developed online versions of some of our [youth workshops](#), and we continue to reach people throughout the province with this new method of delivery. One of our most popular workshops before the pandemic, [Youth in the Workplace](#), continues to be especially relevant, as youth prepare for first jobs or navigate challenges at work, including workplace discrimination or violations of the *Employment Standards Act*. Youth report finishing the workshop with a clear understanding of their rights, knowledge of the legal and non-legal options available when facing an unfair or illegal situation, and a critical perspective of the law. Via our anonymous feedback forms, participants share with us that they feel validated by our honest conversations about discrimination and other difficult workplace situations, and that they feel more confident in the workplace.

We're lucky to have the support of talented volunteer facilitators who accompany our staff to youth workshops or assist with online facilitation. Often motivated to work with West Coast LEAF because of a keen interest in feminism or law, our volunteers are a diverse group of young professionals, law students, and undergraduates who add unique perspectives and lived experiences to the workshops. Our reciprocal volunteer program allows West Coast LEAF staff to learn from the thoughtful comments and analysis offered by our volunteers at monthly meetings, where we focus on social justice topics, and volunteers have the chance to learn about the nonprofit sector,



practice their facilitation skills, and engage with the law from a feminist point of view.

This year, we're working on [a project to evaluate our approach to public legal education and information \(PLEI\)](#). Some of our education programs are more than 20 years old, and we're grateful to the many amazing feminists who put in the work to build our programming over the years. Our current staff complement has inherited many tools that were developed over the decades, before the organization committed to broader gender inclusivity and decolonization. Our current project, funded by the Law Foundation of BC, is giving us the time, space, and resources to evaluate the overall impact of our PLEI, as well as invite community feedback about how to create PLEI resources and programming that best meet their needs. As we navigate the ongoing uncertainty brought on by COVID-19, we're grateful for the opportunity to learn and listen in the service of making our PLEI even better and more relevant to the community.

If you would like to book or learn more about our youth workshops, you can contact Cecile at youth@westcoastleaf.org.

2019/2020

MAJOR DONORS

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THANK YOU TO OUR 2019/2020 PROJECT FUNDERS



We are grateful for the continuing support of the Law Foundation of British Columbia



We acknowledge the financial support of the Province of British Columbia

Canada

We acknowledge the government of Canada for funding through Women and Gender Equity Canada and the Social Sciences and Humanities Research Council of Canada



Public Interest Work Placement Program



A NOTE ABOUT COVID-19

The strong and sustaining support of our donors and funders has ensured that we can continue our work without slowing our pace, as inequalities, oppression, the impacts of colonialism, and disparities become even more apparent, as does the stark need for systemic changes to our economic and justice systems. Thank you!



Photo credit: Johnny Liu Photography

EQUALITY BREAKFAST

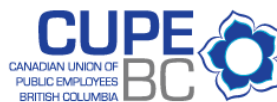
A warm and heartfelt thank you to all who supported and attended the 2020 Equality Breakfast and 35th birthday celebration. We are so grateful to the more than 800 people who showed up bright and early with open minds, open hearts and generous spirits. We recognize that it is a privilege to hold a fundraiser on these unceded, ancestral, traditional territories of the Musqueam, Squamish and Tsleil-Waututh Nations. We were inspired by keynote speaker Sandy Hudson, a founder of Black Lives Matter in Canada who is pursuing a law degree at UCLA. Thanks to overwhelming support, we raised a record amount to support our work to advance gender equality and challenge injustice. We are deeply humbled that we were able to hold our event before public gatherings ceased in response to the COVID-19 public health crisis.

THANK YOU TO OUR BREAKFAST SPONSORS

DIAMOND



GOLD



LIDSTONE & COMPANY

MEDIA



PRINT



MERCHANDISE



SILVER

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Fasken
Health Sciences Association of BC
Hunter Litigation Chambers
Moore Edgar Lyster LLP
Peter A. Allard School of Law,
University of British Columbia
Ratcliff & Company LLP
UFCW 1518
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BRONZE

Canadian Bar Association - BC Branch
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Mandell Pinder LLP
McCarthy Tétrault LLP
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Public Service Alliance of Canada - BC Region
Singleton Urquhart Reynold Vogel LLP
Trial Lawyers Association of British Columbia
Faculty of Law, University of Victoria
ZSA Legal Recruitment



West Coast LEAF is a federally registered charity and an incorporated BC non-profit society. We're governed by an elected Board of Directors, run by a dedicated staff, and supported by active and committed volunteers. Our family of staff, volunteers, members, alumni, and supporters includes legal professionals, community organizers, social service providers, community groups, unions, and students.

STAFF 2019/2020

Alana Prochuk

Manager of Public Legal Education

Basya Laye

Director of Development and Engagement

Cait Hurley

Interim Office Manager (until September 2020)

Caitlin Anderson

Administrative Assistant

Cat Hart

Manager of Fundraising (from July 2019)

Cecile Afable

Youth Workshop Coordinator (from July 2019)

Elba Bendo

Director of Law Reform (from October 2018)

Kasari Govender

Executive Director (until August 2019)

Kate Feeney

Director of Litigation (from May 2020)

Raji Mangat

Executive Director (from September 2019), Director of Litigation (until August 2019)

Sharnelle Jenkins-Thompson

Manager of Community Outreach

Sharon Xia

Event Manager and Donor Coordinator

Victoria Chen

Office Manager (on leave until September 2020)

LAW STUDENTS AND INTERNS

Amelia Roth, Articling Student

Caitlin Salvino, Resercher

Chelsey Blair, Practicum Student

Isabelle Busby, Articling Student

Kareem Ibrahim, Law Student Intern

Roxy Sproule, Researcher

Whitney Vicente, Articling Student

INDIGENOUS ADVISORY

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Elder Lillian Howard

Frances Rosner

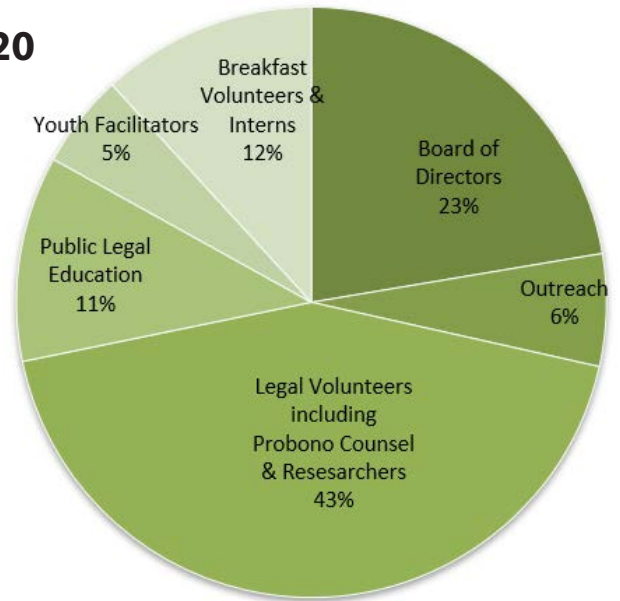
Lorelei Williams

Owen Ballendine

From left to right: Cait Hurley, Amelia Roth, Cat Hart, and Cecile Afable



4,500 volunteer hours in 2019/2020



2019/2020 FINANCIALS

REVENUES

	2020	2019
Grants - Law Foundation	\$ 380,000	\$ 190,000
Grants - Program and law interns	527,151	413,030
Grants - Gaming	50,000	65,000
Fundraising	346,160	289,204
Endowment income	7,186	7,419
MMIWG inquiry	-	69,857
Other income	12,890	11,467
	1,323,387	1,045,977

EXPENSES

Accounting and audit	6,000	8,565
Amortization	3,027	1,525
Board and committee	6,709	5,092
Donation - Vancity Community Foundation	-	50,000
Equipment leases and service	63,773	3,315
Fundraising	65,670	68,371
Legal costs and disbursements	8,427	9,155
Office and miscellaneous	35,582	30,958
Personnel and services	789,959	689,858
Postage and courier	10,231	8,771
Projects	51,046	38,380
Public relations	6,770	9,644
Rent	98,083	55,639
Telephone and fax	1,297	1,205
Travel	14,823	20,834
Volunteers	3,355	2,143
Total Expenses	1,170,672	1,003,455
Excess (Deficiency) of Revenue Over Expenditures	158,635	42,522

The Association created a board-restricted operating reserve fund through a transfer of \$150,000, the purpose of which is to ensure the long-term financial stability of the Association.