

SALCO

SOUTH ASIAN LEGAL CLINIC OF ONTARIO

GRAND OPENING AND ANNUAL GENERAL MEETING
Wednesday, October 27, 2010, 5:00 p.m. – 8:00 p.m.
SALCO Office – 45 Sheppard Avenue East, North York, Ontario, M2N 5W9

Agenda

1. 5:00 p.m. – 7:30 p.m. Grand Opening: Open House – Mix and Mingle (Refreshments Served)
2. 7:30 p.m. AGM Meeting begins: Opening Remarks
Shalini Konanur, Executive Director
3. 7:35 p.m. Opening Remarks, Chair's Report
Neil Puddicombe, Chair, SALCO Board of Directors
4. 7:40 p.m. Approval of 2009 AGM Minutes
Neil Puddicombe, Chair, SALCO Board of Directors
5. 7:45 p.m. SALCO Joint Staff Report
Shalini Konanur, Executive Director
6. 7:50 p.m. Treasurer's Report on the Audited Financial Statements of the Year-Ending March 31, 2010
Harmolk Brar, Treasurer, SALCO Board of Directors
7. 7:55 p.m. Approval of Auditor, Brian Metcalfe
Harmolk Brar, Treasurer, SALCO Board of Directors
8. 8:00 p.m. Nomination and Election of SALCO Board of Directors
Neena Correa, SALCO Board of Directors – Nominations committee
9. 8:10 p.m. Adjournment of Meeting
Neil Puddicombe, Chair, SALCO Board of Directors

SALCO 2009 AGM Minutes
October 21st, 2009
Friends House - 60 Lowther Avenue, Toronto

1. Meeting was called to order at 6:25 pm by Karin Baqi, Acting Executive Director for SALCO.

2. Introduction and welcome of guest speakers by Karin Baqi. Panel included:
 - Zahra Dhanani, Legal Director of the Metropolitan Action Committee on Violence Against Women (METRAC) and Member of the Community Advisory Board for the Forced Marriages Project: "Forced Marriages: No STILL Means No – Patriarchy and the Politics of Coercion"
 - Forced Marriages Project Report: Ritu Choksi, Forced Marriages Project Coordinator, SALCO
 - Intersecting Legal Issues: a Forced Marriages Casework Report: Deepa Mattoo, Community Legal Worker, SALCO

Question and Answer Period followed

3. Approval of Minutes from AGM held on October 29, 2008
M/S Vijay Agnew / Shibil Siddiqui CARRIED

4. Chair's Report by Raj Dhir, included in AGM package. Primary highlights include:
 - Development of a number of office policies for office management and the administration of casework at SALCO including policies related to supervision, test cases, conflicts of interest and complaints. SALCO also adopted a more formalized process for performance management.
 - Exhaustive search conducted for relocation to permanent offices.
 - With respect to its day to day work, SALCO staff continued to represent low-income South Asians in cases relating to, among other things, immigration, income security, human rights and employment law.

5. Joint staff Report by Karin Baqi, included in AGM package. Primary highlights include:
 - The Colour of Poverty Campaign – The campaign seeks to bring together community groups and advocates throughout the province to address the increasing racialization of poverty in Ontario. Over the past year, SALCO continued to play an integral role at the Campaign's meetings and strategic planning sessions.
 - Family Law Education for Women (FLEW) – SALCO participated in the FLEW project which was developed by a coalition of organizations mobilizing around access to public family law education and outreach for women. This past year, FLEW released a series of accessible public legal education materials on a variety of family law topics, which were translated into a number of languages, including three South Asian languages. SALCO continues to use these resources in providing linguistically and culturally appropriate PLE workshops in family law matters to South Asians throughout the city.

- Provincial Learning Advisory Committee (PLAC) – PLAC is a joint Clinic-Legal Aid Ontario (LAO) initiative that provides funding, leadership and support regarding the ongoing development, implementation and evaluation of province-wide clinic staff and board learning programs. SALCO staff members currently sit on the Committee and recently appeared at a Stakeholders’ meeting on “Building Equitable & Inclusive Work and Service Environments,” which included representatives and management from the Law Society of Upper Canada, the Law Foundation of Ontario, LAO and PLAC.
 - Chillin’ in your Brown Skin – Chillin’ in your Brown Skin is a collective of four South Asian-focused community agencies, including the Council of Agencies Serving South Asians (CASSA); the Alliance for South Asian AIDS Prevention (ASAAP); the South Asian Women’s Centre (SAWC) and SALCO. Over the past year SALCO worked with the collective to host a celebration for South Asian Heritage Month and presented a workshop and engaged in outreach activities at the Masala! Mehndi! Mastii! Festival.
 - Ethno-racial People with Disabilities Coalition of Ontario (ERDCO) – SALCO is a member of the ERDCO, which seeks to advance the inclusion, rights and diverse voices of ethno-racial people with disabilities through advocacy, education, research, resource development and partnerships that reduce barriers to their full community participation. SALCO staff currently sits on the Symposium Advisory Committee, which is in the process of planning a symposium on “Parenting with a Disability & the Legal System” in February 2010.
 - Migrant Justice Campaigns and Collaborations – SALCO staff are involved in a number of networks related to justice for non-status people, including the Rights of Non-Status Women Network, No one is Illegal – Toronto, and the Community Advisory Board of a research study on access to social services by non-status women. SALCO also co-produced a legal opinion related to responding to immigration enforcement at women’s shelters for a project entitled “Moving Towards Visibility – Non-Status Immigrants and the Social Service Sector, A Report on the Undocumented Support Network Project.”
 - Forced Marriage Project – SALCO received another year of funding from the Trillium Foundation to continue its highly successful Forced Marriage Project. The first phase of the project, completed in 2008 culminated in an international symposium exploring the legal, social, and policy aspects of forced marriage and was attended by over 150 delegates from around the world. The second phase is currently underway and is drawing on the findings of the first phase to develop public legal education materials, a toolkit for frontline caseworkers, and a website to advise Ontarians about the issues surrounding forced marriage and the resources available to respond to them.
6. Treasurer’s Report on the Audited Financial Statements for the year ending March 31, 2009 by Harmolk Brar
- Explanation of Surplus
- Approval of the financial report
M/S Farah Khan / Vijay Agnew CARRIED

7. Approval of auditor, Brian Metcalfe
M/S Vijay Agnew / Imran Choudhary CARRIED
8. Nomination and Election of Board of Directors announced by Harmolk Brar, Member, SALCO Board of Directors
- | | | | | |
|-----|--------------------|-----|------------------------|---------|
| (a) | Jacqueline Batista | M/S | Vijay Agnew / Raj Dhir | CARRIED |
| (b) | Neha Chugh | M/S | Vijay Agnew / Raj Dhir | CARRIED |
| (c) | Neena Correa | M/S | Vijay Agnew / Raj Dhir | CARRIED |
| (d) | Farrah Khan | M/S | Vijay Agnew / Raj Dhir | CARRIED |
| (e) | Mehreen Rehman | M/S | Vijay Agnew / Raj Dhir | CARRIED |
| (f) | Neil Puddicombe | M/S | Vijay Agnew / Raj Dhir | CARRIED |
| (g) | Nidhi Punyarthi | M/S | Vijay Agnew / Raj Dhir | CARRIED |
| (h) | Shibil Siddiqui | M/S | Vijay Agnew / Raj Dhir | CARRIED |
9. Motion to adjourn by Raj Dhir at 7:41 pm
M/S Farah Khan / Neha Chugh CARRIED

SALCO: CHAIR'S REPORT - 2010

Welcome to SALCO's Grand Opening and Annual General Meeting 2010. This year saw a number of exciting developments at SALCO. First, the clinic has moved to its permanent location at Yonge and Sheppard. We believe that this location provides improved access to our clients and is conveniently located in the same building as the Ontario Family Court. The office itself provides a brighter and more secure environment for SALCO's clients and staff. We would like to thank our counterparts at Legal Aid Ontario for their support in our relocation.

SALCO also achieved another milestone in 2010, its first grant of leave for intervenor status by the Supreme Court of Canada. As intervenors, SALCO has been permitted to submit pleadings to the Supreme Court in *R.v. Mavi*, a case that will test the limits of due process under Canadian law. In addition, the decision by the federal government to replace the long form census will impede the ability of SALCO and other ethnic based legal aid clinics to assess and thereby service their clients. In response, SALCO, with a coalition of groups representing minority communities, is bringing an application to the Federal Court to add ethno-specific questions to the short form census. Finally, SALCO is intervening in a case before the Ontario Human Rights Tribunal involving a University Professor's claim of discrimination in hiring based on race and gender.

With respect to its day to day work, this year SALCO staff continued to represent low-income South Asians in nearly 1,400 matters ranging from immigration and income maintenance to human rights and family matters. Staff also participated in 96 community development projects and over 70 public legal education forums. Given the current economic climate, it is not surprising that staff reported a noticeable increase in the number of income security and employment cases. In addition, this year SALCO completed its work on the Force Marriage Project by producing a toolkit and website that serves as an information resource. Please visit the website at <http://www.forcedmarriages.ca/>.

I would like to take this opportunity to acknowledge and thank SALCO's staff for their work this year. Their dedication to SALCO and commitment to their community never ceases to amaze me. The energy and enthusiasm that they bring every day to SALCO is the source that propels SALCO forward and makes me very optimistic about the future of our clinic. SALCO's staff includes two permanent staff lawyers, Anita Balakrishna and Karin Baqi, two Community Legal Workers, Deepa Mattoo and Atulya Sharman and our Office Administrator, Vanathy Wimalaswarans. This past year SALCO was also happy to welcome two contract staff lawyers, Devika Ratnayake and Gitanjali Lena.

To be successful every organization, whether in the profit or not-for-profit sector, must have committed leadership. I would, therefore, like to thank Karin Baqi for her outstanding work as acting Executive Director this year. Karin provided energetic and thoughtful leadership during her tenure and her hard work was greatly appreciated by all

members of the Board. I would also like to extend a warm welcome back to our Executive Director Shalini Konanur. The Board relies on Shalini's 11 years of experience in the legal aid system and on her good judgment. We are all looking forward to working with her again.

I would also like to thank all of SALCO's other Board members for donating their time and expertise to SALCO this year. I would like to thank, in particular, Raj Dhir, Harmolk Brar and Imran Choudhary for their service on SALCO's Executive Committee and their assistance to me personally in my role as acting Chair.

Finally, thank you to our funders Legal Aid Ontario and the Ontario Trillium Foundation for your continued support, encouragement and commitment to helping us serve the community in our vital work.

Neil Puddicombe
Chair, Board of Directors,
SALCO

SALCO: JOINT STAFF REPORT- 2010

INTRODUCTION:

The 2009 – 2010 year has been an exciting one for SALCO. As you have already heard, we have now moved into our permanent location at Yonge and Sheppard and are extremely happy with the space. Our new location has enabled us to expand services in both the east and west ends of the city with an increase in both satellite clinic work and public legal education in Markham, Richmond Hill, Scarborough, Brampton, and Mississauga, in addition to serving central Toronto.

As always, our Board of Directors worked tirelessly this year to complete clinic policies, and to provide guidance on the current and future goals and objectives for the clinic. The SALCO staff committed their time not only to working with clients and the community, but also to the exhaustive process of moving the clinic to its permanent location. SALCO staff has also been particularly outstanding this year in its public legal education work throughout the GTA, providing education in multiple languages, on evenings, and on weekends.

With SALCO moving out of its infancy as a legal clinic, in 2009-2010 we have focused on a broader approach to our mandate of providing access to justice for low-income South Asians. In 2010 SALCO has taken on three test cases that will impact our clients and communities. SALCO is also keeping a close eye on the increasing number of issues that impact South Asians in Toronto, including Citizenship and Immigrations new focus on “fraudulent marriages” in the South Asian community, the ability of South Asians to freely wear the niqab in different venues, and the growing profiling of certain South Asian communities by immigration, the media, and the police. While, SALCO will continue to do individual casework and public legal education, we are also committed to becoming a strong voice on large-scale issues for the low-income South Asian community that we serve.

HIGHLIGHTS:

Intervention at the Supreme Court of Canada: In 2010 SALCO applied to intervene in the case of *Mavi vs. The Ministry of the Attorney General of Ontario*. The *Mavi* case focuses on sponsorship debt, and in particular, the obligation of the Ontario government to look at each case on an individual basis in determining whether a debt should be collected. SALCO feels that this will have significant impact on South Asian clients as the South Asian community is the largest group that sponsors family from other countries. We are happy to announce that SALCO has been granted intervenor status and will be providing written submissions to the court on its position. SALCO will also be pushing for an opportunity to address the court on December 9, 2010, when *Mavi* is scheduled to be heard.

Federal Court Application on the Short Form Census: Most of us are aware that the federal government has done away with the long-form census. The loss of the long form will impact heavily on racialized communities as many of the language and ethno-specific questions have now been lost. SALCO has joined a coalition of minority groups in an application to the federal court to add ethno-specific questions to the short-form census. In its supporting affidavit to the court, SALCO submitted that Canada's South Asian community plays an important role in make-up of Canada's national identity. A failure to collect information about South Asians in Canada, information that is used to positively address the barriers that they face, simply says that our community does not matter and could essentially be silenced by this lack of data.

Intervention at the Ontario Human Rights Commission: SALCO continues to focus attention on human right issues including discrimination based on race, ethnic origin, religion, and gender. To that end, SALCO, with a coalition of other ethno-specific legal clinics, is intervening in a complaint at the Ontario Human Rights Commission on discrimination based on intersecting race and gender issues. The coalition hopes to present evidence on the complexities of discrimination faced in particular by women of colour in academic settings.

New Caseworker Orientation and Training Group: SALCO has joined the NCOTG, whose mandate is to provide materials on poverty law for new caseworkers in the legal clinic system. SALCO has volunteered to create the Ontario Disability section of the New Caseworker Manual. The materials that we create will help to ensure that new caseworkers across the clinic system take a unified approach to Ontario Disability Support Program appeals, which we estimate makes up at least 30% of the entire clinic caseload, if not more.

SALCO Youth Initiative: SALCO is focusing some of its outreach this year on South Asian youth. To that end, we have started work with the assistance of a Pro Bono Law Student to create three public legal education pieces on education rights, policing, and human rights specifically targeted to youth. SALCO recognizes that our youth communities are facing systemic barriers to access to justice that can best be addressed through education and direct contact with our youth.

Colour of Poverty Campaign – Mayoral Race: The race for Toronto's next mayor has dominated the political scene for most of 2010. This year SALCO, through the Colour of Poverty Campaign, met with 4 of the 5 top candidates for mayor to press them on issues of equity within hiring, subsidized housing, better transit for low-income people (expansion to areas where our clients lives), racial profiling from the police, and the collection of race-based data measure the city's success in employment equity and in policing. The meetings culminated in the creation of a Colour of Poverty Report Card on the candidates that was launched in the media two weeks ago. The meetings themselves provided mixed results on getting the candidates to pin down their own views on poverty-related and race-related issues.

The Shelter/Sanctuary/Status Campaign (SSS): In 2009/2010 SALCO continued its active involvement in the SSS Campaign, to fight for access to services without fear of immigration enforcement for undocumented women surviving violence, and to support domestic violence survivor. In 2010 SALCO was an active participant in meetings with officials from the Canada Border Services Agency (CBSA) to stop CBSA's unannounced raids on shelters housing vulnerable women. Through their work, the campaign was able to get CBSA to implement a policy directive to stop raids on shelters and to conduct immigration enforcement in a more humane manner.

Forced Marriage Project: SALCO completed its second project funded by the Trillium Foundation, and created a toolkit on forced marriage for use by service providers, and a website that can be accessed by anyone in Canada with a forced marriage issue or question. In addition, SALCO worked with SAWC this year to write a paper on the issue of forced marriage and was privileged enough to be invited to an international conference in Nepal to present the joint paper. The conference was a wonderful success and the paper was received well.

SALCO NOMINATIONS SLATE 2010

Prasanna Balasundaram (election for the 2010-2012 term): Prasanna holds a Masters in Law from the London School of Economics and Political Science and a Bachelors of Law from Osgood Hall Law School. Prasanna is no stranger to SALCO and sat on its Board as a student member from 2005-2007. Prasanna has demonstrated a long-standing commitment to working with low-income clients including employment at CLASP (Osgoode Hall Law School's student legal clinic) up to his current work with legal aid certificate clients.

Vasu Daggupatty (election for the 2010-2012 term): Vasu holds an undergraduate degree in Systems Design Engineering from the University of Waterloo and previously worked for market research consultancy IDC, managing multiple research programs for three years. After acquiring a Graduate Diploma in Economics from the University of Cambridge and a Masters of Public Affairs from Sciences Po-Paris, he joined the Ontario Ministry of Economic Development & Trade as a Senior Advisor responsible for Information & Communication Technology and Interactive & Digital Media. Over the years he has been involved with the social entrepreneurship group Ashoka, the Chinmaya Mission of Toronto and the Telugu Cultural Association of Greater Toronto. Vasu is fluent in Telugu and currently resides in Vaughan.

Alia Hussain (election as student member for the 2010-2011 term): Alia is in the 3rd year of an undergraduate degree in Political Science at York University. After graduating in May 2010, Alia hopes to enroll in law school. Alia has been an extremely active volunteer at SALCO through 2010. She has worked on the forced marriage project, and a new project on honour killings in the South Asian community.

Dimple Joshi (election for the 2010-2012 term): Dimple is a solutions-oriented HR professional who offers 7 years of diverse cross-functional experience spanning various industries and business sectors; such as, entertainment/media, manufacturing, distribution, research, retail, service and non profit. Her career experiences have not only allowed her to develop the ability to translate HR practices to business needs, but have also allowed her to work with and counsel associates of various career, education, accessibility and multicultural backgrounds.

Manivillie Kanagasabapathy (election for the 2010-2012 term): Manivillie is currently a Program Manager at the South Asian Women's Centre and has over 10 plus years of experience in advocacy and the non for profit sector. The majority of her academic and professional career has been focused on issues of gender, accessibility and development. Manivillie holds a Master's of Anthropology from Carleton University and a Bachelor's of Environmental Studies from York University.

Daryl Seupersad (election for the 2010-2012 term): Daryl holds a Bachelor of Law from Queen's University and is currently working as counsel of the Ministry of Labour – Office of the Employer Advisor. Daryl has a strong background in legal clinic work and worked at two legal clinics (the Injured Workers' Consultants Community Legal Clinic and the Industrial Accidents Victims Group of Ontario Legal Clinic) from 2008-2009. Daryl has been generous in providing past training to SALCO employees on workplace Safety and Insurance issues.

Tariq Sultan (election for the 2010-2012 term): Tariq is a real estate specialist with over ten years of experience in the practice of insurance, financing, mortgage and the real estate industry. Tariq holds a Bachelor of Commerce in Finance, Bachelor of Law (LLB) and Masters in Political Science (MA) from Karachi University, Pakistan and a Master of Administration (MBA) in Marketing from Preston University in Wyoming, USA. Tariq is a current Committee Member at the OREA Centre for Leadership Development and is also a member of the Toronto Real Estate Board (TREB), Ontario Real Estate Association (OREA), and Canadian Real Estate Association (CREA). Being a South Asian, Tariq is immensely passionate about issues concerning the South Asian community and hopes to utilize his expertise to address these concerns in a productive manner.

Akila Venkatesh (election for the 2009-2011 term – filling a vacant position): Akila Venkatesh is a teacher with the York Region District School Board. She completed her Honours B.A. in Psychology at York University, followed by her Masters in Child Studies and Education at the University of Toronto, with a focus in social justice in education. Akila has a passion for social justice and the alleviation of poverty. In 2004 she spent time in rural India volunteering with various non-profit organizations, providing HIV/AIDS awareness training to locals and teaching at a school for children with disabilities. Currently, when she is not teaching, Akila enjoys blogging about ways to take social action in the community and she also leads the Oxfam-Toronto Social Justice book club. Aside from her teaching and social justice interests, Akila is also a competitive Salsa dancer. She is looking forward to being a member of the SALCO Board of Directors.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

FINANCIAL STATEMENTS

MARCH 31, 2010

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

MARCH 31, 2010

TABLE OF CONTENTS

AUDITOR'S REPORT..... 1

BALANCE SHEET..... 2

STATEMENT OF OPERATION AND ACCUMULATED SURPLUS..... 3

STATEMENT OF CASH FLOW..... 4

NOTES TO THE FINANCIAL STATEMENTS..... 5-7

Brian Metcalfe

Chartered Accountant

AUDITOR'S REPORT

To the Directors of the South Asian Legal Clinic (Ontario):

I have examined the balance sheet of the South Asian Legal Clinic (Ontario) as at March 31, 2010¹² and the statements of operations, changes in net assets and change in financial position for the three months then ended. These financial statements are the responsibility of the organization's management. My responsibility is to express an opinion on these financial statements based on evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating overall financial statement presentation.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and conduct an audit to obtain reasonable assurance as to whether the financial statements are free from material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements.

In my opinion, these financial statements present fairly the financial position of the organization as at March 31, 2010 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles.



CHARTERED ACCOUNTANT

Toronto, Canada
August 16, 2010

PO Box 704
Tel.: (416) 486-7333

Station Q
Fax: (416) 486-6100

Toronto, Ontario M4T 2N5
E-Mail: bmca@rogers.com

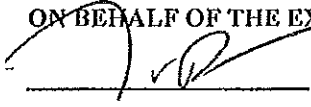
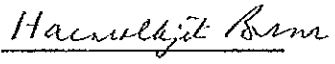
SOUTH ASIAN LEGAL CLINIC (ONTARIO)

BALANCE SHEET

AS AT MARCH 31, 2010

| | LEGAL AID FUND | RELOCATION FUND | LEGAL DISBURSEMENTS FUND | GENERAL FUND | CONSOLIDATED | |
|--|-------------------|--------------------|--------------------------------|-----------------|--------------|------------|
| | | | | | 2010 \$ | 2009 \$ |
| ASSETS | | | | | | |
| Current | | | | | | |
| Cash & short-term investments (Note 3) | 215,244 | 143,968 | 24,750 | 35,866 | 419,828 | 339,064 |
| Accounts receivable | - | - | | 7,011 | 7,011 | 13,494 |
| Prepaid expense | 1,335 | - | | - | 1,335 | 2,063 |
| Interfund balances | (5,889) | 258 | (1,844) | 7,475 | | |
| | 210,690 | 144,226 | 22,906 | 50,352 | 428,174 | 354,621 |
| LIABILITIES | | | | | | |
| Current | | | | | | |
| Accounts payable | 36,111 | - | | - | 36,111 | 13,717 |
| Grant refund payable (Note 7) | | | | | | 205,018 |
| Deferred revenue (Notes 3 & 7) | - | - | | 34,991 | 34,991 | 4,505 |
| | 36,111 | - | - | 34,991 | 71,102 | 223,240 |
| FUND BALANCES | | | | | | |
| Fund balances | 174,579 | 144,226 | 22,906 | 15,361 | 357,072 | 131,381 |
| | 210,690 | 144,226 | 22,906 | 50,352 | 428,174 | 354,621 |

ON BEHALF OF THE EXECUTIVE COMMITTEE:


 Position Chair

 Position Treasurer

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF OPERATIONS AND FUND BALANCES

AS AT MARCH 31, 2010

| | LEGAL AID FUND | RELOCATION FUND | LEGAL DISBURSEMENTS FUND | GENERAL FUND | CONSOLIDATED | |
|---|-------------------|--------------------|--------------------------------|-----------------|--------------|------------|
| | | | | | 2010 \$ | 2009 \$ |
| REVENUE | | | | | | |
| Grants (Note 7) | 596,713 | 156,000 | 25,200 | 34,619 | 812,532 | 473,568 |
| Fundraising & donations | - | - | - | - | - | 6,600 |
| Interest & other income | 1,142 | - | - | 40 | 1,182 | 8,129 |
| | 597,855 | 156,000 | 25,200 | 34,659 | 813,714 | 488,297 |
| EXPENSES | | | | | | |
| Salaries & benefits | 440,779 | - | - | 29,070 | 469,849 | 366,266 |
| Occupancy | 40,965 | - | - | - | 40,965 | 31,775 |
| Travel | 7,468 | - | - | 64 | 7,532 | 4,590 |
| Communication & publicity | 8,344 | - | - | - | 8,344 | 10,743 |
| Purchased services | 9,885 | - | - | - | 9,885 | 11,735 |
| Equipment | 3,349 | - | - | - | 3,349 | 9,668 |
| Professional dues | 5,890 | - | - | - | 5,890 | 4,628 |
| Library | 1,488 | - | - | - | 1,488 | 400 |
| Supplies & services | 19,532 | - | - | 88 | 19,620 | 39,850 |
| Legal disbursements | - | - | 3,632 | - | 3,632 | 2,171 |
| Project expense | - | - | - | 5,695 | 5,695 | 18,087 |
| Relocation expense | - | 11,774 | - | - | 11,774 | - |
| Total expenses | 537,700 | 11,774 | 3,632 | 34,917 | 588,023 | 499,913 |
| Excess (deficit) revenue over expenses | 60,155 | 144,226 | 21,568 | (258) | 225,691 | (11,616) |
| Fund balances, beginning of the year | 114,424 | - | 1,338 | 15,619 | 131,381 | 142,997 |
| Fund balances, end of the year | 174,579 | 144,226 | 22,906 | 15,361 | 357,072 | 131,381 |

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF CASH FLOWS

MARCH 31, 2010

| | 2010 \$ | 2009 \$ |
|---|---------------|----------------|
| Sources of funds | | |
| Operations | | |
| Excess, revenue over expense | 225,691 | (11,616) |
| Increase (decrease) in current liabilities & deferred revenue | (152,138) | 150,842 |
| Decrease (increase) in current assets | 7,212 | 23,710 |
| Cash flow from operations | 80,765 | 162,936 |
| Net change in cash position | 80,765 | 162,936 |
| Cash position, start of period | 339,064 | 176,128 |
| Cash position, end of period | 419,829 | 339,064 |

The cash position consists of:

| | | |
|-------------------------------|---------|---------|
| Cash & short term investments | 419,829 | 339,064 |
|-------------------------------|---------|---------|

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2010

Note 1: Nature of the organization

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

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

Note 2: Accounting Policies

The corporation follows generally accepted accounting principles in its accounting and financial statement preparation.

The corporation uses the restricted fund method in preparing its financial statements.

The Legal Aid Fund

This fund records the grants from Legal Aid Ontario and the expenses of the legal aid clinic, including the cost of direct legal services and administrative overhead.

The Relocation Fund

This fund records the relocation grant from Legal Aid Ontario and the costs of moving and equipping the organization's new premises.

The Legal Disbursements Fund

This fund records the grant from Legal Aid Ontario for legal disbursements.

The General Fund

These funds, which are not provided by Legal Aid Ontario are used to provide a range of legal services and projects.

Revenue recognition: Restricted grants are recognized in revenue in the year in which the related expenses are incurred. Grants not recognized in revenue in the year received are shown on the balance sheet as deferred revenue. Unrestricted grants are recognized as revenue when received or when they become receivable.

Donated services: The Clinic derives significant benefit from the voluntary services of many members and others. Since these services are donated, not purchased, they are not recognized in these financial statements because of the difficulty of determining their fair market value.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO FINANCIAL STATEMENTS

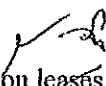
MARCH 31, 2010

Note 3: Grants and deferred grants

Deferred revenue is grants received by the end of the fiscal year to fund project expenses that will occur in a future fiscal year.

| | <u>Balance April 1, 2009</u> | <u>Received 2009-2010</u> | <u>Recognized as Income</u> | <u>Balance March 31, 2010</u> |
|---------------------|----------------------------------|-------------------------------|---------------------------------|-----------------------------------|
| Trillium Foundation | 4,505 | 65,105 | 34,619 | 34,991 |
| | 4,505 | 65,105 | 34,619 | 34,991 |

Note 4: Lease commitments


The organization ~~leases~~ has no long term lease commitments.

Note 5: Financial instruments

There is no material difference between the book value and fair market value of the cash, term deposits, accounts receivable and accounts payable given their short-term maturities.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2010

Note 7: Prior period adjustment

Legal Aid Ontario decided to reclaim unspent grants of \$205,018 from the 2009 fiscal year. Of this amount, \$193,053 had been paid to the organization in fiscal 2010 and was shown in the previous year's financial statements as deferred revenue. This amount is shown in these statements as the Grant refund payable. The balance of \$11,965 is shown as a reduction of the operating grant from Legal Aid Ontario for 2009. Here are the effects of this decision on these financial statements.

| | As previously reported | As adjusted | Difference |
|----------------------|------------------------|-------------|------------|
| Grant refund payable | | | |
| March 31, 2009 | -0- | 205,018 | 205,018 |
| Deferred revenue | | | |
| March 31, 2009 | 197,558 | 4,505 | 193,053 |
| Grant revenue | | | |
| March 31, 2009 | 485,533 | 473,568 | 11,965 |

Management is in negotiations with Legal Aid Ontario as to whether the \$11,965, the excess of the grant refund claimed over the 2009 deferred revenue amount of \$193,053, should be receivable from Legal Aid Ontario, rather than treated as a reduction of the 2009 grant. There has been no resolution of this claim as of the date of these financial statements.

SIMPLY SALCO

Fall 2010 Edition

South Asian Legal Clinic Of Ontario

(SALCO)

Suite 106A -45 Sheppard
Avenue East, North York,
ON, M2N 5W9

Tel: 416-487-6371

Fax: 416-487-6456

www.salc.on.ca

Our Staff:

Shalini Konanur
Executive Director
ext. 40

Karin Baqi
Staff Lawyer
ext. 41

Anita Balakrishna
Staff Lawyer
ext. 42

Deepa Mattoo
Community Legal Worker
ext. 43

Atulya Sharman
Community Legal Worker
xt. 44

Vanathy Wimalaswarans
Office Administrator
ext. 45

Who Are We?

by Shalini Konanur, Executive Director

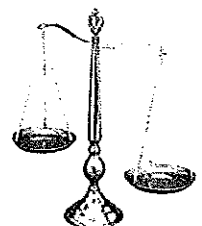
The South Asian Legal Clinic of Ontario (SALCO) is a not-for-profit legal aid clinic that was first established in 1999. In September 2007, SALCO was given permanent legal clinic status by Legal Aid Ontario.

SALCO's mandate is to provide access to justice for low-income South Asians in the Greater Toronto area. As a specialty clinic funded by Legal Aid Ontario, SALCO provides advice, brief services, and legal representation in a various areas of poverty law, including:

- Immigration
- Human Rights
- Ontario Works/Ontario Disability Support Program
- Tenant's rights
- Criminal Injuries Compensation
- Old Age Security
- Canada Pension Plan

In addition to casework, SALCO's mandate also includes public legal education, law reform initiatives, community development, and test case work. This year, SALCO was granted status to intervene at the Supreme Court of Canada on a case of sponsorship debt. SALCO will argue that racialized communities, like the South Asian community, deserve fair treatment when governments make decisions on whether to collect sponsorship debts that arise out of sponsorship undertakings. SALCO is advocating for the government to exercise its discretion to review each individual case when deciding if a debt should be collected.

SALCO's hopes to empower low-income South Asians and be a voice for positive change in the South Asian community in the Greater Toronto Area.



SALCO Partnerships

by Vanathy Wimalaswarans, Office Administrator

SALCO partners with other incredible organizations to serve our community better. These are some of our critical resources that you can also access:

Canadian Centre for Victims of Torture (CCVT) aids survivors in overcoming the lasting effects of torture and war. In partnership with the community, the Centre supports survivors in the process of successful integration into Canadian society, works for their protection and integrity, and raises awareness of the continuing effects of torture and war on survivors and their families. Their address is 2425 Eglinton Ave. E. Unit 220, Scarborough. Tel: 416-750-3045.

Colour of Poverty is an Ontario community based effort to help raise public awareness about poverty within racialized communities. The Colour of Poverty Campaign has created a series of Fact Sheets addressing different aspects of racialized poverty and its negative impacts on education & learning, health & well-being, employment, income levels, justice and policing, immigration and settlement, housing and homelessness and food security in Ontario. They are located at #1701 - 180 Dundas St. W. Toronto. Tel: 416-966-3882.

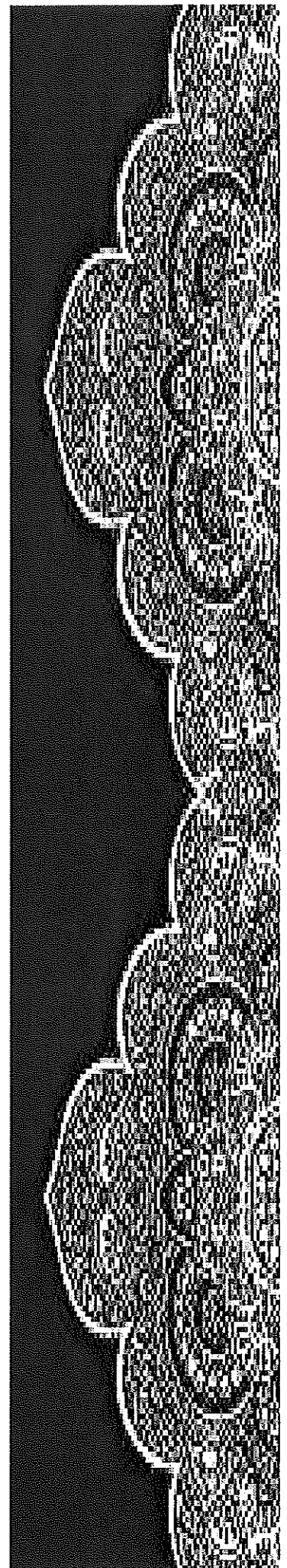
Council of Agencies Serving South Asians (CASSA) is a social justice umbrella organization working with Ontario's diverse South Asian communities to provide resources, information, research, mobilization, coordination and leadership on social justice issues affecting the South Asians. Their address is 2401 Eglinton Ave. E, Suite 212, Toronto. Tel: 416-932-1359.

East Scarborough Storefront is an organization that partners with other community members and services working together to create a thriving community in East Scarborough. They provide services in Health issues, Housing, Job search, Computer training, Legal issues, Mental health issues, Parenting, Recreation, Seniors services, Settlement services, Social assistance and Youth services. Their address is 4040 Lawrence Ave E. Scarborough. Tel: 416-208-9889.

India Rainbow Community Services of Peel provide educational, social, settlement, health and employment related services to help all new immigrants in the Peel region. They also provide family counselling and/or referral services to families in crisis situations. They are located at 3038 Hurontario St, #206, Mississauga. Tel: 905-275-2369.

Settlement Assistant and Family Support Services (formerly known as the South Asian Family Support Services) offer programs including language training, family counselling, settlement services to newcomers and convention refugees from around the world, particularly from the South Asian, Iranian and Afghani communities. They are located at 1200 Markham Road, Suite 214, Toronto. Tel: 416-431-4847.

South Asian Women's Centre is a voluntary non-profit women's organization run by, and for South Asian Women. Their purpose is to increase self awareness of South Asian Women and to empower women to develop their social and cultural potential. Their address is 800 Lansdowne Ave, Toronto. Tel: (416) 537-2276.

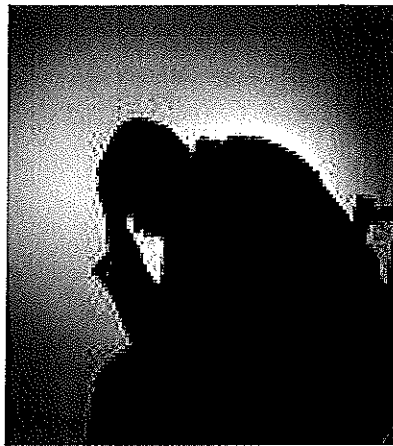


A SALCO Story

by Atulya Sharman, Community Legal Worker

Most of you are aware that SALCO's work goes beyond "routine" case work or public legal education. In a lot of cases, it involves extensive advocacy for our clients to attain the best outcomes in their legal situation.

At the clinic we receive cases in various areas of law and with different levels of complication. It is important to note that cases where mental health issues are at play can be more challenging and require a patient and dedicated approach to achieve success for the client. In the past 15-20 years, there has been a marked increase in the instance of mental health related illness within the members of the South Asian communities. The reasons for such a statistic may vary from settlement issues to systemic challenges that people face. As a case worker, it is extremely critical to be aware of mental health related challenges faced by the client in order to adequately address their legal issues.



In one such case, a social worker from a mental health agency contacted us to request assistance for one of their clients in a landlord and tenant issue arising out of a criminal charge.

Their client had been suffering from severe mental health issues for past several years, and had required considerable medical assistance to keep his condition manageable. Recently, his condition had worsened and under the influence of his mental health condition, he walked through the hallways of a building wielding a knife. He did not hurt anyone.

Subsequently, he was arrested, and later released on several conditions, including a restraining order precluding him from going back to his apartment until criminal charges were resolved. The client stayed at a shelter for more than 2 months whereupon his condition started to worsen due to the living situation. Unfamiliarity with his new surroundings, mainly due to being in a new space with unfamiliar faces, had a negative and debilitating effect on the client's mental health issues. As a result, Social Workers contacted us to get assistance to alter the release conditions.

In a majority of cases, landlords pursue eviction for tenants who have been charged with a criminal offence. We communicated with the landlord and advocated with them to not to pursue an eviction order against the client considering his mental health condition. The court indicated that if the landlord had no issue with the accused in returning to their property, that they would remove the restraining order. The landlord agreed to not pursue an eviction against the client, but refused to provide a letter of no objection.

At this point, we wrote a letter to the honourable court outlining the severity of client's situation and our communication with the landlord. Based on our advocacy letter, the court dropped the restraining order against the client. The client has now returned to his unit. His condition is getting better and he is regularly following up with his doctors and other health professionals. In working with clients with mental impairments we must always push for the outside world to accommodate them as much as possible.

The Shelter/Sanctuary/Status Campaign

by Karin Baqi, Staff Lawyer

Violence against women is an epidemic in Canada. Statistics Canada reports that half of Canadian women (51%) have experienced at least one incident of physical or sexual violence since the age of 16 and that 1-2 women are murdered by a current or former partner each week. While violence against women occurs across all ethnic, racial, religious, age, social and economic groups, some women are more vulnerable to experiencing violence as a result of social, economic and other barriers. Women without immigration status face particular risk, not only from their abuser's), but of the threat of immigration detention and deportation, should they report the abuse.

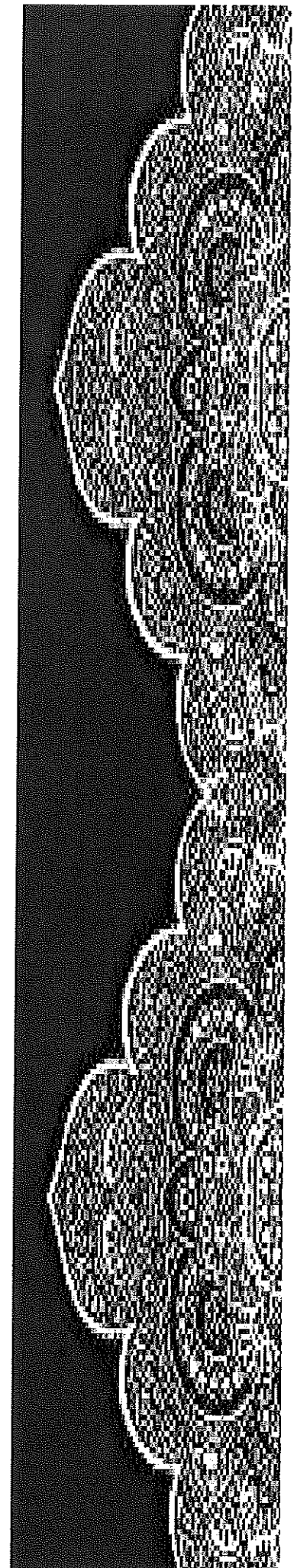
The Shelter/Sanctuary/Status (SSS) campaign was launched in October 2008 by No One is Illegal – Toronto, an immigrant rights group, to fight for access to services without fear of immigration enforcement for undocumented women surviving violence, and at the time, to support domestic violence survivor, Isabel Garcia and her family's application for permanent residence.

As a result of grassroots organizing by and with migrant women and their allies, the campaign had heard reports of immigration enforcement, either by police or Canada Border Services Agency (CBSA) officials at shelters and other spaces where survivors of violence seek assistance for themselves and their children. The campaign mobilized local, provincial and national women's groups, along with other community organizations and activists who came together to demand an end to state violence against all women and the right to access shelters and other services without fear of immigration enforcement.

SALCO has been a member of the campaign since 2009, alongside representatives of other organizations, anti-violence and migrant justice activists. Following a confirmed report, in March of this year, of CBSA officials going to a shelter to seek out an undocumented woman trying to rebuild her life following years of sexual violence, the campaign held a press conference on International Women's Day to condemn such practices.

A public phone/fax/email campaign followed to demand that CBSA not attend at shelters, given their presence engenders a climate of fear among residents and staff, and dissuades other undocumented women who may need to seek shelter and support, from doing so.

cont'd on next page



The Shelter/Sanctuary/Status Campaign

continued

When the phone/fax/email campaign didn't yield a response, the campaign had to ramp up the pressure and make clear that it was unacceptable for CBSA to target survivors of violence at shelters. A delegation of women was sent to the Greater Toronto Enforcement Centre, to demand a meeting with CBSA management.

Senior CBSA officials finally agreed to meet with the campaign and other anti-violence against women advocates and on July 22, 2010, the campaign attained a victory! Reg Williams, Director of Inland Enforcement for the CBSA implemented a policy directive, drafted by the Metropolitan Action Committee on Violence against Women and Children (METRAC, also a member of the campaign), stating that:

- 1) CBSA officers will not enter shelters or other spaces designated as resources for women fleeing/ experiencing violence;
- 2) CBSA officers are not to wait outside or approach the above-noted spaces and will maintain a reasonable distance and
- 3) CBSA officers are not to approach the above-noted spaces to make any inquiries into the identity of women who may be the subject of an immigration investigation, including inquiries made to the staff, volunteers and other residents.

At present the policy directive only applies to anti-violence against women shelters, though the campaign is continuing to work to have other spaces included.

Though acutely aware that there is a long on-going struggle ahead to end violence against women and migrant communities, SALCO is proud to have been part of a movement to attain this measure of accountability from CBSA. Though certainly it is merely policy, and undocumented women surviving violence still face great risk of being separated from their loved ones and supports in Canada, shelter by shelter, school by school, workplace by workplace, communities across the city are reclaiming spaces to assert their rights to basic dignity and justice.



“Project Charter” – Police and Human Rights

by Anita Balakrishna, Staff Lawyer

In May 2007, the Ontario Human Rights Commission (“OHRC”), the Toronto Police Service (“TPS”), and the Toronto Police Services Board (“TPSB”) signed an agreement entitled “Project Charter”, and endeavored to spend the next 3 years working to create and monitor mechanisms to facilitate systemic change within the TPS, primarily around issues of discrimination, harassment and racially biased policing. The core group of participants included the Chief Commissioner of the OHRC (Ms Barbara Hall), the Chair of the TPSB (Mr. Alok Mukherjee), and the Chief of the TPS (Chief William Blair), along with around 80 staff members from all levels of each agency. Project Charter was completed on May 17, 2010, and a series of initiatives are apparently underway and scheduled for implementation over the coming years.

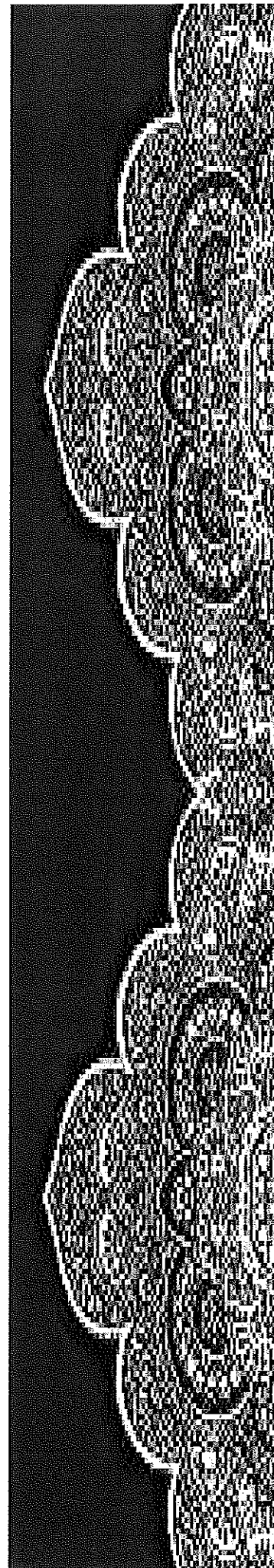
According to the document “Human Rights Project Charter – A Celebration of Progress”, the Charter was created to ensure that the way the police “do business” meets the standards set by the *Human Rights Code* (“the Code”), to build meaningful and lasting solutions to concerns being brought before the HRTO, and to use the OHRC’s expertise to support systemic change processes already underway at the TPS.

The project has focused on recruitment, selection, promotion and retention; police learning; accountability, and public education over the past 3 years. Some examples of what the project has supposedly achieved so far include the following:

- recruitment focusing on underrepresented groups, such as women from diverse communities;
- specific training that focuses on “Human Rights 101” and “Racially Biased Policing and Racial Profiling”;
- revamping the way the TPS analyzes and investigates human rights complaints;
- creating new guidelines and training to ensure that appropriate human rights-themed language is used in all internal and external communication; and
- outreach to individuals and communities without access to conventional communication tools.



cont'd on next page



“Project Charter” – Police and Human Rights

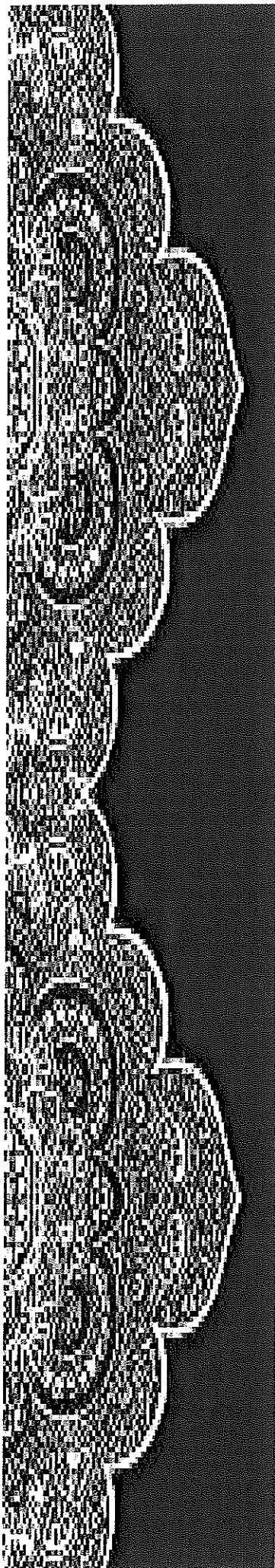
continued

The marketing material mentioned in the aforementioned document goes on to highlight the work yet to be accomplished, including an inclusive design review looking at the ‘TPS’ culture, policies and practices (with a focus on religion), and the creation of a Human Rights Advisory Committee reporting regularly to the original group of 3. The Committee is to monitor and maintain the project strategies and support other organizations involved in similar projects. Further, an independent third party, Ryerson University, is scheduled to assess the project to answer the following question: “Did we do what we set out to do?” The first report around this question will be in 2010, with another assessment to be completed before 2014.

The fact that the big 3 have engaged in this 3 year process entitled Project Charter is all well and good, but the larger question for us as community organizations and community members is, how can we ensure that the OHRC, TPS, and TPSB are all held accountable for the promises and scheduled systemic change plans identified? First, many of the initiatives that have been highlighted in media releases and marketing materials are supposedly underway already, but the details of such initiatives are largely unknown. For example, what type of outreach is the TPS going to conduct with individuals and communities who do not have access to conventional communication tools? We have been told that this is under development, but the details of the how, when, where and who is still unknown to the public.

More disconcerting is the fact that the Human Rights Advisory Committee that is to continue monitoring Project Charter is solely made up of representatives from the TPS, TPSB and the OHRC. It is unfortunate that the Committee does not allow for participation from members of the community who would be able to provide an important voice and accountability measure in the process. It only seems natural and productive to also include those community members and organizations who have historically spent much of their time and energy on identifying and pushing forward the need for systemic change within the TPS; for example, street youth groups, organizations serving racialized people and immigrants, and members of LGBTQQ communities.

I would encourage all of you who are interested to contact the OHRC to express your thoughts and ideas regarding Project Charter, and to become as involved as you can in the next phase, which is the accountability piece. We must let the OHRC know that we are aware of Project Charter and are aware of the promises that have been made. We must ensure that the systemic change intended through this process actually manifests to enhance the lives of all those who come into contact with the TPS. The spirit of Project Charter is an important step on the journey towards the elimination of discrimination, harassment and profiling in policing; however, it is partly our responsibility to make sure that Project Charter develops the teeth necessary to clamp down on racism in Toronto.



Who/ If / When To Marry It's a Choice

by Deepa Mattoo, Community Legal Worker

SALCO has been working on the issue of forced marriages since 2005. SALCO has been advocating for the clients facing forced marriages and working with various government institutions and community organizations to prevent violence and protect women and men facing forced marriage situations.

Forced marriages are often confused as arranged marriages but the reality is "forced marriages" as the word suggests has complete lack of consent; where as arranged marriages happens with consent. SALCO being a poverty law legal clinic serves clients that are marginalized on a number of levels including race, income, class, and language, and facing significant barriers to equality. In this context it is important to mention that forced marriage as a practice is not confined to a particular culture or religion or region, but it occurs across communities, continents and classes.

SALCO has, since the inception of forced marriage project, worked with organizations and individuals representing the interest of deferent religions and backgrounds. In 2009-2010, with the second phase of the Trillium funded Forced Marriage Project, SALCO was able to initiate a Network of Agencies Against Forced Marriages with over 18 agencies and individuals. From the project, SALCO now has a dedicated website: www.forcedmarriages.ca and a toolkit for service providers is available for the purpose of training and education. SALCO has been assisting various agencies in developing resources for case management of forced marriage Cases. SALCO has presented various workshops, legal education Seminars and training sessions on this issue.

Recently SALCO partnered with South Asian Women's Centre (SAWC) to write a paper on forced marriages for a project named "CRIMES AGAINST WOMEN IN THE NAME OF 'HONOUR': STRATEGISING FOR WOMEN'S RIGHTS AND CITIZENSHIP IN SOUTH ASIA" led by a Pune, India based NGO "MASUM". SALCO and SAWC participated in the author's consultation held in Kathmandu, Nepal in September for the same.

SALCO believes that issue of forced marriage can not be tackled in isolation and we need to analyze the contributing systemic factors such as patriarchy, racism, class factors, xenophobia that allow forced marriages to thrive and exacerbate this abuse of human rights. SALCO is committed to work on this issue and in future we want to have consultations with various stake holders to look at the law reform pieces around the issue of forced marriage.

SALCO is currently accepting requests for workshops, legal education seminars and training sessions on the issue of forced marriages for community groups and agencies.

