



ANNUAL REPORT

2016

SALCO ANNUAL GENERAL MEETING
Wednesday, November 16, 2016, 6:00 p.m. – 8:00 p.m.
Friend's House, 60 Lowther, Toronto, ON M5R 1C7

Agenda

1. 6:00 p.m. – 6:30 p.m. Open House – Mix and Mingle
(Refreshments Served)
2. 6:30 - 7:30 p.m. The Feminist and the Artist: Nimisha
Bhanot
3. 7:30 p.m. – 8:00 p.m. AGM Business Meeting: Call to Order
(Board of Directors)
 - Approval of 2015 AGM Minutes Board of Directors
 - SALCO Chair/ Staff Report 2016 SALCO Staff
 - Treasurer's Report on the Board of Directors
Audited Financial Statements
Of the Year Ending March 31, 2016
 - Approval of Auditor, Board of Directors
 - Nominations to SALCO Board Board of Directors
Directors: slate and nominations
from the floor
4. 8:00 p.m. Adjournment of Meeting (Board of
Directors)

SALCO ANNUAL GENERAL MEETING
Thursday, November 5, 2015, 6:30pm-8:00pm
Friend's House, 60 Lowther Avenue, Toronto, ON M5R 1C7

AGM 2015 MINUTES

1. **Call to Order:** The meeting was called to order by Chair, Hassan Valji, at 7:07 p.m.
2. **Introduction of Presentation:** Aruna Boodram, SALCO Community Legal Worker, introduced that the AGM presentation, "Access to Justice: A Conversation About Barriers Faced by the South Asian LGBTQ Community", and the panelists: Rita Kohli, El-Farouk Khaki, and Geetanjali Lena.

Each of the panelists provided presentations. The highlights included:

Rita Kohli:

- Has been engaged with the idea of working and living from the margins of society as a racialized LGBTQ+ South Asian woman.
- She linked this marginality to memory, describing the difficulty of finding cohesion in her life due to her identity struggles. She explained that since many LGBTQ+ South Asians have to hide their identity when with their own ethnic group, it can feel like parts of their lives (i.e., the journey involved in coming out of the closet) do not exist in those spaces, and it can be a painful (but also important) experience "to remember."
- Ms. Kohli called for a politicization of the notion of diversity. She described that it has become more synonymous with culture, a change that she problematized. She emphasized the need to re-think diversity in terms of power relations, so that anti-racism & anti-oppression movements may not be stifled within problematic frameworks.

El-Farouk Khaki:

- Mr. Khaki preceded his talk by noting that before asking for justice, we must acknowledge the privilege we all have to be on indigenous land, and to be participating, as immigrants/descendants of, in the colonization of the territory established as Canada.
- He discussed issues faced by queer racialized folk, one of which involved having to hide in their own ethnic communities. The marginalization happening within South Asian Communities is something Mr. Khaki severely problematized as a barrier to justice.
- Mr. Khaki emphasized the lack of discussion within South Asian Communities on class, poverty, and sexuality – something that also served as a barrier to justice, creating a lack of access for queer racialized youth to care and information they need and deserve.

- Mr. Khaki described the efforts of his mosque, the Toronto Unity Mosque, to welcome *all* members of the Muslim faith.

Geetanjali Lena:

- Established that Canadian research about queer and trans people of colour is very sparse, but quoted the results of a Planned Parenthood survey conducted in 2007. This survey had 1217 participants, wherein 4% were LGBTQ+, 3% questioning. Of that 3% of people questioning their sexuality, 50% were immigrants and refugees from South Asia and South East Asia.
- Made the point that white youth are more assured in their assertion of their sexualities, and this assurance creates social pressure by emphasizing the vital importance of establishing your sexual identity. This was established as a barrier to justice, as the point of view could be harmful for those experiencing things like displacement, war, and genocide (i.e., the immigrant & refugee population). The talk emphasized that the concept of labeling is pushed forward by the straight, white world, and it is important to remember that many people have different ways of approaching their sexualities.
- Another barrier was described within the medical community, as people wishing to transition are faced with the highly problematic task of "pathologizing" their need to be trans (i.e., establishing a mental health condition in order to have surgery). Great work is being done by some clinics to de-pathologize the concept of being trans, but that type of care is hard to access for LGBTQ+ South Asians.
- Provided insight for anyone dealing with youth, emphasizing that the concept of self-identification is paramount for young people, and that one should keep that in mind when engaging with them.

Items for Discussion (After the panel, there was a brief Q&A period):

- Question on how to provide support to queer racialized youth as a family member or guardian:
 - Mr. Khaki noted that queer youth must have a level of compassion for their families, as sometimes by coming out of the closet, we put our families *in* the closet, as many feel they will be ostracized in their communities if their child is queer.
 - The panelists discussed that the notions of 'community' and 'family' should be re-defined – a community can also be *created*, just as a family does not have to share DNA with you.
- Question on how to be an ally:
 - The panelists defined an ally as someone who stands with you, and stands for you when you are unable to stand for yourself. They also defined an ally as being part of someone's *created* community.
 - They described the duties of an ally as being able to take risks, as an ally does not have as much to lose. An ally should be able to call out discrimination where a queer person cannot.
 - The panelists also emphasized the importance of understanding one's own location – allies should be a part of a movement, but must be wary of taking up too much space. Allies do not get to

decide whether or not to be someone's ally, they do not make that choice; rather, they must be *sought*.

3. **AGM Business Meeting:** The AGM Business Meeting was called to order by meeting chair, Hassan Valji (Secretary of the SALCO Board), at 7:52 p.m.
4. **Approval of Minutes from AGM on November 12, 2014:** no amendments were made.

Motion to Approve: The minutes were presented for approval, whereupon motion duly made by Payal Ratanshi, seconded by Rita Kholi, and unanimously adopted.

5. **AGM Business Meeting: Chair's Report:** Executive Director, Shalini Konanur, advised that the board chair was unable to attend today's AGM due to a last minute work obligation. Rita Roy's written chair's report was provided to the membership in the AGM package.
6. **AGM Business Meeting: Staff Report:** Executive Director, Shalini Konanur, presented the Staff report. The highlights included:
 - Emphasis that SALCO has been seeing more cases of LGBTQ+ clients facing much violence; much of SALCO's work has been around supporting individuals experiencing violence in the South Asian LGBTQ+ community.
 - SALCO is also trying to expand its service to South Asians from Caribbean communities.
 - SALCO continues to try and tackle issues of racism / Islamophobia through test case work, and other advocacy.
7. **AGM Business Meeting: Treasurer's Report:** SALCO Board Treasurer, Saleha Haji, presented the audited financial statement for March 31, 2015:
 - SALCO received an \$86,000 new funding from Legal Aid Ontario that will be used to hire one more employee, and renovate the office space.
 - SALCO also received funding from Legal Aid Ontario to continue to staff the Safe Centre Peel (a domestic violence hub in Peel Region).
 - SALCO also received funding from the Department of Justice, which will be/has been used for Forced Marriage related work.
 - SALCO's core funding from Legal Aid Ontario continues to be consistent. Most of the funding goes towards salary and rent, and we continue to have a small operating budget for all other costs.

Items for Discussion:

- The Executive Director, Shalini Konanur, noted that we continue to work with a tight budget and are also required by Legal Aid Ontario to report administrative costs savings annually.

Motion to Approve: The SALCO audited financial statement for April 1, 2014 to March 31, 2015 was presented for approval, whereupon motion duly made by Deb Singh, and seconded by Kruti Patel, and unanimously adopted.

Motion to Approve: The hiring of David Burkes, Chartered Accountant, for the SALCO audit for year ending March 31, 2016 was presented for approval, whereupon motion duly made by Femi Fasoyinu, seconded by Godha Rangraj, and unanimously adopted.

8. **AGM Business Meeting: Nomination and Election of Board of Directors:** SALCO Board of Directors Nominations Committee Chair, Hassan Valji, presented the Nominations Slate for the SALCO Board of Directors.

Items for Discussion:

- A discussion ensued regarding board membership. Some SALCO members expressed a desire to allow for nominations from the floor.
- The Executive Director noted that this was allowed in the bylaws a number of years ago but that SALCO had some bad outcomes with directors nominated from the floor who used personal information from SALCO for their own purposes. She advised that a change was made to the bylaws to allow for a more thorough vetting of board members through a slate process.
- It was also noted that having nominations from the floor would require amending the bylaws.
- SALCO members advised that many of them were not aware of or did not understand the current nominations process and asked the board of directors to explain the process. The process was explained as follows: A call out for board member applications is sent out through contacts, and on the SALCO website. The board nominations committee then reviews applications and presents a slate of proposed candidates to the board of directors, the board of directors approves that slate for presentation at the AGM, where the slate is presented to the members for approval.
- The membership expressed a desire to know more about who is on the board and about the proposed nominees.
- A SALCO member suggested that we have biographies for the board members posted on the SALCO website.
- Some SALCO members expressed concern with transparency and they wanted to allow for nominations from the floor, and some felt that the recent change to a formal application process was more effective. This led to a discussion of the by-laws.
- Some members were concerned about whether SALCO's board of directors was representative of the communities that it serves.
- Other SALCO members advised that they liked the current nominations process and that it works well to ensure that board members bring the skills required to be on the board (ex: financial management, human resources).
- Some members expressed that the current make up of the board seems to have a good cross-section of skills and representation.
- The proposed slate of nominees to the board provided presentations to introduce themselves.
- A SALCO member put for the following motion:

Motion to Approve: Amending the SALCO by-laws by special resolution to allow nominations from the floor was presented for approval, whereupon motion duly made by Pradeep Singh, and seconded by David Howard. Motion failed by a vote of: 22 for, 36 against, and 5 abstentions. Note: motions by special resolution require approval by 2/3 of the membership (in this case 42/63 would be two thirds).

- Another SALCO member put forth the following motion:

Motion to Approve: The slate of nominees to the SALCO board of directors was presented for approval, whereupon motion duly made by Payal Ratanshi, seconded by Rita Kholi. Motion passed by a vote of 39 for, 13 against, 11 abstentions. Note: routine motions at the AGM require a majority vote to pass (in the case 32/63 would be a majority).

- SALCO members noted two additional points: i) SALCO should be prepared to speak about its bylaws at all AGMS, and ii) SALCO could look at a revised model for nominations that could incorporate all of the concerns raised (ex: hybrid model of a slate and elections from the floor)
- A resolution was made by the SALCO board of directors to consider all of the input from the SALCO members, do a review of the SALCO bylaws, and to hold a member's meeting within 6 months of the AGM to address the issues raised by SALCO members at the AGM.

9. **Motion to Adjourn:** There being no further business to come before the meeting, the meeting adjournment was presented by the meeting chair, Hassan Valji.

Motion to Approve: Adjournment of the SALCO Annual General Meeting on November 5, 2016 at 8:40 p.m. was presented for approval, whereupon motion duly made by Saleha Haji and unanimously adopted.

AGM Meeting Minutes taken by: Tara Bhardwaj



SALCO - 2016 CHAIR'S REPORT

Welcome everyone to the fall 2016 Annual General Meeting for the South Asian Legal Clinic of Ontario. Unfortunately, I am unable to attend today's meeting due to timing conflict, but would like to take this opportunity to update you all on SALCO's recent projects and initiatives over the past year.

This year, SALCO has been consulting with the province to raise concerns surrounding police enforcement, particularly in relation to immigration enforcement. There has been ongoing concern about the extent of information shared by police services with federal immigration authorities like the CBSA (Canada Border Services Agency). The clinic has been raising awareness regarding the issue of police checks (sometimes called carding / street checks) which often involves the targeting of racialized peoples. In a related note, SALCO has been actively involved in consultations surrounding the creation of a new Anti-Racism Directorate (ARD). Through the Colour of Poverty – Colour of Change Network (COPC), SALCO met with both the Minister responsible and senior staff at the ARD. Some of the concerns raised involved the problem of systemic racism and employment equity. The clinic will continue to follow along on developments with the Directorate.

In the area of domestic violence initiatives, SALCO continues to participate at the provincial Roundtable on Violence Against Women which is currently working on recommendations about domestic violence initiatives in the province. Of specific interest are the impacts upon our clients within the areas of both immigration and criminal law, which commonly intersect. Staff have continued to work on other intersecting areas of law, particularly in immigration and employment law. SALCO has expanded its services to include more assistance in employment law, with a focus of workers with precarious immigration status. The clinic has increased both direct legal service and public legal education in employment law, and advocacy work through Ontario's "Changing Workplace" review. Two particularly vulnerable groups that staff have worked with include migrant farm labourers and live-in caregivers. There are concerns surrounding the extremely low labour standards of migrant workers. SALCO has been engaging in advocacy with the Migrant Workers' Alliance for Change (MWAC) to continually voice concerns for these clients. Earlier this year, SALCO had joined with a coalition of existing interveners in the court case of *Peart v. Her Majesty the Queen in Right of Ontario* involving the mistreatment of migrant workers and workers with precarious immigration status. These types of workers form a large part of the clinic's clientele base. The case is currently in the appeals process.



SALCO - 2016 CHAIR'S REPORT (continued)

SALCO's own internal needs assessment revealed that we need to focus some outreach on underrepresented populations like South Asian LGBTQ communities, and Indo-Caribbean communities, who may have less awareness / access to SALCO. SALCO has also been working with the Trans Legal Needs Assessment project, funded by Legal Aid Ontario, directed at training legal professionals on the provision of legal services to such clients.

In relation to the "Safe Centre of Peel" (SCoP), satellite's SALCO office, earlier this spring, a proposal was both made and accepted for the Brampton legal clinic to now operate the "Safe Centre of Peel". The SCoP has been staffed and administratively operated by SALCO since 2011. Though SALCO will continue to support SCoP in its provision of a myriad of services involving housing supports, criminal legal services, resettlement services, etc., it will no longer be directly involved in its operations and administration.

As per staffing updates, this year the clinic bid farewell to Deepta Mattoo, a long standing staff lawyer who has been working with SALCO since its inception as a Legal Aid Ontario funded legal clinic. Deepa was particularly known for her expertise in the area of gender-based violence and its intersection with immigration law. Most recently she had been working on issues involving spousal sponsorship and clients' precarious conditional permanent resident status in Canada. Deepa has moved onto a new position as Legal Director at the Barbra Schlifer Commemorative Clinic in Toronto, where she will undoubtedly continue to do outstanding work in representing vulnerable clients. In the interim, the clinic has welcomed two new articling students in July 2016 who will remain with the clinic until the summer of 2017.

The board of directors has also been quite busy this year, specifically with revising SALCO's by-laws, which have now been fully revamped thanks to the tireless efforts of the board's By-Laws sub-committee. A fully revised and updated version of the by-laws is available on SALCO's website. In the same vein, the board's Nominations sub-committee has worked extensively to revamp the application process for those interested in applying to serve on the board of directors. The changes to the Nominations process are included in the recently updated by-laws as well as in a related policy (see updated "Nominations Slate Selection Policy" on website). The board also passed a new Scent-Free policy at SALCO and an updated Volunteer policy.



SALCO - 2016 CHAIR'S REPORT (continued)

I would like to thank SALCO's funders, which include Legal Aid Ontario, the Law Foundation of Ontario, and the federal Department of Justice for their continued support of SALCO's work. I would like to thank SALCO's dedicated executive director, Shalini Konanur, and the clinic staff who have all worked tirelessly to provide excellent service to our clientele, and who continue to make concerted efforts to reach out to stakeholders and other community organizations. It has been both an honour and a privilege to be involved with SALCO for nearly the past ten years, and to serve on the board of directors for the past five years. Serving on the board has been a most valuable and rewarding experience, and I will continue to follow the clinic's work and developments within the community with a sincere interest in the years to come.

Rita Roy
Board of Directors, Co-Chair

SALCO AGM 2016: Joint Staff Report

Karin Baqi – Staff Lawyer

Over the past year, Karin undertook some of SALCO's test case litigation in a variety of interventions impacting low-income South Asian (and other racialized) communities.

In April 2015 she presented the oral argument on behalf of a Coalition of Clinics in *Ontario v. Delottinville*, at the Ontario Superior Court. The Coalition brought forward a critical race analysis to argue that individuals who have made police complaints ought not be barred from also making human rights complaints when they have experienced racial discrimination in police interactions.

Following that she represented the Clinic, along with the Ontario Council for Agencies Serving Immigrants (OCASI) in *Begum v. Minister of Citizenship and Immigration*, a case which involved a *Charter* challenge to the income requirements to sponsor parents and grandparents under Canada's immigration program.

This past March she worked in partnership with the African Canadian Legal Clinic (ACLC) and the Industrial Accident Victims' Group of Ontario (IAVGO) to seek leave to intervene in *Peart v. Ontario*, a human rights challenge to the exclusion of migrant farm workers from mandatory inquests following workplace deaths under the *Coroners Act*.

In April 2015, SALCO also began a partnership with the South Asian Women's Rights Organization (SAWRO), a community-based and community-led association of predominately Bangladeshi women living in the communities of Oakridge, Crescent Town and Teesdale. Karin has been attending monthly satellite clinics at SAWRO as well as participated in train the trainers sessions and workshops, along with other SALCO staff.

Aruna Boodram – Community Legal Worker

While working in the capacity of the Forced Marriage Coordinator until September 2015, I worked with Deepa and Shalini to complete our Forced Marriage Toolkit, which includes policy templates, case management processes and a complete legal analysis of forced marriages in Canada and internationally. It is all available online for those who would like to see a copy. During that time, I also facilitated trainings on our forced marriage materials with Deepa in Thunder Bay, Windsor, Brampton, Sudbury and various organizations across the GTA. We were able to connect with service providers across the province who are supporting clients that may be facing forced marriage and other intersecting forms of violence. We received feedback and support for our toolkit and our trainings were helpful to service providers and their work on the ground. At the end of September 2015, I was hired onto SALCO's team permanently as a community legal worker and a licensed Paralegal. Since then I have been working with clients from all over the South Asian diaspora including those from the Caribbean and LGBTQ community. I have been working with the TRANSforming JUSTICE: Trans* Legal Needs Assessment Project and outreaching to community organizations, community members and events to let Caribbean and LGBTQ South Asian people know that they can access our services. I have been providing legal services to the Malvern Family Resource Centre and East Scarborough Storefront. I have worked on housing files, ODSP appeals, and now am working on CPR exemptions and spousal sponsorships for couples from the LGBTQ community. I have been doing public legal education workshops and also starting working on legal issues that are relevant to the Trans community, such as advocacy on name and gender changes. I look forward to continuing to expand our reach to marginalized South Asian communities across the GTA.

Vanathy Wimalaswarans – Office Administrator

The number of phone calls received by SALCO has increased over the years. For a day on an average I would receive about 50 calls, about 25 % of those calls were new intakes that I pass on to the staff members to assist. We try to provide our clients the services they need in the languages they prefer through our staff that are able to serve in many South Asian languages. I also attend to many walk-in clients based on their requirements and deadlines that they have to meet.

Last year, we were told that LAO is going to change our database (CMT) to a different database system called CIMS. I have been attending numerous trainings in person and through webinars to get more information regarding this. This is a new database that we need to learn in detail before we can use it. CIMS is designed to help clinics manage client information, record information and store data relating to casework; and to track important details about the full spectrum of other work that we do. This is not just a software update; it is a significant change in information management. We were scheduled to have the new CIMS installed on October 17, 2016 but the CIMS team announced last week that they are moving the implementation date to end of November 2016.

Our website also underwent major re-construction last year. It has been now designed to get our clients to access and use it easily. Our satellite drop-in clinics and PLE information are updated regularly allowing clients to attend them whenever they can.

Khadeeja Ahsan – Staff Lawyer

In 2015 the Ministry of Labour (MOL) started a review process of Ontario's employment and labour legislation with a goal to update and modernize them. Between June-September 2015, Special Advisors assigned by the MOL held 12 public hearings across Ontario. One of our summer students and now articling student, Mayoori Malankov, and I wrote a submission piece that was presented by me at one of the consultations in September 2015. Since then the Special Advisors have released an interim report and invited feedback from the public. This fall SALCO will again provide a submission with feedback on the options and recommendations in that report. The final recommendation report is expected to be released in Spring 2017.

In 2015-2016 I have focused on employment law intakes and outreach with our partner agencies and we have received positive feedback and generated interest from the clients we serve who need assistance within this area of law. In 2015-2016 I also saw an increase in intakes and casework involving people seeking assistance with requesting exceptions to the conditional Permanent Resident law that began in 2012, which SALCO advocated against. Most of these clients were female who had been with their spouses for under one year; in one case I had a male client. All of the clients I have represented been successful in getting their exception requests granted. One of the challenges faced by these clients is having to access immigration law, family law and the criminal justice system in a short period of time while being newcomers, being in a precarious immigration status, and dealing with the trauma from abuse. In early 2016 SALCO another SALCO staff member and I attended a town hall meeting with Minister of Immigration, Refugees and Citizenship and along with other community advocates voiced our concern over this particular law amongst other issues. While the current government has stated early in 2016 that this law would end, it has yet to be done so clients continue to make exception requests. SALCO will continue its advocacy with the federal government in removing this law.

Fareeha Aziz – Community Legal Worker

This past year I participated at the Health Task Force Round Table discussion with NDP party leader Andrea Horwath organized by the Council of Agencies Serving South Asians (CASSA). SALCO contributed in the discussion about the health needs in the South Asian Communities and made recommendations to developing the Ontario South Asian Health Strategy.

As part of SALCO's outreach work I conducted many Public Legal Education programs. These presentations were aimed at educating and raising awareness among communities. Several workshops were conducted in partnership with Community Organizations. The topic varies from Human Rights in Ontario, Canada Pension Plan, Old Age Security and Citizenship. Some of the workshops were conducted in Tamil to serve the people better in their own language. These were very successful and well attended workshops as many Asians strive to preserve their native language and also many seniors are unable to understand English.

- In the process of assisting a client obtain permanent resident status. He has been battling for over 20 years and has not been able to see his family for the past 20 years.
- We assisted two brothers diagnosed with Mild Intellectual Disability to obtain medical waiver from taking the Citizenship test.

Shalini Konanur – Lawyer / Executive Director

This has been another exciting year at SALCO but with some sad farewells. With a mixture of happiness and sadness, we said goodbye to one of our long standing staff, Deepa Mattoo. Deepa's contributions to SALCO's growth will remain an integral part of our history and we wish her tremendous luck in her new role as the Legal Director at the Barbara Schlifer Commemorative Clinic. Some of my highlights from this past year include:

- Sitting on the provinces Roundtable on Violence Against Women. The Roundtable played an advisory role in the implementation of Ontario's Sexual Violence Action Plan;
- Working through the Colour of Poverty campaign to push for the creation of a strong and effective Anti-Racism Directorate in Ontario that tackles systemic racism throughout the province.;
- Receiving the South Asian Bar Association of North America's public interest award on behalf of SALCO;
- Received the South Asian Bar Association's Foundation grant for our work on forced marriage;
- Attending the federal governments official apology for the Komagata Maru incident and meeting the Prime Minister;
- Providing submissions to Ontario's Independent Police Oversight Review;
- Participating in a deputation with PCARD (Peel Coalition Against Racial Discrimination) at the Peel Region Police Services Board;
- Lobbying the Minister of Immigration, Refugees, and Citizenship Canada to cancel the conditional permanent residence (which has still not happened although an announcement was made many months ago that it would be cancelled);
- Interventions at the Supreme Court of Canada (in *Frank and Ktunaxa* – for more detail please contact me);
- The launch of SALCO's updated forced marriage toolkit, with a new legal chapter, a case management tool for service providers, and policy recommendations for greater supports for people facing forced marriage in Canada;
- And of course providing direct legal services and legal education to many clients, whom I continue to learn from every day

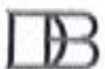
I want to take this opportunity to thank the SALCO board, staff, volunteers for their amazing support of SALCO's mandate. Year after year the dedication shown by the SALCO team continues to amaze me. Their singular goal of addressing all of the intersecting issues that our communities and clients face is inspired, as is their fire to do more.

I also want to thank all of our funders, including Legal Aid Ontario, the Law Foundation of Ontario, and the Department of Justice for their continued support of SALCO.

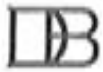
SOUTHLASIAN LEGAL CLINIC (ONTARIO)

FINANCIAL STATEMENTS

MARCH 31, 2016



David Burkes, B. Com, CPA, CA-IFA, CFF



David Burke, B. Com, CPA, CA•IFA, CFF
Chartered Professional Accountant

INDEPENDENT AUDITOR'S REPORT

To the Members of
South Asian Legal Clinic (Ontario)

I have audited the accompanying financial statements of South Asian Legal Clinic (Ontario), which comprise the statement of financial position as at March 31, 2016, the statements of operations and net assets, the statement of cash flows for the year then ended and a summary of significant Canadian accounting standards applicable to not-for-profit organizations and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal controls as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards for not-for-profit organizations. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of South Asian Legal Clinic (Ontario) as at March 31, 2016, and the results of its operations for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Richmond Hill, Ontario
July 27, 2016


Chartered Professional Accountant
Licensed Public Accountant

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**SOUTH ASIAN LEGAL CLINIC (ONTARIO)
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2016**

ASSETS

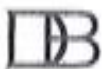
		Legal Fund	Disbursement Fund	Legal Coordination Fund	General Fund	2016	2015
<u>CURRENT</u>							
Cash	\$ 16,485	\$ 23,341	\$ 47,765	\$ 43,384	\$ 130,975	\$ 252,031	
Grants Receivable		-	-	28,522		13,940	
HST Receivable	18,985	-	-	-	18,985	26,113	
Prepaid Expenses	11,088	-	-	-	11,088	13,257	
	<u>46,558</u>	<u>23,341</u>	<u>47,765</u>	<u>71,906</u>	<u>189,570</u>	<u>305,341</u>	
<u>CAPITAL ASSETS (Note 2)</u>							
	34,532	-	-	-	34,532	-	
<u>INTERFUND BALANCES</u>							
	1,949	(738)	(859)	(352)	-	-	
	<u>\$ 83,039</u>	<u>\$ 22,603</u>	<u>\$ 46,906</u>	<u>\$ 71,554</u>	<u>\$ 224,102</u>	<u>\$ 305,341</u>	

LIABILITIES AND NET ASSETS

<u>CURRENT</u>							
Accounts Payable	\$ 24,096	\$ -	\$ -	\$ -	\$ 24,096	\$ 27,600	
Grants Payable (Note 6)	-	-	46,906	-	46,906	-	
Deferred Revenue (Note 3)	-	-	-	-	-	148,860	
	<u>24,096</u>	<u>-</u>	<u>46,906</u>	<u>-</u>	<u>71,002</u>	<u>176,460</u>	
<u>DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS (Note 4)</u>							
	34,532	-	-	-	34,532	-	
<u>FUND BALANCES</u>							
	24,411	22,603	-	71,554	118,568	128,881	
	<u>\$ 83,039</u>	<u>\$ 22,603</u>	<u>\$ 46,906</u>	<u>\$ 71,554</u>	<u>\$ 224,102</u>	<u>\$ 305,341</u>	

APPROVED BY THE BOARD:

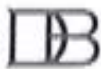
David Burkes, NVAJ
Nehalvi S. HAJI
 Director - CO-CHAIR
 Director - TREASURER
 (See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2016

		<u>Legal</u>	<u>Legal</u>	<u>Coordination</u>	<u>General</u>	<u>2016</u>	<u>2015</u>
	\$	Fund	Fund	Fund	Fund	\$	\$
<u>BALANCE</u>							
Beginning of the Year	7,763	16,177	36,891	68,050	128,881	103,374	
<u>EXCESS (DEFICIENCY) OF REVENUES</u>							
OVER EXPENSES	16,648	6,426	(36,891)	3,504	(10,313)	25,507	
<u>BALANCE, End of the Year</u>	\$ 24,411	\$ 22,603	\$ -	\$ 71,554	\$ 118,568	\$ 128,881	

(See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2016

	Legal Aid Fund	Legal Disbursement Fund	Legal Coordination Fund	General Fund	2016	2015
<u>REVENUE</u>						
Grants (Note 5)	\$ 796,211	\$ 15,000	\$ 61,000	\$ 120,339	\$ 992,550	\$ 791,800
Fundraising & Donations	-	-	-	125	125	330
Interest & Other Income	3,319	17	77	5,522	8,935	17,140
	<u>799,530</u>	<u>15,017</u>	<u>61,077</u>	<u>125,986</u>	<u>1,001,610</u>	<u>809,270</u>
<u>EXPENSES</u>						
Salaries & Benefits	615,222	-	43,559	80,720	739,501	587,470
Occupancy	69,828	-	-	-	69,828	68,428
Travel	19,121	-	76	187	19,384	22,814
Communication & Publicity	23,285	-	-	-	23,285	9,566
Purchased Services	17,727	-	-	520	18,247	15,994
Equipment	9,007	-	-	-	9,007	6,898
Professional Fees	13,230	-	-	917	14,147	11,662
Grant Repayment (Note 6)	-	-	46,906	-	46,906	-
Library	714	-	-	-	714	1,129
Supplies & Services	14,748	-	237	40,138	55,123	41,123
Legal Disbursements	-	8,591	-	-	8,591	11,447
Project Expenses	-	-	7,190	-	7,190	7,252
	<u>782,882</u>	<u>8,591</u>	<u>97,968</u>	<u>122,482</u>	<u>1,011,923</u>	<u>783,763</u>
<u>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</u>	<u>\$ 16,648</u>	<u>\$ 6,426</u>	<u>\$ (36,891)</u>	<u>\$ 3,504</u>	<u>\$ (10,313)</u>	<u>\$ 25,507</u>

(See Accompanying Notes)

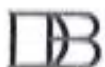
SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED MARCH 31, 2016

	<u>2016</u>	<u>2015</u>
<u>CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Excess (Deficiency) of Revenue over Expenses	\$ (10,313)	\$ 25,507
<u>Changes in Non-Cash Operating Working Capital</u>		
Grants Receivable	(14,582)	(13,940)
HST Receivable	7,128	(13,470)
Prepaid Expenses	2,169	773
Accounts Payable	(3,504)	12,230
Grants Repayable	46,906	-
Deferred Revenue	(148,860)	148,860
	<u>(110,743)</u>	<u>134,453</u>
<u>NET INCREASE (DECREASE) IN CASH DURING YEAR</u>	(121,056)	159,960
<u>CASH, Beginning of the Year</u>	<u>252,031</u>	<u>92,071</u>
<u>CASH, End of the Year</u>	<u>\$ 130,975</u>	<u>\$ 252,031</u>

(See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2016

INCORPORATION AND PURPOSE OF ORGANIZATION:

The South Asian Legal Clinic of Ontario ("SALCO") was incorporated in Ontario on February 6, 2001 as a not-for-profit organization without share capital.

SALCO was established to increase access to the justice system for low-income South Asians in a culturally and linguistically sensitive manner.

1. SIGNIFICANT ACCOUNTING POLICIES:

The accounting policies of the organization are in accordance with Canadian generally accepted accounting principles. Outlined below are those policies considered particularly significant:

a) Revenue Recognition

Grant revenues are recognized on the accrual basis. Grants received prior to the year to which they apply are recorded as deferred contributions. Donations, fundraising, and other revenue are accounted for when received.

b) Expense Recognition

Expenses are recognized on the accrual basis.

c) Contributed Services

Volunteers contribute significant time to assist the organization in carrying out its services and activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

d) Financial Instruments

Financial Instruments consist of cash, accounts receivable, accounts payable and accrued liabilities. Financial instruments are initially recorded at historical cost. If subsequent circumstances indicate that a decline in the fair market value of a financial asset is other than temporary, the financial instrument is written down to its fair market value. Unless otherwise indicated, it is management's opinion that the organization is not exposed to significant interest, currency or credit risks arising from these financial statements. The fair market value of these instruments approximate recorded amounts because of the short period to receipt or payment of cash.

SOUTHLASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2016

1. SIGNIFICANT ACCOUNTING POLICIES: (Continued)

e) Capital Assets

Property and equipment are recorded at cost and are being amortized over their estimated useful lives. The annual amortization rates and methods are as follows:

Furniture and Fixtures	20% Straight-line
Leasehold Improvements	20% Straight-line

2. CAPITAL ASSETS:

	<u>2016</u>			<u>2015</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Leasehold Improvements	\$ 17,995	\$ 1,799	\$ 16,196	\$ -
Furniture	20,373	2,037	18,336	-
	<u>\$ 38,368</u>	<u>\$ 3,836</u>	<u>\$ 34,532</u>	<u>\$ -</u>

Amortization for the year is \$3,836 (2015-\$0).

3. DEFERRED REVENUE:

Deferred Revenue is comprised of the following:

	<u>2016</u>	<u>2015</u>
Legal Aid Ontario	-	147,000
Department of Justice	-	1,860
	<u>\$ -</u>	<u>\$ 147,000</u>

Continuity of Deferred Revenue for the year is as follows:

	<u>2016</u>	<u>2015</u>
Deferred Revenue, Beginning of the Year	\$ 148,860	\$ -
Add - Received/Receivable during the Year	843,690	940,660
Less - Recognized during the Year	(992,550)	(791,800)
Deferred Revenue, End of the Year	<u>\$ -</u>	<u>\$ 148,860</u>

SOUTHLASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2016

4. DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS

The organization received and expended \$86,000 from Legal Aid Ontario (LAO) for general operations, of which \$38,368 was capitalized and is included in Capital Assets; the balance of \$47,632 is included in Salaries and Benefits in the Statement of Operations. Deferred contributions reported are amortized over the useful life of the asset as per Note 2. Amortization for 2016 is \$3,836.

Deferred Contributions are as follows:

Total LAO Grant	\$ 86,000
Expensed directly in financial statements	<u>(47,632)</u>
Amount expended on leasehold improvements and furniture, and allocated to deferred contributions related to capital assets	38,368
Current year amortization	<u>(3,836)</u>
Balance reflected as deferred contributions	<u>\$ 34,532</u>

5. GRANTS:

Grants are comprised of the following:

	<u>2016</u>	<u>2015</u>
Legal Aid Ontario (LAO)	\$ 872,211	\$ 714,411
Department of Justice (DOJ)	80,638	77,389
Law Foundation	<u>39,701</u>	<u>-</u>
	<u>\$ 992,550</u>	<u>\$ 791,800</u>

6. GRANT REPAYMENT

Where SALCO incurs a surplus from the annual budgeted operating funds provided by Legal Aid Ontario, such a surplus does not constitute earned grant revenue and is repayable to Legal Aid Ontario. Legal Aid Ontario has requested the Legal Coordination fund surplus of \$46,906 to be returned.

7. USE OF ESTIMATES:

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates, as additional information becomes available in the future.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2016

8. CAPITAL MANAGEMENT AND ECONOMIC DEPENDENCE:

The organization includes cash, accounts payable and accrued liabilities, deferred operating grant revenue, and net assets in its capital management consideration. The organization's objectives when managing capital are to safeguard its ability to continue as a going concern and continue to execute its mandate within the restrictions that the organization is not in receipt of core funding.

The organization monitors these items to assess its ability to fulfil its ongoing financial obligations. The organization relies primarily on grants, fundraising and donations to fund its operations and makes adjustments to its budgeted expenditures in light of changes. The organization is not subject to externally imposed capital requirements.

The organization is dependant on government grants for continued operations.

9. FINANCIAL INSTRUMENTS - RISK MANAGEMENT:

a) Interest Rate Risk

Interest rate risk is the risk of potential financial loss caused by fluctuations in their fair value of future cash flow of financial instruments due to changes in market interest rates.

b) Credit Risk

Credit risk is the potential for financial loss should a counter-party in a transaction fail to meet its obligations.

c) Currency Risk

Currency risk is the risk of potential change in price of one currency against another currency.

The organization's financial instruments consist of cash, accounts receivable, accounts payable and accrued liabilities. Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest, credit or currency risks. The fair value of these financial instruments approximates their carrying values.



SALCO AGM 2016: Board of Directors: Nominations Slate

Saman Wickramasinghe (election for the 2016-2018 board term): Saman has completed his second 2-year term as a SALCO board member, where he provided expertise in test case work and working with low-income clients. Saman articulated with the Criminal Law Group at Sack Goldblatt Mitchell LLP and was called to the bar in 2007. Soon after his call Saman co-founded Gosio and Wickramasinghe LLP and practiced in criminal defence and regulatory offence litigation. In 2011 Saman joined Lockyer Campbell Posner to practice in criminal defence at both the trial and appellate levels. Saman is back in private practice on his own and has provided pro bono advice on some of SALCO's cases. Saman brings a great deal of knowledge and experience working with clients in criminal matters and working with clients who access legal aid services.

Saleha Haji (election for the 2016-2018 board term): Saleha has completed her first 2-year term on the SALCO board and has sat on the board's executive as the Treasurer. Saleha was a Senior Staff Accountant and Manager at Ernst and Young LLP, Assurance, where her role included financial oversight and management internally and for external clients (ex: auditing). She now works for the Ontario Securities Commission. Saleha herself is a recent immigrant to Canada and has witnessed firsthand the struggles that new South Asian immigrants face in terms of immigration and settlement in Canada. Saleha joined the SALCO board a few months ago to fill the vacancy of a departed board member. She is hoping to use her skills and background to support SALCO's work with low-income communities. Saleha has also volunteered with the Pakistan Development Fund and Ascend Canada.

Rahool Agarwal (election for the 2016-2018 board term): Rahool has completed his first 2-year term on the SALCO board and played an integral role as chair of the Policy committee. Rahool is an Associate (Barrister & Solicitor) with Norton Rose Fullbright Canada LLP where he specializes in civil and commercial law. In addition, Rahool also has a robust pro bono practice, and is currently representing SALCO pro bono at an intervention at the Supreme Court of Canada. Rahool was called to the bar in 2007 and studied law at the University of Toronto. In 2013, Rahool received the "Precedent Setter" award from *Precedent Magazine*. Rahool brings considerable legal expertise to the SALCO board and has a track record for pro bono work with the South Asian community in the Greater Toronto Area.

Payal Ratanshi (election for the 2016-2018 board term): Payal has completed her first 2-year term on the SALCO board. Payal was raised in a South Asian (Konkani) household, and grew up against a backdrop orthodox, racialized, and patriarchal belief systems. In her personal and professional experience she has encountered cultural attitudes such as shame, abuse and victim-blaming within the context of family violence in the South Asian community, and has seen an alarming rate of women (in particular) increasingly facing these circumstances, coupled with low income / poverty. Payal is committed to the mandate of providing access to justice for such marginalized clients. Payal has a professional background in mental health treatment,

including counselling for clients facing addictions and co-morbid mental health impairments. Her background will provide some valuable input into SALCO's own work with clients with mental health issues.

Godha Rangaraj (election for the 2016-2018 board term): Godha has completed her first 2-year term on the SALCO board and has been a long-time volunteer working with South Asians in the Greater Toronto Area. She served for many years as a board member at Kannada Sangha Toronto, including taking on the role of Secretary at the board of directors. Subsequently, she volunteered as a board member with AWIC (an organization whose early work was to support immigrant women from the South Asian Diaspora). Godha has an excellent background in governance and service delivery for South Asian clients. Godha is a retired from over 40 years of work with in medical research with Sick Kids Hospital. Now that she has a little bit more, she is hoping to expand her volunteer work, and strongly believes in SALCO's mandate to help low-income clients and to address larger issues of poverty and race.

Mohini Datta-Ray (stepping in mid-term to a vacant position for 2016-2017): Mohini would be new to the SALCO board. Mohini has a strong commitment to social justice and has worked on the issue of health equity and intersectional access both within and outside the South Asian community for over 10 years. SALCO's mandate and work is integral to the social justice work in this province. As the ED of an emergency VAW shelter, Mohini is all-too aware of the impact that a lack of legal access and justice can have on women and families impacted by violence (and vice versa). There is an over-representation of women of colour, including South Asian women in the work she does and she is interested in volunteering to provide Board support to such a critical organization.

Fahad Siddiqui (stepping in mid-term to a vacant position for 2016-2017): Fahad would be new to the SALCO board. Fahad is lawyer called to the bar in Ontario and is currently an Associate at Lax O'Sullivan Lisus Gottlieb LLP. Fahad has a strong commitment to social justice and comes to SALCO with an international and domestic back ground in public interest law, including human rights / constitutional work in Egypt, India, the U.S., and Canada. Fahad recently co-authored an article in the Toronto Star entitled "*Time to Name An Aboriginal Justice to the Supreme Court*".

Sarah Quayyum (election for 2016-2017 student term): Sarah is a law student entering her second year at the University of Ottawa. She is hoping to use her legal education to address systemic oppression faced by marginalized groups. As a first-generation Bangladeshi immigrant, Sarah has witnessed the barriers created by language, poverty and gender within the South-Asian diaspora. She grew up watching the ways in which these walls impact South-Asian's social well-being and functionality. Her ultimate goal is to pursue a career in academia and policy-making, with a focus on access to justice and healthcare for racialized groups