



The South Asian Legal Clinic of Ontario (SALCO)

Annual Report 2020





**Annual General Meeting
South Asian Legal Clinic of Ontario (SALCO)**

Wednesday, November 18, 2020

Zoom Meeting

**106A - 45 Sheppard Avenue East
Toronto, Ontario, M2N 5W9**

Tel. No: (416) 487-6371

Fax. No.: (416) 487-6456

Website: salc.on.ca

Table of Contents

2020 AGM Agenda	4
Land Acknowledgment	5
2019 AGM Meeting Minutes	6-9
Message from the Chair	10
Message from the Executive Director	11
SALCO Highlights for 2019/2020	12-16
2019 Audited Financial Statement	17-28
SALCO Board of Directors (Nominations)	29-30
SALCO Staff	31
Acknowledgement of our Funders for 2019/2020	31

Agenda

**Annual General Meeting
South Asian Legal Clinic of Ontario (SALCO)
Wednesday, November 18, 2020
6:30 pm—7:30pm
Zoom Meeting**

6:30 p.m.	Zoom Meeting Opens	All Attendees
6:35 p.m.	AGM Call to Order Land Acknowledgement	Chair, Board of Directors
6:40 p.m.	Approval of 2019 AGM Minutes SALCO Chair's Report	Chair, Board of Directors Chair, Board of Directors
6:45 p.m.	SALCO 2019/2020 Highlights	SALCO Staff
7:00 p.m.	i) Treasurer's Report on the Audited Financial Statements Of the Year Ending March 31, 2020	Treasurer, Board of Directors
.	ii) Approval of Auditor	Treasurer, Board of Directors
7:10 p.m.	Nominations to SALCO Board of Directors: slate and nominations from the floor via Zoom	Nominations Com., Board of Directors
7:20 p.m.	Adjournment of Meeting	Chair, Board of Directors
7:20 p.m.	Honouring 3 outgoing SALCO Board Members	Board, Staff, Attendees
7:30 pm	AGM Ends	



We will begin the South Asian Legal Clinic of Ontario Annual General Meeting 2020 by acknowledging that we are meeting on Indigenous land that has been inhabited by Indigenous peoples from the beginning. As settlers, we are grateful for the opportunity to meet here and we thank all the generations of people who have taken care of this land - for thousands of years.

Long before today, as we gather here, there have been Indigenous peoples who have been the stewards of this place. In particular, we acknowledge that the land we meet, work and live on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabek, the Chippewa, the Haudenosaunee, and the Wendat peoples, and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit. We also recognize the contributions of Métis, Inuit, and other Indigenous peoples have made, both in shaping and strengthening this community in particular, and our province and country as a whole.

As settlers, this recognition of the contributions and historic importance of Indigenous peoples must also be clearly and overtly connected to our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities, and in particular to bring justice for murdered and missing Indigenous women and girls across our country.

**SALCO ANNUAL GENERAL MEETING - BUSINESS MEETING
AND PANEL PRESENTATION**

Monday, September 16, 2019, 6:00pm-8:30pm

Friends House, 60 Lowther Avenue, Toronto, Ontario

1. **Presentation:** The AGM meeting started at 6:22 pm with a welcome by the Executive Director, Shalini Konanur. Shalini advised that we would start the business meeting, which would be followed by a panel presentation on Federal Issues that impact low-income and racialized populations in light of the upcoming Federal election.
2. **AGM Business Meeting:** The Chair (Godha Rangaraj) thanked everyone for attending the AGM and also welcomed Legal Aid Ontario Chair, Charles Harnick.

LAO Chair Message: Charles Harnick, addressed the members with a brief introduction:

- Chairperson for Legal Aid Ontario Board of Directors: Noted that we are working under the Legal Aid Services Act passed to create a legal aid system that is independent from the government and has helped change the way legal services are delivered in Ontario, with the clinic system now serving over 200,000 clients a year.
- He acknowledged the uncertain times, with the significant cuts to LAO's budget. LAO is working to minimize the impact on clients by taking a principled approach. For the most part, LAO has worked to not diminish services to clients by trying to reduce the impact on front line workers. He was hopeful that the second round of reductions would not be implemented, and if they were to be enforced, recognized they would have a significant impact to services. LAO is working with the government on the modernization project. The goal is to protect services and maintain independence. He further noted that the clinic system must maintain independent boards as they are the connection with the community.

The Executive Director (Shalini Konanur) thanked Mr. Harnick for attending. A question from the floor was asked pertaining to the federal government's responsibility of funding for immigration files. Mr. Harnick noted that immigration and refugee matters are a federal responsibility but the LAO will do its best to continue services in that area of law.

3. **Call to Order:** The AGM Business Meeting was called to order by Board Chair, Godha Rangaraj, at 6:44 pm.
4. **Approval of Minutes from AGM on November 13, 2018:** The AGM minutes from the 2018 AGM were presented. No amendments presented.

Motion to Approve: The AGM 2018 Minutes were presented for approval, whereupon motion duly made by Lisa Amin, seconded by Hassan Valji and unanimously adopted.

5. **SALCO Chair/Joint E.D./Staff Report:** The Board Chair, Godha Rangaraj, presented the Chair's report from the AGM package. The Executive Director, Shalini Konanur, presented the joint staff report. Both highlighted key work cited in their respective reports in the AGM package. Both noted the challenges that will be faced in the upcoming year because of a large cut to the budget of Legal Aid Ontario.

6. **Treasurer's Report on the Audited Financial Statements of the Year Ending March 31, 2019:** The Board Treasurer, Saleha Haji, presented SALCO's audited financial statements as they appeared in the AGM Package. She noted the following:
- SALCO is funded largely by Legal Aid Ontario, with additional funding from the Law Foundation (for the articling student position), Ministry of Community and Social Services (for the legal education project), and the Canada Summer Jobs program (for the summer student position);
 - Financial statement overview: Last year SALCO had an excess of approx. \$53,000.00. This was as a result of funding from Legal Aid Ontario in February 2018, one month before the year end. Given the recent Legal Aid cuts the funding was clawed back by LAO; and
 - There was an additional surplus as a result of personnel changes, which was also clawed back by LAO.

Items for Discussion:

- The Treasurer asked if there were any questions or comments on the SALCO audited statement for the year ending March 31, 2019; and No questions or amendments arose from the floor

Motion to Approve: The SALCO audited financial statement for April 1, 2018 to March 31, 2019 was presented for approval, whereupon motion duly made by Lisa Amin, seconded by Hassan Valji, and unanimously adopted.

7. **Approval of Auditor:** The treasurer advised that SALCO has been using David Burkes & Associates as their auditor for the past several years and that we are very happy with the audit process and costs. The treasurer recommended that we continue to use the same auditor.

Items for Discussion:

- The Treasurer asked if there were any questions or comments on the approval of the auditor for the year 2020; and No questions arose from the floor.

Motion to Approve: The hiring of David Burkes, Chartered Accountant, for the SALCO audit for year ending March 31, 2020 was presented for approval, whereupon motion duly made by Hassan Valji, seconded by Lisa Amin, and unanimously adopted.

8. **Nominations to SALCO Board of Directors: Election of Slate of Nominees:**

Board member and nominations committee chair, Saman Wickramasinghe, explained the nominations process as per the SALCO bylaws and the slate nomination policy. He noted that back in 2016 the bylaws were amended and the nomination slate policy was implemented. The nomination committee received and vetted applications. A decision on the nominees was made based on the needs of the board for the upcoming term, noting that this term the board required lawyers and individuals with lobbying experience. A slate of candidates was reviewed and approved by the board, and the candidates now presented for approval to the membership at the AGM. Saman confirmed that one position on the board was left vacant for a nomination from the floor. Saman noted that the Board meets once a month, except for December and August. 8-10 meetings a year, with Ad hoc work + committee work to update existing policies. He

8. **Nominations to SALCO Board of Directors: Election of Slate of Nominees (cont):**

Saman presented the slate of candidates for board membership:

- This year we have 6 vacancies: 4 slated, 1 student member and 1 vacancy to be nominated and approved from the floor.
- The Slate of Nominees as listed in the AGM package were introduced, and each candidate made a brief presentation on their experiences and interest in serving on the SALCO board.

Items for Discussion:

- The nominations chair asked if there were any questions from the floor; and No questions arose from the floor.

Motion to Approve: The slate of nominees to the SALCO board of directors (as it appeared in the 2019 AGM package) was presented for approval, whereupon motion duly made by Hassan Valji, seconded by Sultana Jahangir, and unanimously adopted.

9. **Nomination to the SALCO Board of Directors: Election From the Floor:** The nominations committee chair, Saman, asked if there was anyone interested in running for the one vacant position on the board of directors from the floor of the AGM. One person indicated interest. The nominations committee chair asked that person to make a brief presentation about their experience and interest in serving on the SALCO Board:

Abdul Malik is an entrepreneur, specializing in sales and marketing. He is heavily involved in the South Asian community, currently an active volunteer at the Islamic Resource Centre. Abdul is a community activist and advocates against child trafficking, and for the prevention of forced marriages.

Motion to Approve: The election of Abdul Malik to the SALCO Board of Directors was presented for approval, whereupon motion duly made by Hassan Valji, seconded by Sultana Jahangir, and unanimously adopted.

10. **Adjournment of Meeting:** There being no further business to come before the meeting, the meeting adjournment was presented by the Chair, Godha Rangaraj.

Motion to Approve: Adjournment of the SALCO Annual General Business Meeting on September 16, 2019 at 7:11 p.m. was presented for approval, whereupon motion duly made by Lisa Amin, seconded by Hassan Valji, and unanimously adopted.

11. **Panel Presentation:** After the business meeting portion of the AGM, SALCO and CASSA staff, members and friends gathered for a panel discussion on federal issues that impact low-income and racialized clients served by the organizations. The panel highlighted issues such as immigration, the environmental crisis, and housing. The speakers (whose biographies are listed in the 2019 AGM package) provided detailed insight and an informative discussion on topics of interest for marginalized and racialized communities leading up to the 2019 federal election. The panel discussion touched on complex subject material within a short period of time. The discussion was interactive, with active participation from the floor and was a great experience for those in attendance.

11. Panel Presentation (continued): Some key highlights of the panel discussion are provided below:

Sharmeen Khan- Most pressing issue on how immigration is being used to divide voters. Many myths about how the immigration system works, including myths surrounding “Que jumpers”, and about how much money is spent on refugees. Discussion on the Growth of the alt right movements, which are influencing elections. In terms of the working class, the reality is that 70 % of the migrants that come into Canada are temporary status. There is a growing move to increasing temporary status and barriers to achieving permanent status, with a clear racial and class division to permanent status.

Maya Menezes- spoke on the 0 carbon emissions by target for 2030. Noted that in this election we are fighting what we are seeing on the international scale. Multinational companies fighting back against emission cuts, and non-binding international agreements are not effective. Changes to the environmental crisis battle must come from local communities. There has been a recent rise in racism and white nationalism, framed around climate crisis and scarcity. She noted that any climate strategy must incorporate rights for migration and that having open borders is true climate justice.

Alyssa Brierley- Working with City of Toronto on the 10-year housing plan. Two main housing issues: difficulty accessing housing, difficulty staying in housing. There has been a rise in rent based evictions, targeting long term tenants (seniors, persons with disabilities). These populations are effectively being evicted into homelessness, and there is not enough affordable housing in the city to accommodate marginalized and low income folks. Despite this, Alyssa noted that there have been recent positive developments on the federal level.

Abeer Majeed- Noted the divide and conquer method using as a divisive measure against minority and racialized communities. Abeer mentioned agendas to privatize services and healthcare across Canada.

Meeting minutes prepared by: Athursh Vaithilingam

SALCO AGM 2020: Message from the Chair

Welcome to the 2020 Annual General Meeting for the South Asian Legal Clinic of Ontario. 2019-2020 has been a busy and challenging year for SALCO.

We know from municipal, provincial, and federal data that COVID-19 had a disproportionately negative impact on South Asian communities in Ontario. South Asians now face one of the highest unemployment rates in the country, with deepening rates of poverty within our communities. South Asian women are left particularly vulnerable to income insecurity and unsafe work. Our clients have faced a number of issues related to not being eligible for COVID-19 related income benefits, housing precarity (potential evictions), increases in family violence, and immigration uncertainty. Many clients now face loss of immigration status because of huge backlogs and holes in immigration processing during COVID-19.

Alongside those challenges, the province also implemented a large funding cut to Legal Aid Ontario, which led to reduced funding for legal clinics. SALCO is happy to report that it was able to maintain current levels of service delivery despite the cuts. Legal Aid Ontario is also currently undertaking a Modernization Project that will overhaul the Funding Agreement between legal clinics and Legal Aid Ontario. The law mandates that those new agreements be in place by April 1, 2021. SALCO is pressing to ensure that an equity lens is applied to funding legal clinics, with emphasis on continuing to support our most vulnerable and marginalized communities, including communities of colour.

To learn more about the work that SALCO has done over the past year please take a look at the SALCO 2019/2020 Highlight in this AGM package.

Despite the challenges of COVID-19, SALCO has kept its doors open to client service and continues to serve clients through direct legal service in a number of areas of poverty law. We have seen a significant growth in complex immigration cases and a 35% jump in calls related to family violence. SALCO's staff has also been doing a tremendous amount of public legal education, community development, and law reform work on the impact of COVID-19 on the communities that we serve, on anti-racism, on gender-based violence, on income security, and on precarious housing.

None of this would be possible without the hard work and dedication of its staff. Their commitment to SALCO's mandate and to social justice in general is inspiring. Thank you to Vanathy, Fareeha, Athursh, Aruna, Silmy, Jasleen, Iqra, Khadeeja, Zakia, Rezwana, and Shalini for all of your hard work.

I would also like to thank my colleagues on the board for their efforts this past year. Recognizing that personal and professional obligations are always competing for your time, your support is greatly appreciated.

Lastly, I would like to thank our funders in 2019/2020, Legal Aid Ontario, the federal Canada Summer Jobs (summer student), and the Ministry of Community and Social Services (human trafficking legal education project) for their continued support of SALCO.

Lisa Amin
Chair, SALCO Board of Director

SALCO AGM 2020: Message from the Executive Director

These past several months have been a challenging time for all people in Canada. Legal clinics were forced to quickly pivot in the way in which we provide service and to start working with a growing population of people who now find themselves low-income in Ontario. For SALCO, this includes thousands of clients with no / precarious immigration status, who have been largely shut out of many of the COVID-19 recovery benefits at both the provincial and federal level.

My colleagues and I have heard heartbreaking stories from so many clients struggling to survive during these times. Stories of income insecurity, potential loss of housing, unsafe employment conditions, immigration precarity, and deeply disturbing incidents of family and gender-based violence. In the backdrop, we have also had an awakening of sorts in Canada around systemic racism and its very real impact of all of the life outcomes on racialized communities across the country.

I am so deeply proud to work with this incredible team of colleagues and volunteer board members. Their work this year has kept our clinic functioning at high capacity, open to the public (with safety precautions in place), and serving some of the most vulnerable people in Ontario.

- ◆ Thank you to SALCO's incredible staff for energy, for embracing change, for thinking constantly about what our communities need and how we can remain accessible to serve them. Thank you for your passion in advocating in every space possible to demand support for low-income South Asian communities and for your tireless work to educate our communities on what their rights including all of the COVID-19 related changes;
- ◆ Thank you to the SALCO board for your continued oversight and commitment to the organization. Your work around legal clinic modernization, around financial oversight, and around strategic planning this past year has played a critical role in ensuring that we have a strong governance framework with accountability and transparency;
- ◆ Thank you to all of our funders for your support of our work. We would not be able to do this critical work with the support of Legal Aid Ontario, the provincial Ministry of Community and Social Services (Human Trafficking Office), and the federal Canada Summer Jobs Program; and
- ◆ Thank you to our community partners and to the communities that we serve. The strength I see daily in the actions of our own clients and communities is an inspiration to me.

Ethno-racial clinics, like SALCO, serve a particular critical gap – they address barriers to service for low-income racialized clients who have faced systemic issues in access to justice and access to other legal aid services. SALCO's client-centered model (linguistic services, cultural competence, satellites in community) is a great example of how legal clinics are able to provide holistic services to their low-income clients. With a growing population of low-income South Asians in Ontario, it is important that we focus every effort to ensure the sustainability of SALCO and its direct legal services and advocacy on behalf of our communities.

Shalini Konanur
Executive Director / Lawyer

SALCO 2019/2020 Highlights

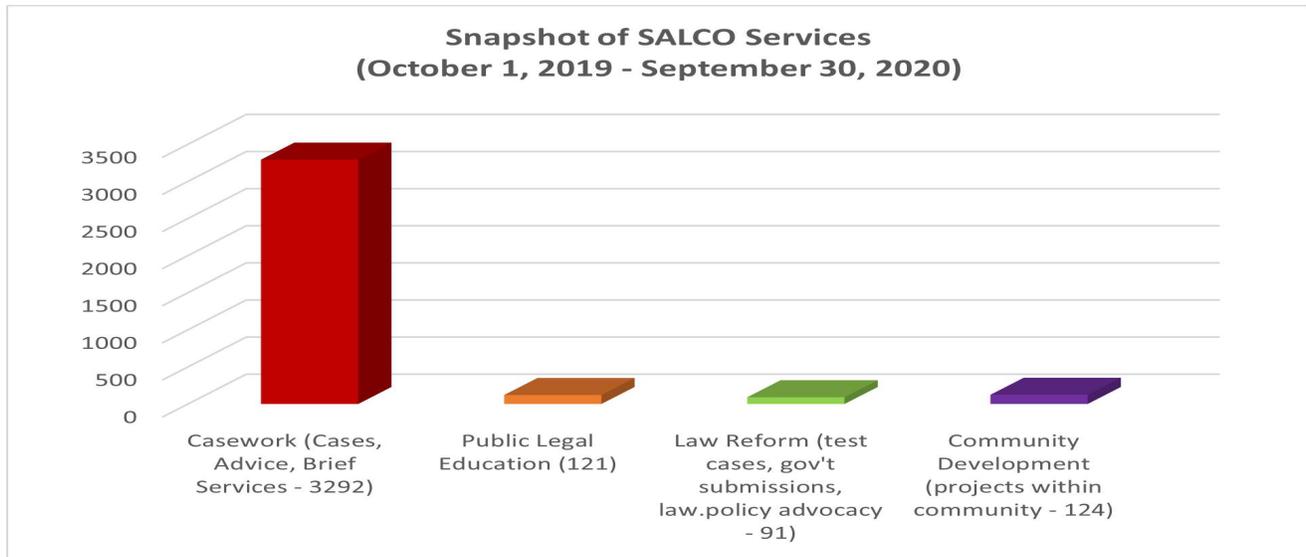
(Joint Staff Report)

Introduction:

It has been a busy and trying year for SALCO staff but moreover, for the low-income communities that SALCO serves. Despite the restrictions of COVID-19, SALCO continued to fulfill its mandate to provide direct legal services, to conduct public legal education, to advocate through law reform, and to support our communities through several community development initiatives. Information from the 2016 Census provides us with an updated picture of the South Asian community in Ontario. More data is also coming in on how South Asian communities are particularly impacted and disadvantaged by COVID-19.

- ◆ South Asian was the single largest visible minority group, accounting for 29.6% of visible minorities and 8.7% of Ontario's total population;
- ◆ 207,380 South Asian people in Ontario live in poverty. That is approximately 18% of the South Asian population of Ontario. By contrast, 11% of the non-racialized people in Ontario live in poverty. South Asians continue to live in poverty at disproportionate rates; and
- ◆ The top South Asian languages spoken in Ontario are Punjabi, Hindi, Urdu, Tamil, Bengali, and Gujarati.
- ◆ While the unemployment rate of Canadians who were not a visible minority fell 0.3 percentage points in October, the unemployment rate of South Asian Canadians rose 1.4 percentage points to 13.8%. South Asians in Canada have one of the highest current unemployment rates in Canada
- ◆ South Asian people are more vulnerable to COVID-19 because they have higher rates of diabetes, hypertension and heart disease, which puts them at higher risk for health complications. Moreover, many Asians, including South Asians, live in multi-generational households, meaning elderly members are at higher risk of exposure to the virus.

SALCO 2019/2020 Highlights



Casework:

- ◆ To ensure safety for our staff and the communities that we serve SALCO has shifted to providing services via phone but will continue to meet with clients in person on a case-by-case emergency basis.
- ◆ In 2019/2020 SALCO worked on several complex immigration cases including several applications for judicial review to the Federal Court, stay motion applications to stop deportation of clients, applications under three new pilot projects for permanent residence and temporary resident permits in cases of family violence and violence in the workplace, sponsorship appeals for low-income families, and a number of applications for permanent residence on humanitarian and compassionate grounds. Immigration work has been challenging because of the slow down of immigration processing by the federal government and the growing population of South Asian people in Canada with precarious / no immigration status.
- ◆ SALCO has been supporting many low-income tenants, in particular those impacted by COVID-19 who now face eviction for rent arrears. Changes to housing law in Ontario have left tenants vulnerable to eviction if they enter into repayment plans for rent arrears and subsequently cannot meet the agreed upon terms of repayment.
- ◆ SALCO has worked with many clients trying to access COVID-19-related income security benefits including the CERB, CESB, E.I., the new enhanced E.I., and all of the new Canada Recovery Benefits. SALCO has also been working with clients who do not qualify for these benefits to see if there is an option to get provincial social assistance.
- ◆ SALCO has spoken with a number of international students facing crisis in housing, income security, and potential loss of immigration status. Very little has been done in Ontario and Canada to support those students during COVID-19.
- ◆ SALCO maintains a large volume of appeals for Ontario Disability Support Program benefits.
- ◆ Gender-based violence during the COVID-19 lockdown in Canada has been more severe and more frequent. SALCO has noted an increase in calls over the past 6 months.



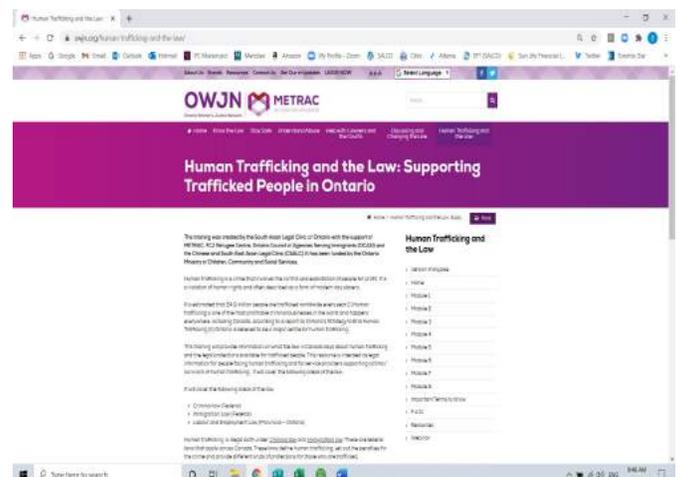
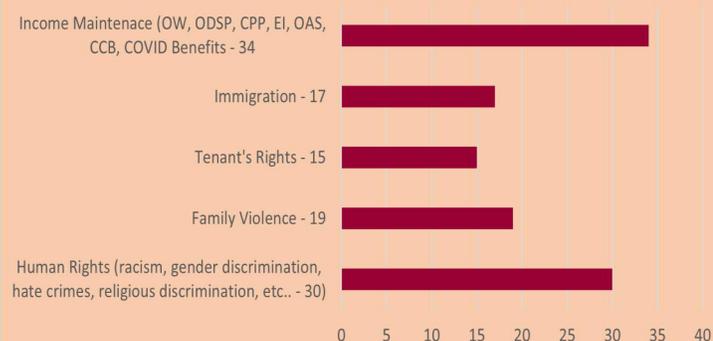
SALCO 2019/2020 Highlights

Public Legal Education:

- ◆ SALCO conducted 121 PLEs (public legal education sessions) between October 2, 2019 and September 30, 2020. All of these sessions were either for low-income communities, front-line service providers, government / United Nations, and other NGO stakeholders;
- ◆ SALCO launched its Human Trafficking Legal Education Toolkit and conducted webinar training for service providers and others on the law and human trafficking in Ontario. We had an overwhelming demand for the webinar training.
- ◆ SALCO released a series of Legal Education Publications related to COVID-19. The information was designed to update the communities we work with on different areas of law that had changed as a result of COVID-19 (immigration, tenancy law, income maintenance, employment, etc...).
- ◆ In celebration of Islamic Heritage Month, SALCO did a month long series highlighting the contributions of different individuals / organizations in Muslim communities in Canada who have impacted social justice reform in their sector.
- ◆ As a result of the COVID-19 pandemic, we also initiated a series of PLE sessions with various community partners addressing Income Maintenance, Landlord and Tenant rights, and Employment law related matters amongst the South Asian community. This was done in partnership with multiple community service, settlement and neighbourhood associations and organisations.
- ◆ Starting in 2020, SALCO initiated and conducted a campaign to provide Tamil language-specific PLE sessions for the Tamil community. Through partnerships with Frontline Community Services and Settlement Support and Family Services (SAFFS) we have conducted Tamil language-oriented PLEs in a number of areas of poverty law
- ◆ SALCO began recording an ongoing series of public legal education videos in partnership with My Women's Support on poverty law topics for South Asian communities in the West End of the GTA. SALCO is also providing legal education sessions through Laadliyan, an organization in Peel Region with a mandate to empower South Asian girls and young women.



Top 5 Areas of Law for PLEs
(October 1, 2019 - September 30, 2020)



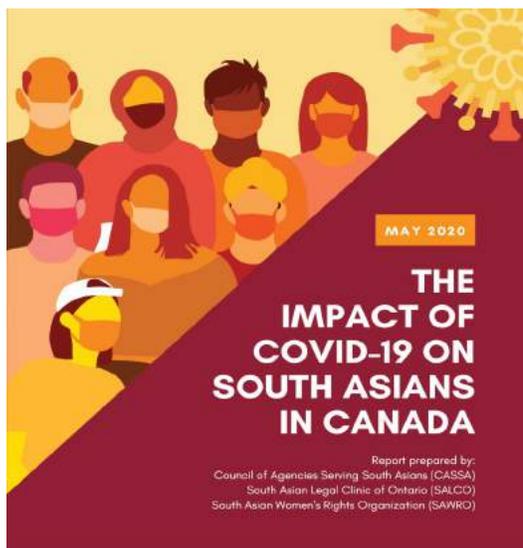
SALCO 2019/2020 Highlights



Law Reform:

- ◆ In partnership with the South Asian Women's Rights Organization (SAWRO) and the Council of Agencies Serving South Asians (CASSA), SALCO released a report on the disproportionate impact of COVID-19 on South Asian communities in Canada.
- ◆ SALCO participated in several policing law reform initiatives including sitting on the Toronto Police Services Anti-Racism Advisory, the province's Community and Social Services Engagement Table on the implementation of new provincial policing legislation, and the Colour of Poverty-Colour of Change campaign for the collection of disaggregated data.
- ◆ SALCO sat on a number of advisory committees, wrote submissions with/for, and advocated for a number of special projects including the Canadian Mental Health Association Survivors of Homicide Victims Support Project, the Legal Education Action Fund Basic Income Advisory, the Campaign 2000 Income Security Working Group, the Dignity for All Income Security Advisory, and the Centre for Policy Alternatives Alternative Federal Budget.
- ◆ SALCO is working on two appeals to Tax Court to challenge overpayment assessments against victims of family violence, and to challenge eligibility criteria for the Canada Child benefit.
- ◆ SALCO provided a number of submissions to federal and provincial standing committees on changes to Legal Aid, amendments to family law, amendments to immigration policy, poverty reduction, COVID recovery, and upcoming government budgets;
- ◆ SALCO appeared at the United Nations Committee on the Rights of Children to advocate for the rights of racialized children, including a push to abolish immigration detention for children in Canada;
- ◆ SALCO participated in a Town Hall Meeting with Canada's Prime Minister to advocate on issues impacting low-income South Asian women. In particular, those with no/precarious immigration status.
- ◆ SALCO wrote a special report on Racialized women, immigration and gender-based violence as an addendum to Aura Freedom International's parallel report for Beijing +25 (the 25th anniversary of the UN fourth World Conference on Women).

SALCO 2019/2020 Highlights



Community Development:

- ◆ SALCO released a statement on anti-racism and the responsibility of South Asian communities in Canada to speak out on Anti-Black and Anti-Indigenous racism. The statement also addressed the ways in which South Asian communities in Canada overtly and passively perpetuate racism in Canada.
- ◆ SALCO participated in a series of federal town halls on the impact of COVID-19 on South Asian communities in Canada. We know from data that South Asian communities are facing the highest unemployment rates in Canada as a result of COVID-19, with South Asian women faring the worst. We also know that calls around family violence have increased, and that many South Asians (like international students) do not have any access to income security benefits during COVID-19.
- ◆ SALCO began a partnership with Laadliyan, a group focused on empowering, educating, and connecting women and girls in the South Asian community; the partnership with SALCO is for their new Udaari program, which aims to support international students who are women.
- ◆ SALCO hosted a community consultation initiated by Toronto Police services in relation to their Race-Based Data Collection Strategy for South Asian stakeholders. This was an important opportunity for community members to ensure there would be no over-policing of the South Asian community as a result of this data collection, and to assist in removing implicit biases.
- ◆ SALCO joined an advocacy campaign against Domestic Violence in the Tamil community. The campaign is looking to raise awareness of domestic violence for Tamil communities and advocate on targeted supports for those communities.
- ◆ SALCO continued its work as a steering committee member of the Colour of Poverty-Colour of change campaign to support the collection of race-based data in Ontario's legal clinics, to push for removing barriers to access the Canada Child Benefit, to address racism in housing across Canada, to push the province to provide more social assistance for low-income clients to push for a stronger mandate for both the provincial and federal Anti-Racism departments, and to push for much needed immigration reform to support migrant workers and people facing family violence.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

FINANCIAL STATEMENTS

MARCH 31, 2020



David Burkes, CPA, CA, CFF



INDEPENDENT AUDITOR'S REPORT

To the Members of
South Asian Legal Clinic (Ontario)

Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of South Asian Legal Clinic (Ontario) ("the Organization"), which comprise the statement of financial position as at March 31, 2020, the statement of operations and changes in net assets, and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of South Asian Legal Clinic (Ontario) as at March 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Organization in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance 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 control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing these financial statements, management is responsible for assessing the Organization's ability to continue as going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

INDEPENDENT AUDITOR'S REPORT (Continued)

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicated with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Richmond Hill, Ontario
July 27, 2020



Chartered Professional Accountant
Licensed Public Accountant



David Burkes, CPA, CA, CFF

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2020

ASSETS

	<u>Legal Aid Fund</u>	<u>Legal Disbursement Fund</u>	<u>General Fund</u>	<u>Forced Marriage Fund (Note 11)</u>	<u>2020</u>	<u>2019</u>
<u>CURRENT</u>						
Cash	\$ 59,405	\$ 13,733	\$ 91,118	\$ 6,116	\$ 170,372	\$ 190,590
HST Receivable	6,746	-	-	-	6,746	18,022
Prepaid Expenses	11,923	-	-	-	11,923	12,982
	<u>78,074</u>	<u>13,733</u>	<u>91,118</u>	<u>6,116</u>	<u>189,041</u>	<u>221,594</u>
<u>CAPITAL ASSETS (Note 2)</u>	3,836	-	-	-	3,836	11,510
<u>INTERFUND BALANCES</u>	(473)	519	(46)	-	-	-
	<u>\$ 81,437</u>	<u>\$ 14,252</u>	<u>\$ 91,072</u>	<u>\$ 6,116</u>	<u>\$ 192,877</u>	<u>\$ 233,104</u>

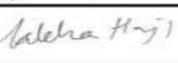
LIABILITIES AND NET ASSETS

<u>CURRENT</u>						
Accounts Payable	\$ 49,175	\$ -	\$ -	\$ -	\$ 49,175	\$ 38,414
Grants Repayable (Note 8,10)	-	-	-	-	-	38,670
Deferred Revenue (Note 5)	-	-	-	-	-	9,524
	<u>49,175</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>49,175</u>	<u>86,608</u>
<u>DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS (Note 3)</u>	3,836	-	-	-	3,836	11,510
<u>FUND BALANCES</u>	<u>28,426</u>	<u>14,252</u>	<u>91,072</u>	<u>6,116</u>	<u>139,866</u>	<u>134,986</u>
	<u>\$ 81,437</u>	<u>\$ 14,252</u>	<u>\$ 91,072</u>	<u>\$ 6,116</u>	<u>\$ 192,877</u>	<u>\$ 233,104</u>

APPROVED BY THE BOARD:



Director



Director

(See Accompanying Notes)

SOUTH ASIAN LEGAL CLINIC (ONTARIO)
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2020

	<u>Legal Aid Fund</u>	<u>Legal Disbursement Fund</u>	<u>General Fund</u>	<u>Forced Marriage Fund (Note 11)</u>	<u>2020</u>	<u>2019</u>
<u>BALANCE</u>						
Beginning of the Year	\$ 25,982	\$ 15,012	\$ 87,876	\$ 6,116	\$ 134,986	\$ 120,365
<u>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</u>	<u>2,444</u>	<u>(760)</u>	<u>3,196</u>	<u>-</u>	<u>4,880</u>	<u>14,621</u>
<u>BALANCE</u> , End of the Year	<u>\$ 28,426</u>	<u>\$ 14,252</u>	<u>\$ 91,072</u>	<u>\$ 6,116</u>	<u>\$ 139,866</u>	<u>\$ 134,986</u>

(See Accompanying Notes)



David Burkes, CPA, CA, CFF

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2020

	<u>Legal Aid Fund</u>	<u>Legal Disbursement Fund</u>	<u>General Fund</u>	<u>Forced Marriage Fund (Note 11)</u>	<u>2020</u>	<u>2019 (Notes 8, 10)</u>
<u>REVENUE</u>						
Grants (Note 4)	\$ 878,276	\$ 4,169	\$ 64,229	\$ -	\$ 946,674	\$ 910,488
Interest & Other Income	2,496	-	2,822	-	5,318	6,537
	<u>880,772</u>	<u>4,169</u>	<u>67,051</u>	<u>-</u>	<u>951,992</u>	<u>917,025</u>
<u>EXPENSES</u>						
Salaries & Benefits	735,316	-	41,123	-	776,439	709,024
Occupancy	72,139	-	-	-	72,139	70,891
Travel	14,957	-	-	-	14,957	14,642
Communication & Publicity	3,338	-	-	-	3,338	4,101
Purchased Services	26,230	-	-	-	26,230	23,017
Equipment	6,181	-	-	-	6,181	8,986
Professional Dues	11,159	-	-	-	11,159	10,009
Library	914	-	-	-	914	858
Supplies & Services	8,094	-	-	-	8,094	17,469
Legal Disbursements	-	4,929	-	-	4,929	12,463
Project Expenses	-	-	22,732	-	22,732	30,944
	<u>878,328</u>	<u>4,929</u>	<u>63,855</u>	<u>-</u>	<u>947,112</u>	<u>902,404</u>
<u>EXCESS (DEFICIENCY) OF</u>						
<u>REVENUE OVER EXPENSES</u>	<u>\$ 2,444</u>	<u>\$ (760)</u>	<u>\$ 3,196</u>	<u>\$ -</u>	<u>\$ 4,880</u>	<u>\$ 14,621</u>
(Notes 8,10)						

(See Accompanying Notes)

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
<u>CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Excess of Revenue over Expenses	<u>\$ 4,880</u>	<u>\$ 14,621</u>
<u>Changes in Non-Cash Operating Working Capital</u>		
HST Receivable	11,276	5,491
Prepaid Expenses	1,059	(1,413)
Accounts Payable	10,761	(317)
Grants Repayable	(38,670)	35,091
Deferred Revenue	<u>(9,524)</u>	<u>(5,893)</u>
	<u>(25,098)</u>	<u>32,959</u>
<u>NET INCREASE (DECREASE) IN CASH DURING YEAR</u>	(20,218)	47,580
<u>CASH, Beginning of the Year</u>	<u>190,590</u>	<u>143,010</u>
<u>CASH, End of the Year</u>	<u>\$ 170,372</u>	<u>\$ 190,590</u>

(See Accompanying Notes)



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2020

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:

These financial statements have been prepared in accordance with the Canadian accounting standards for not-for-profit organizations. The organization's significant accounting policies are as follows:

a) Revenue Recognition

The organization follows the deferral method of accounting for contributions, which include grants and sponsorships, and are recorded as revenue in the fiscal period in which the associated operating or project expenses are incurred. Donations are recorded as revenues 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.

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

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2020

2. CAPITAL ASSETS:

	<u>2020</u>			<u>2019</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Leasehold Improvements	\$ 17,995	\$ 16,196	\$ 1,799	\$ 5,398
Furniture	20,373	18,336	2,037	6,112
	<u>\$ 38,368</u>	<u>\$ 34,532</u>	<u>\$ 3,836</u>	<u>\$ 11,510</u>

Amortization for the year is \$7,674 (2019 - \$7,674).

3. DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS:

In 2016, 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 was included in Salaries and Benefits in the Statement of Operations in 2016. Deferred contributions reported are amortized over the useful life of the asset as per Note 1. Amortization for 2020 is \$7,674 (2019 - \$7,674).

Continuity of Deferred Capital Contributions for the year is as follows:

	<u>2020</u>	<u>2019</u>
<u>LAO (2016)</u>		
Deferred Capital Contributions, Beginning of the Year	\$ 11,510	\$ 19,184
Add - Received in the Year	-	-
Less - Amortized for the Year	(7,674)	(7,674)
	<u>\$ 3,836</u>	<u>\$ 11,510</u>

4. GRANTS:

Grants are comprised of the following:

	<u>2020</u>	<u>2019</u>
Legal Aid Ontario (LAO)	\$ 882,445	\$ 802,362
Ministry of Community and Social Services - Human Trafficking (Schedule I)	41,208	34,660
Law Foundation	15,524	69,893
Employment & Social Development Canada	7,497	3,573
	<u>\$ 946,674</u>	<u>\$ 910,488</u>

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2020

5. DEFERRED REVENUE:

Deferred Revenue is comprised of the following:

	<u>2020</u>	<u>2019</u>
Law Foundation	\$ 9,524	\$ 9,524

Continuity of Deferred Revenue for the year is as follows:

	<u>2020</u>	<u>2019</u>
Deferred Revenue, Beginning of the Year	\$ 9,524	\$ 15,417
Add - Received/Receivable during the Year	937,150	943,265
Less - Recognized during the Year	<u>(946,674)</u>	<u>(949,158)</u>
Deferred Revenue, End of the Year	<u>\$ -</u>	<u>\$ 9,524</u>

6. USE OF ESTIMATES:

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenue and expenditures during the reported period. Significant items subject to such estimates and assumptions include the useful lives of capital assets, prepaid membership and conferences and year-end accrued liabilities. Actual results could differ from management's best estimates as additional information becomes available in the future.

7. 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.

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2020

8. GRANT REPAYMENT

Where SALCO incurs a surplus from the annual budgeted operating funds provided by Legal Aid Ontario (Legal Aid Fund), such a surplus does not constitute earned grant revenue and is repayable to Legal Aid Ontario. Where SALCO retains a surplus for a project specifically funded by Legal Aid Ontario outside of SALCO's core funding, that surplus does not constitute earned grant revenue and is either repayable to Legal Aid Ontario or requested to be transferred to another clinic that is taking over management of that project.

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.

10. PRIOR PERIOD ADJUSTMENT:

Legal Aid Ontario, during the fiscal year covered by these financial statements, has recovered surplus from the previous fiscal year by reducing the 2020 funding by that amount. These statements have reduced the revenue from grants for the 2019 fiscal year by the amount calculated. The effect on these financial statements is as follows:

	<u>As previously reported</u>	<u>Adjusted</u>	<u>Difference</u>
Revenue from Grants 2019 fiscal period	\$ 949,158	\$ 910,488	\$ 38,670
Grants Repayable as at Mar 31, 2019	\$ -	\$ 38,670	\$ 38,670
Closing Surplus 2019 fiscal period	\$ 173,656	\$ 134,986	\$ 38,670

11. SPECIAL FUND - FORCED MARRIAGES:

During the 2019 year, the Board of Directors approved the creation of separate fund to support forced marriage clients. The organization received \$NIL (2019 - \$620) of contributions in the year related to this fund. Expenditures incurred in the fund during the year were \$NIL (2019 - \$1,974).



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

MINISTER OF CHILDREN, COMMUNITY AND SOCIAL SERVICES

FOR THE YEAR ENDED MARCH 31, 2020

(Unaudited)

REVENUE

Grants

\$ 41,208

EXPENSES

Salaries & Benefits

18,672

Administration

2,000

Evaluation

2,000

Honorarium & Consulting Fees

1,500

Information Technology & Website

9,957

Partnership Fees

6,500

Translations

600

41,229

DEFICIENCY OF REVENUE OVER EXPENSES

\$ (21)

SALCO AGM 2020

Returning Directors and Proposed Slate

Returning Directors (not up for re-election)

Lisa Amin (2019-2021)	Lawyer (Human Rights / Employment)
Mathura Karunanithy (2019-2021)	Not-For-Profit / Policy Advocacy
Jaspal Singh (2019-2021)	Lawyer (Corporate / Commercial)
Husein Panju (2019-2021)	Lawyer / Strategic Planning / Government Relations Expertise
Sana Husein (2019-2021)	Project Management

Proposed Slate of Nominees to the Board of Directors

Regular Board Member Positions:

Alizeh Khorasane (board term 2020-2022): Alizeh has served on the SALCO Board of Directors as an Interim Board Member from November 2020 to present. During her year on the board Alizeh has been connected to the work of our current Treasurer and has a solid understanding of SALCO's financial structure and funding. Alizeh is a CPA (Chartered Professional Accountant) and is also a CA and CFA. She currently works with the Ontario Securities Commission with a focus on compliance and risk management. Alizeh has also volunteered her time with War Against Rape in Pakistan, and is connected to the work that SALCO does in multiple South Asian communities in Ontario.

Sultana Jahangir (board term 2020-2022): Sultana has served on the SALCO Board of Directors from 2018 to 2020. She is re-applying to serve a second term on the board. Sultana is the founder of SAWRO and has been its Executive Director since 2007. South Asian Women's Rights Organization (SAWRO) is a grassroots member-led non-profit community-based organization operated by community women to serve the Bengali community and other South Asian communities. Sultana has 23 years of diverse experience building grass-roots organizations among equity seeking groups, including work with impoverished Bangladeshi urban workers, undocumented immigrants in New York City and marginalized immigrant women in Scarborough, Ontario. Sultana is deeply aware of the legal issues that impact low-income South Asian communities in Canada. Her grassroots, community experience has been a tremendous asset to the SALCO board of directors.

Ayman Alvi (board term 2020-2022): Ayman is an actuary and human resources specialist, and is currently Director, Global Benefits at Scotiabank. Prior to that Ayman was a senior manager at KPMG. Ayman grew up in India, Pakistan and the Middle East before coming to Canada and is connected to the communities that SALCO works with. He believes that organizations like SALCO play a critical role in supporting diverse communities in Canada. Ayman's experience in both financial management and human resources would fill an existing gap in SALCO's board skillset.

SALCO AGM 2020

Proposed Slate of Nominees to the Board of Directors (con't...)

Saranjit Singh Cheema (board term 2020-2022): Saranjit would be new to the SALCO Board. Saranjit is an in-house lawyer for the Canadian Union of Public Employees and has extensive experience in labour law. Outside of that in-house role, Saranjit has provided free legal advice and information to community members since being called to the bar in 2017, and is an active community organizer in the South Asian community of Peel region. Years of community organizing has provided Saranjit with the skills and experience to be a valuable member of SALCO's Board of Directors and its stated mission to provide linguistically and culturally sensitive services. Over the past year, Saranjit worked with SALCO to organize and deliver community legal information sessions in Peel region.

Rashmi Kumar (board term 2020-2021 – stepping in for a resignation mid-term): Rashmi's passion for criminal law is fueled by the experiences of her family growing up in Malvern, a marginalized neighbourhood in Scarborough. During law school, Rashmi focused on studies in criminal law, participated in the Gale Cup Moot Competition, and volunteered with the Queen's Legal Aid Clinic and Prison Law Clinic, in order to gain as much practical experience as possible. After law school, Rashmi worked at Hicks Adams LLP, where, she conducted preliminary hearings and trials, numerous pre-trials, contested bail hearings, guilty pleas, sentencing hearings, and parole hearings. Rashmi now runs her own practice in criminal law. Rashmi is also one of the founding members of the Campaign for Cannabis Amnesty. It gives Rashmi great satisfaction to advocate for vulnerable and marginalized clients and recognizes that there is so much more to be done. Knowing of the important work that SALCO does, Rashmi hopes to lend her lens and expertise to the work of SALCO and its Board.

Student Board Member Position:

Jayashree Sivakumar (student board term 2020-2021): Jayashree's interest in advocacy emerged from her undergraduate studies in political science and philosophy where she yearned to put her values, critical thinking and creativity to practice. She obtained her Juris Doctor from Osgoode Hall Law School. During law school, she completed an intensive at the Community Legal Aid & Services Program (CLASP) as a caseworker in the Health Justice Program where she served marginalized clients with overlapping social, medical and legal issues. Upon graduation, she received the 2020 Wendy Babcock Social Justice Award for her commitment to social justice and public interest initiatives. She is completing her articles at a boutique litigation firm. One of her objectives in her legal career is to identify and pursue avenues for legal technology innovations addressing access to justice concerns.

One Regular Board Member Position Vacant For Election from the Floor:

Please note that 1 regular board member position has been left vacant as per our bylaws for election from the floor. If you are interested in joining the board and feel comfortable to do so please consider noting your interest at the AGM meeting. You will be asked to provide a short presentation on your background and interest in joining the board. If more than one person is interested those running from the floor will be presented to the membership for election to the board.

SALCO ANNUAL REPORT 2020

Current SALCO Staff

Shalini Konanur, Executive Director / Lawyer

Vanathy Wimalaswarans, Office Coordinator

Rezwana Zerin, Support Staff

Silmy Abdullah, Staff Lawyer

Iqra Rafique, Staff Lawyer

jasleen kaur johal, Staff Lawyer

Fareeha Aziz, Staff Lawyer

Athursh Vaithilingam, Paralegal

Aruna Boodram, Paralegal

Zakia Jahan, Articling Student

SALCO Funders



**Min of Com and
Social Services**

Legal Aid Ontario

**Canada Summer
Jobs**