

**SALCO ANNUAL GENERAL MEETING**  
**Wednesday, November 30, 2011, 6:30 p.m. – 8:30 p.m.**  
**SALCO Office – 45 Sheppard Avenue East, North York, Ontario, M2N 5W9**

**Agenda**

1. 6:30 p.m. – 7:15 p.m. Open House – Mix and Mingle  
(Refreshments Served)
2. 7:15 p.m. – 7:45 p.m. Opening Remarks and Introduction of  
Documentary and Q&A  
*Deepa Mattoo, Staff Lawyer*
3. 7:45 p.m. – 8:15 p.m. AGM Business Meeting  
*Neil Puddicombe, Chair, Board of Directors*
  - Approval of 2009 AGM Minutes *Neil Puddicombe*
  - Joint Staff Report *Shalini Konanur, Executive Director*
  - Treasurer's Report on the Audited Financial Statements  
Of the Year Ending  
March 31, 2010 *Vasu Daggupatty, Treasurer, Board of Directors*
  - Approval of Auditor,  
David Burke *Vasu Daggupatty, Treasurer, Board of Directors*
  - Nomination and Election of  
SALCO Board of Directors *Manivillie Kanagasabapathy, Board of  
Directors: Nominations Committee*
4. 8:15 p.m. Adjournment of Meeting  
*Neil Puddicombe, Chair, Board of Directors*

**SALCO 2010 AGM Minutes**  
**October 27, 2010**  
**SALCO – 106A - 45 Sheppard Avenue, Toronto, Ontario**

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1. Meeting was called to order at 7:46 pm by Shalini Konanur, Executive Director for SALCO.
2. Shalini gave an opening address for the Grand Opening of SALCO's new, permanent location. Shalini remarked that SALCO had come a long way from the time of its inception in the 1990's to permanent funding in 2007 to present. Shalini acknowledged that many of the people who helped to form SALCO and to lobby for its funding are with us today.
3. Neil Puddicombe, Chair of the SALCO Board of Directors gave opening remarks. Neil talked about SALCO's growth from a dream to a functioning legal clinic. Neil talked about the decision to locate SALCO at Yonge and Sheppard so as to be central for the north, south, west, and east of the GTA. Neil also thanked all of the people who have worked hard to make SALCO a reality.
4. Approval of Minutes from AGM held on October 21, 2009  
M/S Imran Choudhary / Harmolk Brar CARRIED
5. Chair's Report by Neil Puddicombe, included in AGM package. Primary highlights include:
  - SALCO did its first intervention at the Supreme Court of Canada in *R. v. Mavi*, a sponsorship breakdown case where Ontarians are asking the government to provide some lenience to sponsors who cannot repay sponsorship debt
  - Noted SALCO statistics on work, including service to approx. 1400 clients. Noted an increase in casework in income maintenance and employment law
  - Neil thanked the staff and the board for their continued passion, dedication, and effort on behalf of SALCO and SALCO's clients
6. Joint Staff Report by Shalini Konanur, included in AGM package. Primary highlights include:
  - 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. We are happy to announce that SALCO has been granted intervener status and will be providing written submissions to the court on its position.

- Federal Court Application on the Short 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. 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.
- 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.
- 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 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.

7. Treasurer's Report on the Audited Financial Statements for the year ending March 31, 2010 by Harmolk Brar

- Harmolk explained that we have revised the audited statement to reflect all of our funders and to be more accessible

Approval of the financial report

M/S Prakash David / Imran Choudhary CARRIED

8. Approval of auditor, Brian Metcalfe

M/S Imran Choudhary / Jacqueline Batista CARRIED

9. Nomination and Election of Board of Directors announced by Harmolk Brar, Member of Nominations Committee, SALCO Board of Directors

- |     |                            |                                                |
|-----|----------------------------|------------------------------------------------|
| (a) | Prasanna Balasundaram      | M/S Prakash David / Imran Choudhary<br>CARRIED |
| (b) | Vasu Daggupatty            | M/S Prakash David / Imran Choudhary<br>CARRIED |
| (c) | Alia Hussain               | M/S Prakash David / Imran Choudhary<br>CARRIED |
| (d) | Dimple Joshi               | M/S Prakash David / Imran Choudhary<br>CARRIED |
| (e) | Manivillie Kanagasabapathy | M/S Prakash David / Imran Choudhary<br>CARRIED |
| (f) | Daryl Seupersad            | M/S Prakash David / Imran Choudhary<br>CARRIED |
| (h) | Tariq Sultan               | M/S Prakash David / Imran Choudhary<br>CARRIED |
| (i) | Akila Venkatesh            | M/S Prakash David / Imran Choudhary<br>CARRIED |

10. Motion to adjourn by Neil Puddicombe at 8:17 pm

M/S Harmolk Brar / Jacqueline Batista CARRIED

## SALCO - 2011 CHAIR'S REPORT

Welcome to SALCO's Annual General Meeting. I am pleased to be able to report to you on SALCO's many accomplishments this year.

It is always with mixed emotions that I provide you with SALCO'S statistics. On the one hand, I am always very proud to comment on the excellent work performed by SALCO's staff. On the other hand, the growth in the case load is a sobering reminder of the increasingly difficult circumstances in which many low-income South Asians in the GTA find themselves. However, one may also look at it as an indication of the increasing awareness within the low-income South Asian community of SALCO and the services that it provides.

Now to the numbers, in 2011 SALCO's staff provided intake advisory services to approximately 1990 clients. This is up from 1400 last year. Of these services there were:

- 665 immigration cases;
- 414 family violence cases;
- 194 Ontario disability and welfare cases;
- 110 income maintenance cases (such as E.I., Canada Pension and Old Age Security); and
- 607 housing, debt, employment law, child tax issues and other cases.

What is most striking, and sad, is the large volume of family violence cases that SALCO is seeing.

Immigration also remains a critical issue for low-income South Asians.

In addition to SALCO's intake advisory services, SALCO opened 127 case files this year. This is up approximately 30% from the 97 case files opened last year. The cases were primarily in immigration, Ontario disability, Canada Pension Plan disability, employment law, and human rights.

SALCO's involvement in test cases has also grown. Following on the footsteps of SALCO's successful intervention in the *R v Mavi* case heard before the Supreme Court of Canada last December, SALCO will intervene in the case of *M v N.S.* before the Supreme Court of Canada this December. This is a case involving the right of a complainant in a sexual assault case to wear a niqab while testifying. At issue is the right to freedom of religion versus the right to make a full answer and defence.

SALCO has also become involved in intervention at the Ontario Human Rights Tribunal, the Ontario courts, and the federal court.

Regarding outreach, SALCO's staff conducted 63 Public Legal Education Forums on issues that ranged from immigration, to income maintenance, to powers of attorney, to employment law. Staff also participated in 78 community development projects,

including the Colour of Poverty Campaign, several initiatives on honour crime and the use of the term honour in the South Asian community, and our own forced marriage campaign.

The most striking increase has been in media work. SALCO's staff made 22 Media appearances this year. Topics included "marriage fraud and marriages of convenience", election issues for low-income South Asians, problems with the Ethnic Media, issues surrounding forced marriage, immigration reform, our short form census challenge, and on the use of the term "honour" as it applies to the South Asian community.

The SALCO board contribute tremendously to SALCO's work this year. The board guided the staff on test case work and completed and updated several new policies for SALCO. The board continues to be a thoughtful and committed group of individuals who share in the passion for access to justice for SALCO clients.

I would like to take this opportunity to acknowledge and thank SALCO's staff for their work this year. SALCO's staff are truly the unsung heroes of our community. One need only look at the numbers above to understand the energy and commitment that they bring to SALCO. SALCO's staff includes our office administrator, Vanathy Wimalaswarans, two Community Legal Workers, Atulya Sharman and Seema Nadarajah and two staff lawyers, Karin Baqi and Deepa Mattoo.

I would also like to thank SALCO's Executive Director for her strong and principled leadership and for the invaluable assistance that she has given to the Board and to me this year. I would also like to thank all of SALCO's other Board members for donating their time and expertise to the clinic this year.

Finally, thank you to our funders Legal Aid Ontario and Trillium Foundation for your continued support for our community. We have always enjoyed very good relationships with both LAO and Trillium. You are our valued partners and we look forward to continuing to work with you in 2012.

Neil Puddicombe

Chair, Board of Directors,  
SALCO

## SALCO: JOINT STAFF REPORT- 2010

### INTRODUCTION:

The 2010 – 2011 year has been a challenging year for SALCO. Changes to federal legislation, provincial cuts, and municipal belt tightening has made this year particularly hard for the clients that SALCO serves.

On the federal front we have seen a continued erosion of the immigration system in favour of keeping immigrants out of Canada and removing those with precarious status from Canada: 1) we are close to the introduction of changes to spousal sponsorship which will see the creation of a new conditional permanent residence for anyone who is sponsoring a spouse (with a relationship of two years or less), 2) changes to the Refugee Protection system to make claims faster, have narratives given via an interview, and to remove people faster, 3) changes to parental sponsorship, and 4) tougher rules on humanitarian and compassionate claims.

At the provincial level income maintenance issues still dominate for low-income clients: 1) We have noticed in our own casework that the threshold for getting Ontario Disability Support Program benefits is becoming increasingly difficult, 2) the rate of child poverty in Ontario continues to rise, and 3) social assistance rates remain at an all time low against inflation and the increased cost of living.

At the municipal level SALCO clients continue to face cuts to settlement services. This has impacted our new immigrant clients tremendously. Clients used to rely on settlement services for application to government programs, etc...

As always, our Board of Directors has worked hard this year to complete clinic policies, and to provide guidance on the current and future goals and objectives for the clinic. The SALCO staff continues to commit their time to client and community work. The staff has also increased its presence in the communities we work by attending at a number of satellite clinics in Scarborough, Mississauga, Brampton, and Toronto (we run 8 satellite clinics throughout the city), and have had a number of requests for additional work.

SALCO has also continued its work in law reform through involvement in test case litigation. Finally, as our Chair mentioned, SALCO has increased its own media work in 2010-2011 on issues of importance to low-income South Asians in the GTA. We have spoken on immigration reform, the role of ethnic media, on settlement services for South Asians, on forced marriage, and on marriage fraud / marriages of convenience. SALCO has also facilitated stories for its own clients so that they could speak up about their own situations of injustice.

## **HIGHLIGHTS:**

**Opening of the Safe Centre of Peel:** SALCO took the lead this year in a funding proposal to Legal Aid Ontario, with the two legal clinics in Peel Region. SALCO proposed funding for a Project Coordinator to be housed at the Safe Centre of Peel, which is a collaborative domestic violence hub, with multi-disciplinary services, including legal services, for victims of domestic violence. I am happy to say that we received funding for our proposal. The Safe Centre went live on November 1, 2011 and we have a Project Coordinator, Jaspreet Bhasin, working at the Centre.

**Intervention at the Supreme Court of Canada:** In 2011 SALCO applied to intervene in the case of *M. v. N.S.* This case focuses on balancing the rights of an accused person in a criminal trial against the rights of a witness in that trial who wishes to wear the niqab. The debate on niqab in Canada is very, with provinces like Quebec introducing legislation to limit a woman's right to wear the niqab. The debate seems reminiscent of a similar argument over the ability of Sikh Canadians to wear a kirpan. The decision from the Supreme Court of Canada will certainly impact the way in which provinces choose to deal with this issue. SALCO is arguing that when you reconcile the rights of an accused and a witness in a criminal matter you must look at access to justice, and must consider subjective barriers to access to justice like culture and religion. SALCO further argues that these considerations should be paramount when a court inquires into whether to allow a witness to wear the niqab. SALCO was granted leave in this case to provide written submissions but not oral submissions to the SCC.

**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 race. The complainant in this case was illegally stopped and searched by the police. The complainant originally made a police complaint which was investigated by the police themselves and then dismissed. The complainant then made an application to the Ontario Human Rights Tribunal. The Tribunal is now addressing the issue of whether the complainant can complain to the Ontario Human Rights Tribunal since he already made a police complaint. Human rights legislation allows the Tribunal to dismiss a complaint if they think the issues have already been dealt with in another venue (in this case through the police complaint). The Supreme Court of Canada recently ruled that the test for whether a human rights issue has been dealt with in another venue is very low, which will preclude many people from making complaints to the Ontario Human rights Tribunal. Our intervention is specifically on this issue. SALCO is gravely concerned that under the new test from the Supreme Court of Canada, even mentioning human rights in another complaint could stop you from filing a complaint at the Human Rights Tribunal.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

FINANCIAL STATEMENTS

MARCH 31, 2011

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

MARCH 31, 2011

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**Brian Metcalfe**

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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, 2011 and the statement of operations and fund balances and the statement of cash flows for the year 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, 2011 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles.



CHARTERED ACCOUNTANT

Toronto, Canada  
July 25, 2011

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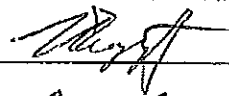
SOUTH ASIAN LEGAL CLINIC (ONTARIO)

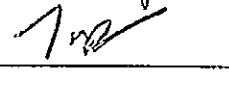
BALANCE SHEET

AS AT MARCH 31, 2011

	LEGAL AID FUND	RELOCATION FUND	LEGAL DISBURSEMENTS FUND	GENERAL FUND	CONSOLIDATED	
					2011 \$	2010 \$
<b>ASSETS</b>						
<b>Current</b>						
Cash & short-term investments	40,171	-	15,526	17,237	72,934	419,829
Accounts receivable	-	-	-	23,387	23,387	7,011
Prepaid expense	6,712	-	-	-	6,712	1,335
Interfund balances	23,400	-	(1,060)	(22,340)		
	70,283	-	14,466	18,284	103,033	428,175
<b>LIABILITIES</b>						
<b>Current</b>						
Accounts payable	12,193	-	-	-	12,193	36,112
Grant refund payable (Note 6)	-	-	-	-	-	174,580
Deferred revenue (Note 3)	-	-	-	-	-	34,991
	12,193	-	-	-	12,193	245,683
<b>FUND BALANCES</b>						
Fund balances	58,090	-	14,466	18,284	90,840	182,492
	70,283	-	14,466	18,284	103,033	428,175

ON BEHALF OF THE EXECUTIVE COMMITTEE:

  
 Position Treasurer

  
 Position Chairperson

## SOUTH ASIAN LEGAL CLINIC (ONTARIO)

## STATEMENT OF OPERATIONS AND FUND BALANCES

AS AT MARCH 31, 2011

	LEGAL AID FUND	RELOCATION FUND	LEGAL DISBURSEMENTS FUND	GENERAL FUND	CONSOLIDATED	
					2011 \$	2010 \$
<b>REVENUE</b>						
Grants (Note 6)	657,270	-	3,000	34,991	695,261	637,952
Fundraising & donations	250	-		862	1,112	-
Interest & other income	492	-	16	1,395	1,903	1,182
	658,012	-	3,016	37,248	698,276	639,134
<b>EXPENSES</b>						
Salaries & benefits	465,006	-		17,143	482,149	469,849
Occupancy	60,878	-		3,000	63,878	40,965
Travel	16,046	-		262	16,308	7,532
Communication & publicity	8,514	-		-	8,514	8,344
Purchased services	18,610	-		3,000	21,610	9,885
Equipment	6,593	-		-	6,593	3,349
Professional dues	7,604	-		-	7,604	5,890
Library	1,409	-		-	1,409	1,488
Supplies & services	8,239	-		1,001	9,240	19,620
Legal disbursements	-	-	11,456	-	11,456	3,632
Project expense	7,023	-		9,918	16,941	5,695
Relocation expense	-	144,226		-	144,226	11,774
Total expenses	599,922	144,226	11,456	34,324	789,928	588,023
Excess (deficit) revenue over expenses	58,090	(144,226)	(8,440)	2,924	(91,652)	51,111
Fund balances, beginning of the year	-	144,226	22,906	15,360	182,492	131,381
Fund balances, end of the year	58,090	-	14,466	18,284	90,840	182,492

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF CASH FLOWS

MARCH 31, 2011

	2011 \$	2010 \$
<b>Sources of funds</b>		
<b>Operations</b>		
Excess, revenue over expense	(91,652)	51,111
Increase (decrease) in current liabilities & deferred revenue	(233,489)	22,442
Decrease (increase) in current assets	(21,754)	7,212
<b>Cash flow from operations</b>	<b>(346,895)</b>	<b>80,765</b>
<b>Net change in cash position</b>	<b>(346,895)</b>	<b>80,765</b>
<b>Cash position, start of period</b>	<b>419,829</b>	<b>339,064</b>
<b>Cash position, end of period</b>	<b>72,934</b>	<b>419,829</b>
 <b>The cash position consists of:</b>		
Cash & short term investments	72,934	419,829

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2011

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**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, 2011

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**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	34,991	-	34,991	-
	34,991	-	34,991	-

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**Note 4: Lease commitments**

The organization 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.

## NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2011

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**Note 6: Prior period adjustment**

Legal Aid Ontario, during the fiscal year covered by these financial statements, has calculated that the organization was over-funded during the previous fiscal year and has reduced the 2011 funding by that amount. These statements have reduced the revenue from grants for the 2010 fiscal year by the amount calculated. The effect on these financial statements is as follows.

	As previously reported	As adjusted	Difference
Revenue from grants 2010 fiscal period	\$812,532	\$637,952	\$174,580
Grant refund payable	-0-	\$174,580	\$174,580
Closing surplus, 2010 fiscal period	\$357,072	\$182,492	\$174,580

## SALCO NOMINATIONS SLATE 2011

**Farrah Khan (re-election for the 2011-2013 term):** Farrah is a social worker who is committed to working on issues of access to justice for marginalized communities like the low-income South Asian community in Toronto. She is also actively involved in SALCO's Forced Marriage Campaign, and is the founder of AQSazine, a group for young Muslim girls to discuss their issues in a safe space. Farrah has drawn public attention to issues like Islamophobia and the further marginalization of low-income South Asians through the media.

**Neil Puddicombe (re-election for the 2011-2013 term):** Neil is a first generation immigrant of South Asian descent. His family arrived in Parkdale nearly 40 years ago with no support services to help them deal with the myriad of legal, economic and cultural challenges that coming living in a new country. With an interest in ensuring that newcomer South Asians have more support services to settle in Toronto, Neil has involved himself in doing legal aid work, including working at a legal aid clinic. Neil believes that access to justice is critical for low-income South Asians.

**Saba Zia (election for 2011-2013 term):** Saba Zia practices law with the firm Fraser Milner Casgrain in the Employment and Labour group. In 2007-2008 Saba served on the SALCO board of directors as a student member. Saba currently sits on the Board of the South Asian Bar Association and has been active in strengthening SALCO's own relationship with the South Asian Bar Association's members. As a student, Saba volunteered at Parkdale Community Legal Services in the Social Assistance, Violence against Women & Health Division. She will bring both an interest in poverty law and a background in employment law to her role on the SALCO Board.

**Rita Roy (election for 2011-2013 term):** Rita Roy has held a long commitment to issue of social justice, in particular with marginalized communities. Rita is a sole practitioner who practices in areas including human rights and family law. Rita is fluent in Bengali and is able to provide legal assistance to clients in both English and Bengali. Rita has worked with SALCO for a number of years in our Pro Bono project and currently volunteers with SALCO to provide free legal services to low-income clients at our 4 Villages Satellite Clinic (at Keele and Bloor in Toronto).

**Harmolk Brar (election for 2011-2013 term):** Harmolk Brar was born and raised in Canada by South Asian immigrant parents and has a strong desire to give back to the South Asian community. Harmolk graduated with a major in both Accounting and International Business. One of the responsibilities of the SALCO Board of Directors is overseeing the financial management of the organization. From a professional perspective, Harmolk's background in Commerce and his professional experiences thus far will assist the Board with that objective.

**Chetan Tiwari (election for 2011-2012 student term):** Chetan Tiwari is a second year law student at Osgoode Hall Law School. In a "previous life" Chetan was a practicing engineer with a large firm in Toronto. His calling to the law led him to quit his old profession and go back to law school. Chetan volunteered and then summered at SALCO as a community legal worker. Chetan's passion for SALCO's mandate was clear as he worked hard to promote access to justice for low-income South Asian's in the GTA, with a focus on the forced marriage campaign.