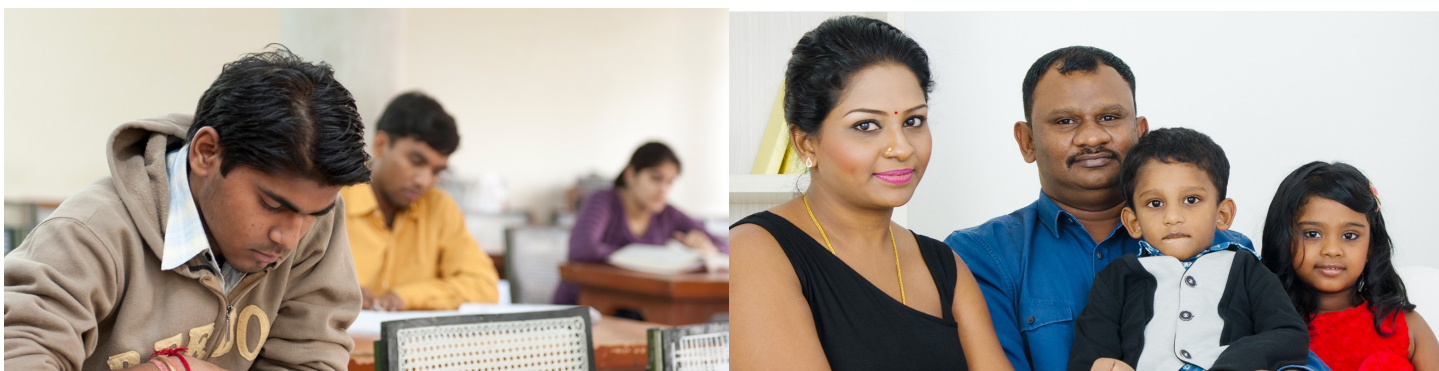


SALCO
South Asian Legal Clinic of Ontario

**The South Asian Legal Clinic
of Ontario (SALCO)**

Annual Report 2021





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

Wednesday, November 10, 2021

Zoom Meeting

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

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Agenda

**Annual General Meeting
South Asian Legal Clinic of Ontario (SALCO)
Wednesday, November 10, 2021
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 2020AGM Minutes SALCO Chair's Report	Chair, Board of Directors Chair
6:45 p.m.	SALCO ED report	Chair
6:50 p.m.	i) Treasurer's Report on the Audited Financial Statements Of the Year Ending March 31, 2021 . ii) Approval of Auditor	Treasurer, Board of Directors Treasurer, Board of Directors
7:00 p.m.	Nominations to SALCO Board of Directors: slate and nominations Board of Directors from the floor via zoom	Nominations Com., Board of Directors
7:15 p.m.	Adjournment of Meeting	Chair, Board of Directors
7:15 p.m.	Presentation: The Impact of Covid-19 on South Asian communities	SALCO Staff
7:40 pm	AGM Ends	



We will begin the South Asian Legal Clinic of Ontario Annual General Meeting 2021 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**

Wednesday, November 18, 2020, 6:35 pm-8:30pm

Via Zoom, Toronto, Ontario

1. **Presentation:** The AGM meeting started at 6:35 pm with a welcome by Executive Director, Shalini Konanur and Chair, Lisa Amin. The Chair started the meeting with a land acknowledgment.
2. **Call to Order:** The AGM Business Meeting was called to order by Lisa Amin at 6:41 pm.
3. **Approval of Minutes from AGM on 2019:** The minutes were presented to the membership for approval. No amendments were made.

Motion to Approve: The AGM 2019 Meeting Minutes were presented for approval, whereupon motion duly made by Hassan Valji, seconded by Sultana Jahangir, and adopted by majority vote.

Poll results:

17 Yes

3 Abstains

4. **SALCO Chair/Joint E.D./Staff Report:**

The Board Chair, Lisa Amin, presented the Chair's message from the AGM package. The Executive Director, Shalini Konanur, presented the ED report and individual staff members presented staff reports.

Chair's Message:

Lisa discussed the impact of Covid 19 on our work and discussed the LAO funding cuts as well as the modernization project. SALCO is pressing to ensure that an equity lens is applied to the LAO modernization process. Despite challenges, SALCO has continued to serve clients. Lisa mentioned a growth in complex immigration cases, and 35% jump in family violence cases. She also emphasized SALCO's continued work on public legal education and law reform work on COVID-19. Lisa thanked all staff and the Ministry for funding the human trafficking legal education project.

E.D.'s Message:

Shalini highlighted the challenges in the past several months for the clinic as well as the communities SALCO serves. The clinic had to pivot really quickly to figure out how to deal with the challenges around COVID-19, including working with clients with precarious immigration status and excluded from COVID-19 related benefits. SALCO is doing a lot of advocacy to raise our voices. Shalini thanked all staff and board. Despite all the funding challenges, Shalini is thankful to LAO for funding – recognizing the role of ethno-specific clinics in serving racialized communities and putting equity in the forefront. Shalini thanked the province for funding for our human trafficking project and the federal government for funding a summer student. She thanked the community and clients, and partner agencies.

Joint Staff Report:

- Zakia (articling student): mentioned getting hands-on learning experience by working at SALCO. She learned a lot about different areas of the law, including working on ODSP files. She recently settled her first ODSP case. She is also working on a judicial review application for a denied H&C. She obtained experience in Legal research and drafting arguments. She conducted her first public legal education (PLE) session by herself two weeks ago and co-presented with Fareeha today. By working at SALCO, she has been exposed to the disproportionate impact COVID-19 has had on our communities.
- Silmy: mentioned working with clients (particularly women) who have been deeply and disproportionately impacted by COVID, including women facing precarious immigration status, unemployment and domestic violence. These cases have been extremely challenging. She continues to work with the SALCO team to raise awareness on these issues, including producing information sheets on COVID and income benefits, and training front-line workers on the challenges and remedies available for domestic violence clients in times of COVID.
- Athursh: Has been working with low-income clients facing housing issues, such as falling behind on rent payments, evictions, etc. He has also been working on Tamil language specific PLEs, including one that is geared towards Tamil seniors. Earlier this year, he worked with Silmy to launch the web-based training on human trafficking. He has also been working on the consultation with police on collecting race-based data, and how the strategy would be implemented.
- Vanathy: talked about having to modify our services. SALCO is conducting all intakes through phone. She mentioned that we have obtained an office cell phone. We have also started e-fax and installed barriers in our reception area. She has seen a rise in intakes this year.
- Fareeha: Echoed comments of other staff on the challenges of COVID-19. She has also been working with vulnerable clients and was able to make use of some of the pilot immigration programs introduced by IRCC. She has also been receiving housing and employment intakes related to COVID. She has conducted public legal education session and also written a blog post for CLEO. She also mentioned that SALCO continues to run satellite clinics remotely. Fareeha was also recently called to the Bar.
- Rezwana: has been providing admin support by inputting intakes and closing files on CIMS. She also emphasized the need to maintain social distancing and follow safety rules.
- Iqra: Has been working on complex immigration files. Her federal court judicial review application for a PRRA removal was successful. She has also submitted a spousal sponsorship application and helped a permanent resident fight removal from Canada, which was successful. She helped a client get a Temporary Resident Permit (TRP) for family violence. She is seeing the disproportionate impact of COVID-19 on racialized women facing poverty.
- Jasleen: worked on a pilot project with one of our board members, reaching out to the Punjabi community, particularly faith-based centres (Gurdwaras), with the goal of seeking out people who may not have access to us. This opened eyes to how wealth had to pull out of the project to COVID, but it really exposed the disparity between wealthy and those exposed to risks in the suburbs. She also started a new partnership with Laadliyan, an organization supporting international students.

5. **Treasurer's Report on Audited Financial Stated for Year Ending March 31, 2020:** SALCO Treasurer, Saleha Haji, Presented financial statements for March, 2020. She noted:

- SALCO received clean audit opinion from David and Burks. There were no issues with audit.
- SALCO's biggest funder is LAO who fund operations, personnel, and legal disbursements.
- SALCO also has a general fund for other funded projects (like the Canada Summer Jobs Program and the Human Trafficking project), and a forced marriage fund from fundraising to support forced marriage clients.
- SALCO ended the fiscal year with a Legal Aid Ontario surplus of \$2,444.

Items for Discussion:

- No questions were raised from the membership.

Motion to approve the audited financial statements for the fiscal year of April 1, 2019 to March 31, 2020 was presented for approval, whereupon motion duly made by Sultana Jahangir, Seconded by Saman Wickramasinghe, and adopted by majority vote.

Poll results:

17 Yes

3 Abstains

6. **Approval of Auditor:** The Treasurer, Saleha Haji, 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 2021; and
- No questions arose from the floor.

Motion to approve David and Burks as auditors for year ending March 31, 2021 was presented for approval, whereupon motion duly made by Sultana Jahangir, seconded by Alizeh Khorasane, and adopted by majority vote.

Poll results:

17 Yes

3 Abstains

7. Nominations to SALCO Board of Directors:

- A) **Nominations Slate:** Board member and nominations committee chair, Godha Rangaraj, explained the nominations process as per the SALCO bylaws and the slate nomination policy. She 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. Godha confirmed that one position on the board was left vacant for a nomination from the floor.

She 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.
 - Alizeh: Part of SALCO for almost a year. She is very interested in the work and has a background in finance.
 - Sultana: Has been on the board with SALCO for a long time and learned a lot from the board.
 - Ayman: Background in finance and human resources, currently working in the area of diversity and inclusion at Scotia bank.
 - Saranjeet Singh: human rights and labour lawyer, in house counsel at CUPE. Does grassroots work in the Peel region, including work with women of colour in employment.
 - Rashmi Kumar: Criminal defense lawyer. Got referrals from SALCO in the past. Member of Canada's campaign for amnesty.
 - Jayashree Sivakumar – Student member and articling student. Got involved with clinics at law school. Worked at Rexdale clinic.

Items for Discussion:

- No questions were raised from the membership.

Motion to Approve: The slate of nominees to the SALCO board of directors (as it appeared in the 2020 AGM package) was presented for approval, whereupon motion duly made by Saleha Haji, seconded by Mathura Karunanithy, and adopted by majority vote.

Poll results:

17 Yes

3 Abstains

- B) **Election from the Floor:** Godha opened up the meeting for people who wanted to run for the one remaining vacant position from the floor. Several candidates put their names forward and provided oral presentations:

Udita Sharma:

- Started practicing in civil law in 2013.
- In 2016, she worked with the Children's Commission in India, where she worked for the government as a consultant in investigation into offences, such as sexual abuse.
- She completed a Masters in human rights in England. A year later, she went back to India and did legal research.

Shanza Khan:

- An educator doing a lot of advocacy around economic justice, anti-racism, anti-hate, anti-oppression. Working with Canadian Centre for Victims of Torture (CCVT).
- Also working with Canadian Council for Muslim Women (CCMW) has also joined CAMWL.
- Masters in education and leadership. Doing post-graduate work in mental health. Interested in human rights.

Rajagopal BP

- Rotman MBA graduate.
- Comes from a business background.
- Lived in Malaysia, Singapore, Indonesia, Philippines.
- After graduation, came across international students who were struggling to find work. Thinking of ways to pull together resources to help these people.

Vithu Ramachandran

- Lawyer. Background in civil litigation.
- Wanted to get into family law. Started to do a lot of family law litigation, and lot of it is pro bono.
- Came here as an asylum seeker, and a lawyer helped them to get status. Has lived experience as well as has experience serving clients that SALCO serves.

Poll results: Vithu Ramachandran received the most votes and was elected from the floor.

8. **Adjournment of Business Meeting:** There being no further business to come before the meeting, the meeting adjournment was presented by the Chair, Lisa Amin.

SALCO AGM 2021: Message from the Chair

Welcome to the 2021 Annual General Meeting for the South Asian Legal Clinic of Ontario. 2020-2021 continued to be a busy and challenging year for SALCO.

As more data becomes available on the impact of COVID-19, we now know that South Asian communities have had significant and disproportionately worse rates of unemployment, bad health outcomes, gender-based violence, and challenges related to immigration. SALCO remained busy, continuing with satellite services across the GTA and surrounding areas by phone and meeting clients in person in community spaces, shelters, and hospitals on an emergency basis. SALCO continued to provide a high level of legal advice, brief services, and legal representation in multiple areas of law, including immigration, housing, employment, and income maintenance.

Alongside those challenges, SALCO was actively engaged in Legal Aid Ontario's Modernization process, making detailed submissions on the impact of that modernization on racialized communities, including South Asian communities. We are happy to report that we have signed a new Service Agreement with Legal Aid Ontario that will allow us to continue to provide legal services and advocacy for South Asian communities through 2025 and beyond, and that Legal Aid Ontario has developed and committed to a Statement of Principles that places equity, including race equity, at the foundation of the provision of legal clinic services.

To learn more about the work that SALCO has done over the past year, please take a look at the SALCO 2020/2021 Highlights in this AGM package.

SALCO continues to see significant growth in complex immigration cases and a **35% jump in calls related to family violence**, including an increase in calls related to forced marriage. 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, in addition to their excellent work on issues relating to anti-racism, gender-based violence, income security, employment standards, and 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, Silmy, Jasleen, Iqra, 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.

Lisa Amin,

Chair, SALCO Board of Directors

SALCO Annual Report 2021 – Message From The Executive Director

In 2021 SALCO continued to provide services and to do advocacy within the pandemic environment. I am happy to report that SALCO was able to maintain high levels of legal casework, public, legal education, and advocacy work through the year despite the challenges of working from home for much of the year. I am also happy to report that SALCO has implemented a return to work policy that will allow us to start providing in-person services to the communities that we serve.

Much government discussion is now focused on the “recovery” from COVID-19. The impact of the pandemic of South Asian communities has been particularly devastating with disproportionately worse health outcomes, higher rates of unemployment, more South Asians in Ontario with precarious immigration status, and poorer employment standards for low-wage and/or precarious workers, like those in the gig economy.

Many of us have also heard about the increased rates on intimate partner and other gender-based violence during the pandemic. SALCO saw an approximately 35% increase in calls from clients experiencing gender-based violence. In the backdrop, the federal government started consultations in 2021 on the creation of a National Action Plan Against Gender-based violence. Several organizations, including SALCO, made submissions on the distinct issues faced by racialized people facing GBV and the need to triage their needs as some of the most vulnerable and marginalized populations facing violence in Canada.

On income maintenance, SALCO worked on several projects around understanding gaps in income support for racialized clients and weighing in on the idea of how a “basic income” would impact the clients that we serve.

Over 2021 I worked with several forced marriage clients both virtually and in person. It seems that forced marriage is still very prevalent in Ontario. We have tentatively partnered with an NGO in Ontario to update our report, “The Incidence of Forced Marriage in Ontario” and to reinvigorate our advocacy campaign in support for people facing forced marriage.

We have also noted in 2021 a rise in mental health issues for the clients we serve. Many clients come to us with diagnosed or undiagnosed mental health impairments that have been exacerbated by the pandemic. It is crystal clear that there are not enough targeted mental health services for the large and growing South Asian population in Ontario. Internally SALCO is seeking opportunities to increase skillsets around working with clients with mental health issues and externally we are looking at opportunities to advocate on increased funding for sister agencies who provide support and need more funding to increase capacity.

I am always so grateful to work with such an incredible team of colleagues and our 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 the some of the most vulnerable people in Ontario.

- ❖ Thank you to SALCO’s incredible staff for your commitment, for embracing change, for thinking constantly about what our communities need and how we can remain accessible to serve them, and for your earnest support for each other. It has certainly not been easy to maintain a sense of “team” through the pandemic. Thank you also 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. We spent time this year tackling the Legal Aid Ontario modernization of the legal clinic system. The board provided significant support for SALCO's submission to LAO on the impact of changes for the racialized communities we serve. In addition, your continued work to update policies, to provide oversight on SALCO's COVID-19 Operational Policy, and oversight on financial management ensures that we have a strong governance framework with accountability and transparency. Particular thank you to our Chair, Lisa Amin, who has shown tremendous leadership and taken significant time related to LAO modernization, and to our Treasurer, Alizeh Khorasaneh, who provides incredible oversight of SALCO's fiscal management;
- ❖ 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 federal Canada Summer Jobs Program, and project grants from the Canadian Red Cross, The YWCA, and the Council of Agencies Serving South Asians; 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. We must continue to advocate against the ways in which systemic racism and discrimination impact almost every life outcome for the communities we serve – We must demand equity and equality.

Shalini Konanur

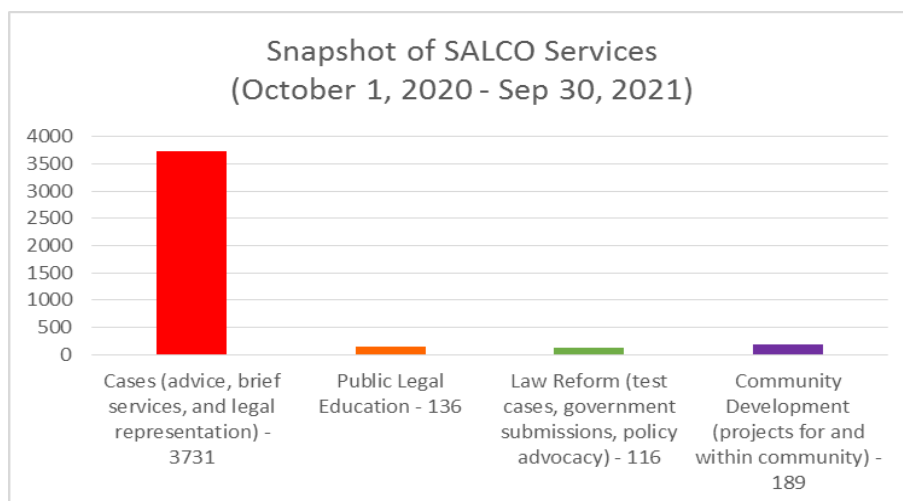
Executive Director / Lawyer

SALCO 2020/2021 Highlights

(Joint Staff Report)

Introduction:

The restrictions imposed by the ongoing COVID-19 pandemic continued into this year, but 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.

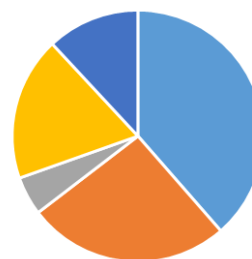


Casework:

- To ensure safety for our staff and the communities that we serve SALCO continued to provide services via phone and email, but did meet with clients in person on a case-by-case emergency basis.
- In 2020/2021 SALCO worked on several complex immigration cases, including: several applications for judicial review to the Federal Court, an urgent stay motion application to stop the deportation of a family, several applications under two pilot projects for permanent residence and temporary resident permits in cases of family violence, reconsideration requests for refused pre-removal risk assessment applications, and a number of applications for permanent residence on humanitarian and compassionate grounds.
- SALCO supported many low-income tenants, in particular those impacted by COVID-19 who faced eviction for rent arrears. The eviction moratorium that was in place for most of the past year was lifted in June 2021. Many tenants faced eviction hearings before the Landlord and Tenant Board (“LTB”). The LTB switched to a remote hearing format for the majority of cases, which presented multiple accessibility and procedural fairness challenges to low income tenants.
- SALCO responded to many phone calls from clients whose employment was impacted by COVID-19. SALCO was successful in settling cases for clients who were terminated because of COVID-19.
- SALCO maintained a large volume of appeals for Ontario Disability Support Program and Ontario Works benefits.

Top 5 Areas of Law Practiced at SALCO

(October 1, 2021 – Sep 30, 2021)

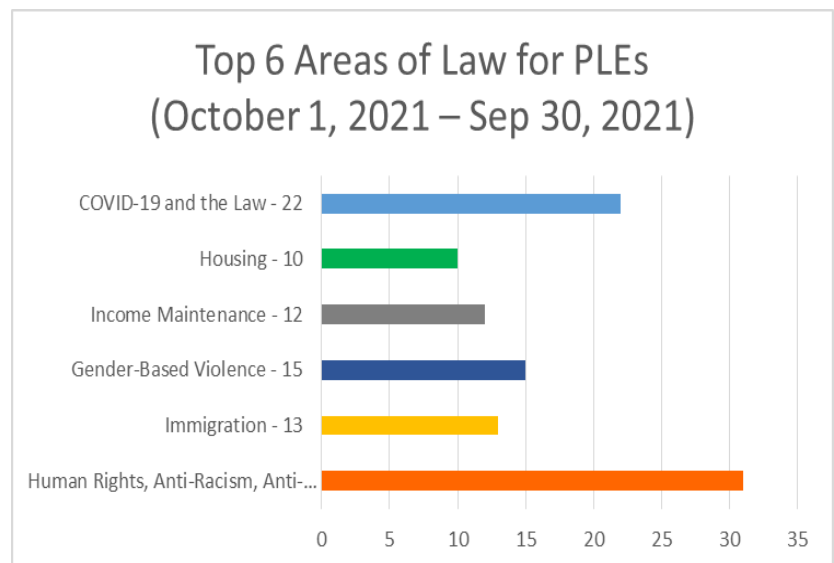


■ Immigration - 1231 ■ Family / Family Violence - 832 ■ Employment - 159
■ Income Maintenance - 590 ■ Housing - 381

- SALCO continued to experience an increase in calls from clients experiencing gender-based violence. SALCO provided advice to several clients facing the threat of forced marriage, and assisted in bringing four clients back to Canada after they had been taken to their family's country of origin for a forced marriage.

Public Legal Education:

- SALCO conducted 136 PLEs (public legal education sessions) between October 1, 2020 and September 30, 2021. All of these sessions were either for low-income communities, front-line service providers, government / United Nations, and other NGO stakeholders.
- SALCO continued its 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 conducted trainings for the National Judicial Institute for Ontario Judges, the York Region District Schoolboard, the Ontario Council of Agencies Serving Immigrants, Luke's Place, and the Law Society of Ontario. The trainings were on a number of topics including: cultural competence in the courtroom, forced marriage, gender-based violence, and the intersection of family law and immigration law.
- SALCO participated in seminar classes at Osgoode Hall Law School and the University of Guelph-Humber where staff discussed the experience of clinic lawyers helping low-income communities during COVID-19.
- SALCO began designing a housing workshop in collaboration with Maggie's Toronto Sex Worker's Action Project geared at tenants in Toronto and the GTA who are Trans and LGBTQ+.

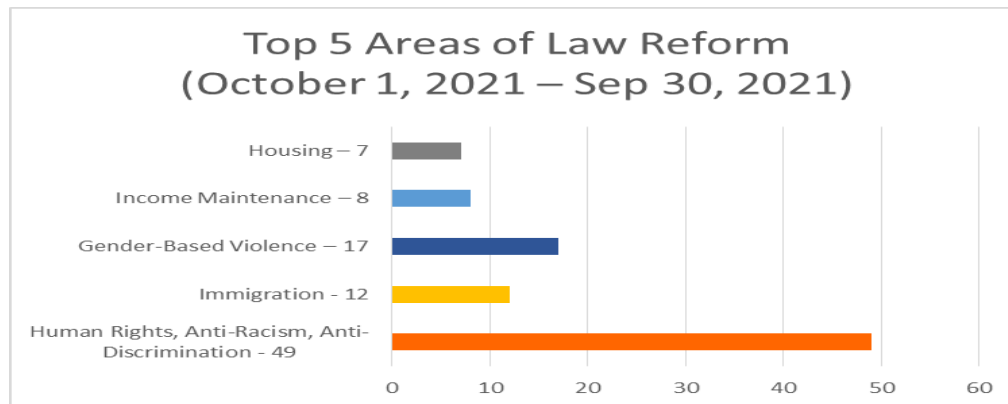


Law Reform:

- SALCO provided a number of submissions to different groups, including:
 - the federal Standing Committee on Citizenship and Immigration on immigration protections for workers and those facing gender-based violence;
 - the Immigration and Refugee Board on their new guidelines on gender considerations in hearings;
 - the Ministry of Community, Children, and Social Services on the new regulations under the *Child, Youth and Family Services Act* in regards to regularization of immigration status of children in care;
 - the Ministry of Labour on ways to improve compliance of the *Employment Standards Act* in the temporary help sector;
 - the Ontario government for its 2021 provincial budget consultation;
 - the National Council of Canadian Muslims for its National Action Summit Against Islamophobia; and
 - the federal government for its National Action Plan on Gender-Based Violence.
- SALCO intervened on the following test cases: *Toussaint* (implementing international treaty rights through domestic courts), *A GBC* (defining the test for public litigation at the Supreme Court of Canada), *Goodman*

(expanding the right to humanitarian and compassionate discretion in criminal inadmissibility using the Canadian Bill of Rights), and *Beaver Creek* (expansion of religious accommodation provisions).

- SALCO presented at the United Nations Committee on the Rights of The Child on issues facing racialized children in Canada.
- SALCO advocated for CERB amnesty with the Campaign 2000 Working Group.
- SALCO was a member of Ontario’s Community and Social Services Engagement Table, providing oversight on the implementation of new policing legislation in Ontario and the Toronto Police Services Anti-Racism Advisory Panel.
- SALCO co-wrote policy recommendations with the Gender-Based Violence Action Coalition of the Beijing +25 Network on areas affecting the safety, equality and access to justice for marginalized women.
- SALCO co-authored a chapter for the Canadian Centre for Policy Alternative’s “Alternative Federal Budget 2021” project.



Community Development:

- 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.
- SALCO was an advisory member on a number of committees/groups, including:
 - A University of Toronto research project on children’s aid and children with precarious immigration status;
 - An X University project on the impact of COVID-19 on racialized workers;
 - Legal Education Action Fund’s (LEAF) project on basic income;
 - Canadian Council of Muslim Women’s Legal Services Coordination Pilot Project;
 - Maggie’s Legal Advisory Committee;
 - Council of Agencies Serving South Asians’ (CASSA) Anti-Hate Advisory Committee;
 - The Gender-Based Violence Action Coalition of the Beijing +25 Network;
 - Furthering Our Community by Uniting Services’ (FOCUS) Scarborough Table;
 - Ontario Project for Interclinic Community Organizing (OPICCO);
 - Association of Community Legal Clinics of Ontario (ACLCO); and
 - South Asian Women’s Rights Organization (SAWRO).
- SALCO partnered with CASSA for their COVID-19 Helpline Project. The helpline provided information about health, safety, and legal rights during COVID-19 in several South Asian languages to members of the South Asian community.
- SALCO served as the Outreach Coordinator for CASSA’s research project on the impact of COVID-19 on

South Asian women's experience of gender-based violence.

- SALCO participated in consultations with the Canadian Women's Foundation's Gender Justice Lab, an initiative dedicated to solutions to support women facing gender-based violence and other inequities in light of COVID-19.
- SALCO hosted two book launches – one for a book by SALCO's Staff Lawyer, Silmy Abdullah, dealing with the immigration experience of Bangladeshi women in Canada and the other for a book by Sumaiya Matin dealing with the issue of forced marriage.

COVID-19 HELPLINE FOR SOUTH ASIANS IN THE GTA

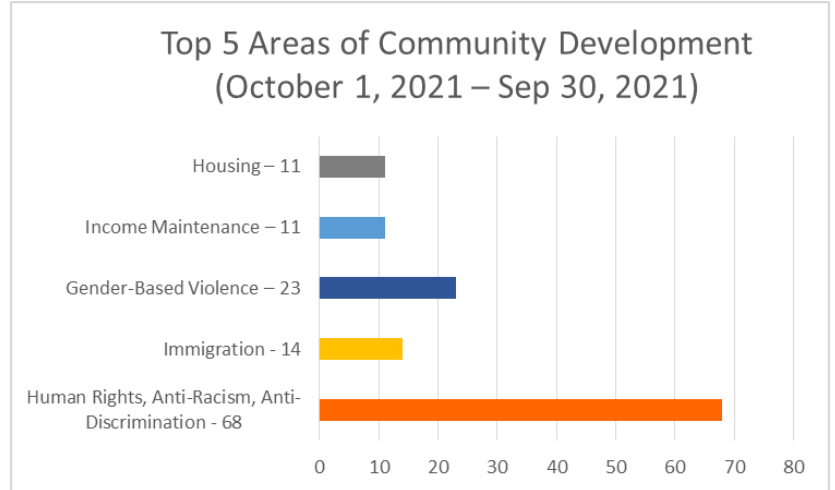
647-846-2233

TOLL FREE # FOR OUT OF GTA CALLERS: 1-866-300-3454

INFORMATION ON COVID-19: HEALTH & SAFETY, GOVERNMENT BENEFITS, SUPPORT SERVICES, RE-OPENING PROTOCOLS, AND FOOD SECURITY

RECORDED INFORMATION & LIVE INTAKE SPECIALISTS AVAILABLE IN: ENGLISH, URDU, HINDI, TAMIL, PUNJABI, AND BANGLA

Logos: CASSA, Canada, United Way Greater Toronto, Indus, SALCO, ICS, YWCA, pchs, Health, and others.



THE SOUTH ASIAN LEGAL CLINIC OF ONTARIO PRESENTS THE BOOK LAUNCH OF

Home of the Floating Lily

by author and staff lawyer of SALCO
Silmy Abdullah

AUGUST 17, 2021 | 6PM EST
Moderated by Renée Sarojini Saklikar,
author of *Bramah and the Beggar Boy*

Logos: SALCO, ICS, and others.

Please RSVP and register: floatinlily.eventbrite.com

FRONTLINE COMMUNITY CENTRE **SALCO**
South Asian Legal Clinic of Ontario

COVID-19 காலகட்டத்தில் வாடகைதாரர்களுக்கான உரிமைகள்

பின்வரும் தலைப்புகளை பற்றி பயில மெய்நிகருதான் பட்டறையில் இணையுங்கள்:

- வாடகை கொடுப்பனவுகள்
- வாடகை அதிகரிப்பு
- வெளியேற்றங்கள்
- உங்கள் குத்தகையை நிறுத்துதல்
- வீட்டு பராமரிப்பு மற்றும் உரிய திருத்த வேலைகள்

திகதி: FEBRUARY 22 2021
நேரம்: காலை 10 மணியில் இருந்து 12:30 மணி வரை

பட்டறையை தொகுத்து வழங்குபவர்:
ஆத்தர்ஷ் வைத்தியலிங்கம்
சமூக சட்ட பணியாளர்
South Asian Legal Clinic of Ontario (SALCO)

ZOOM ID: 275-735-0790

(416) 840-4425
3031 MARKHAM RD #26 & 27
SCARBOROUGH, ON M1X 1L9

Logos: Frontline Community Centre, SALCO, and others.

<http://frontlinecommunitycentre.org>

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

FINANCIAL STATEMENTS

MARCH 31, 2021

DB

David Burkes, CPA, CA, CFF



David Burkes, CPA

Chartered Professional Accountant

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, 2021, 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, 2021, 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.

1.

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 14, 2021

David Burkes
Chartered Professional Accountant
Licensed Public Accountant



David Burkes, CPA, CA, CFF

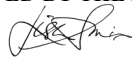

SOUTH ASIAN LEGAL CLINIC (ONTARIO)**STATEMENT OF FINANCIAL POSITION****AS AT MARCH 31, 2021****ASSETS**

	<u>Legal Aid Fund</u>	<u>Legal Disbursement Fund</u>	<u>General Fund</u>	<u>Forced Marriage Fund (Note 11)</u>	<u>2021</u>	<u>2020</u>
CURRENT						
Cash	\$ 17,375	\$ 11,126	\$ 129,053	\$ 15,757	\$ 173,311	\$ 170,372
Grant Receivable	-	-	15,919	-	15,919	-
HST Receivable	19,419	-	-	-	19,419	6,746
Prepaid Expenses	12,567	-	-	-	12,567	11,923
	<u>49,361</u>	<u>11,126</u>	<u>144,972</u>	<u>15,757</u>	<u>221,216</u>	<u>189,041</u>
CAPITAL ASSETS (Note 2)	-	-	-	-	-	3,836
INTERFUND BALANCES	<u>27,483</u>	<u>594</u>	<u>(28,077)</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>\$ 76,844</u>	<u>\$ 11,720</u>	<u>\$ 116,895</u>	<u>\$ 15,757</u>	<u>\$ 221,216</u>	<u>\$ 192,877</u>

LIABILITIES AND NET ASSETS

CURRENT						
Accounts Payable	\$ 55,742	\$ -	\$ -	\$ -	\$ 55,742	\$ 49,175
Grants Repayable (Note 7,9)	-	-	-	-	-	12,112
	<u>55,742</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>55,742</u>	<u>61,287</u>
DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS (Note 3)	-	-	-	-	-	3,836
FUND BALANCES	<u>21,102</u>	<u>11,720</u>	<u>116,895</u>	<u>15,757</u>	<u>165,474</u>	<u>127,754</u>
	<u>\$ 76,844</u>	<u>\$ 11,720</u>	<u>\$ 116,895</u>	<u>\$ 15,757</u>	<u>\$ 221,216</u>	<u>\$ 192,877</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, 2021

	Legal Aid Fund	Legal Disbursement Fund	General Fund	Forced Marriage Fund (Note 11)	<u>2021</u>	<u>2020</u>
<u>BALANCE,</u>						
Beginning of the Year	\$ 16,314	\$ 14,252	\$ 91,072	\$ 6,116	\$ 127,754	\$ 134,986
<u>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</u>	<u>4,788</u>	<u>(2,532)</u>	<u>25,823</u>	<u>9,641</u>	<u>37,720</u>	<u>(7,232)</u>
<u>BALANCE, End of the Year</u>	<u>\$ 21,102</u>	<u>\$ 11,720</u>	<u>\$ 116,895</u>	<u>\$ 15,757</u>	<u>\$ 165,474</u>	<u>\$ 127,754</u>

(See Accompanying Notes)

SOUTH ASIAN LEGAL CLINIC (ONTARIO)**STATEMENT OF OPERATIONS****FOR THE YEAR ENDED MARCH 31, 2021**

	Legal Aid <u>Fund</u>	Legal Disbursement <u>Fund</u>	General <u>Fund</u>	Forced Marriage <u>Fund</u> (Note 10)	<u>2021</u>	<u>2020</u> (Notes 7, 9)
<u>REVENUE</u>						
Grants (Note 4)	\$ 904,624	\$ -	\$ 55,640	\$ -	\$ 960,264	\$ 934,562
Interest & Other Income (Note 11)	15,457	8	13,898	10,195	39,558	5,318
	<u>920,081</u>	<u>8</u>	<u>69,538</u>	<u>10,195</u>	<u>999,822</u>	<u>939,880</u>
<u>EXPENSES</u>						
Salaries & Benefits	755,462	-	33,520	-	788,982	776,439
Occupancy	65,748	-	-	-	65,748	72,139
Travel	6,309	-	-	-	6,309	14,957
Communication & Publicity	5,413	-	2,334	-	7,747	3,338
Purchased Services	19,934	-	-	-	19,934	26,230
Equipment	13,226	-	832	-	14,058	6,181
Professional Dues	16,681	-	-	-	16,681	11,159
Library	807	-	-	-	807	914
Supplies & Services	31,713	-	6,136	-	37,849	8,094
Legal Disbursements	-	2,540	-	-	2,540	4,929
Project Expenses	-	-	893	554	1,447	22,732
	<u>915,293</u>	<u>2,540</u>	<u>43,715</u>	<u>554</u>	<u>962,102</u>	<u>947,112</u>
<u>EXCESS (DEFICIENCY) OF</u>						
<u>REVENUE OVER EXPENSES</u>	\$ 4,788	\$ (2,532)	\$ 25,823	\$ 9,641	\$ 37,720	\$ (7,232)
(Notes 7,9)						

(See Accompanying Notes)

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
<u>CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Excess (Deficiency) of Revenue over Expenses	<u>\$ 37,720</u>	<u>\$ (7,232)</u>
<u>Changes in Non-Cash Operating Working Capital</u>		
Grant Receivable	(15,919)	-
HST Receivable	(12,673)	11,276
Prepaid Expenses	(644)	1,059
Accounts Payable	6,567	10,761
Grants Repayable	(12,112)	(26,558)
Deferred Revenue	-	(9,524)
	<u>(34,781)</u>	<u>(12,986)</u>
<u>NET INCREASE (DECREASE) IN CASH DURING YEAR</u>	2,939	(20,218)
<u>CASH, Beginning of the Year</u>	<u>170,372</u>	<u>190,590</u>
<u>CASH, End of the Year</u>	<u>\$ 173,311</u>	<u>\$ 170,372</u>

(See Accompanying Notes)

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2021

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, 2021

2. CAPITAL ASSETS:

	<u>2021</u>			<u>2020</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Leasehold Improvements	\$ 17,995	\$ 17,995	\$ -	\$ 1,799
Furniture	20,373	20,373	-	2,037
	<u>\$ 38,368</u>	<u>\$ 38,368</u>	<u>\$ -</u>	<u>\$ 3,836</u>

Amortization for the year is \$3,836 (2020 - \$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 2021 is \$3,836 (2020 - \$7,674).

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

	<u>2021</u>	<u>2020</u>
<u>LAO (2016)</u>		
Deferred Capital Contributions, Beginning of the Year	\$ 3,836	\$ 11,510
Less - Amortized for the Year	(3,836)	(7,674)
	<u>\$ -</u>	<u>\$ 3,836</u>

4. GRANTS:

Grants are comprised of the following:

	<u>2021</u>	<u>2020</u>
Legal Aid Ontario (LAO)	\$ 904,624	\$ 882,445
Ministry of Community and Social Services - Human Trafficking (Schedule I)	-	41,208
Law Foundation	-	15,524
Employment & Social Development Canada	4,350	7,497
YWCA	21,500	-
Canadian Red Cross	20,190	-
Women's Shelters Canada	9,600	-
	<u>\$ 960,264</u>	<u>\$ 946,674</u>

SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2021

5. 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.

6. 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.

7. 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.

8. 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.



SOUTH ASIAN LEGAL CLINIC (ONTARIO)

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2021

8. FINANCIAL INSTRUMENTS - RISK MANAGEMENT: (Continued)

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.

The extent of the organization's exposure to the above risks did not change during 2021.

9. 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 2021 funding by that amount. These statements have reduced the revenue from grants for the 2020 fiscal year by the amount calculated. The effect on these financial statements is as follows:

	As previously <u>reported</u>	<u>Adjusted</u>	<u>Difference</u>
Revenue from Grants 2020 fiscal period	\$ 946,674	\$ 934,562	\$ 12,112
Grants Repayable as at Mar 31, 2020	\$ -	\$ 12,112	\$ 12,112
Closing Surplus 2020 fiscal period	\$ 139,866	\$ 127,754	\$ 12,112

10. 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 \$10,195 (2020 - NIL) of contributions in the year related to this fund. Expenditures incurred in the fund during the year were \$554 (2020 - NIL).

11. OTHER INCOME - WAGE SUBSIDY:

During the 2021 fiscal year, the organization applied for the Temporary Wage Subsidy for Employers (TWSE) made available by the Federal government in response to COVID-19. The TWSE was made available to eligible employer's who continued to incur payroll costs for the period of March to June 2020. During the period of March to June 2020, the organization received \$15,014 from the TWSE and has recognized the rebate as income in the Statement of Operations.



SALCO AGM 2021

Returning Directors and Proposed Slate

Returning Directors (not up for re-election)

Alizeh Khorasane (2020-2022)	CPA, CA and CFA
Sultana Jahangir (2018-2020, 2020-2022)	Executive Director/Non-profit
Ayman Alvi (2020-2022)	Actuary and Human Resources Specialist
Saranjit Singh Cheema (2020-2022)	Lawyer/Labour and Employment
Vithu Ramachandran (2020-2022)	Lawyer/Litigation, Family, Real Estate

Proposed Slate of Nominees to the Board of Directors

Regular Board Member Positions:

Lisa Amin (re-election for the 2021-2022 board term):

Called to the bar of Ontario in 2005, Lisa Amin is a human rights, employment, and labour lawyer with a private practice based in Toronto. In addition to her legal work, Lisa has been active for decades in a variety of grass-roots social justice, feminist, anti-racist, LGBTQ, and cultural organizations. Lisa is committed to the provision of accessible legal services in her own practice, and has deep roots to the community legal clinic system, having first engaged as a student caseworker at another local clinic in 2002. Lisa has been a member of the board of SALCO since 2019 and has been Chair of the Board for the last two years. Lisa is hoping to continue to build on the excellent work of the board over the next term, should she be re-elected.

Husein Panju (re-election for the 2021-2022 board term):

Husein has a strong understanding of the Canadian policy landscape and how SALCO can use its resources to influence public policy and public opinion through securing internal and external buy-in. For the first five years of my legal career, he advised and litigated on behalf of all three levels of Canadian government. Next, he served for three years in a dual role at one of Canada's top public affairs firms, as legal counsel and a government relations manager. Today, he is a legal counsel at the Ontario Motor Vehicle Industry Council (OMVIC), the provincial regulator for the car sales sector. Husein focuses his community involvement on issues related to access-to-justice. He hosts his own legal podcast series and, since 2019, has served as a board member for SALCO as well as the Canadian Muslim Lawyers Association (CMLA).

Jaspal Sangha (re-election for the 2021-2022 board term):

I am a construction litigation lawyer from Brampton, Ontario and proud member of the 2017 Windsor Law School graduating class. After serving one term on the Board, I am excited about being nominated to serve a second term. It was really rewarding being part of the Board this past two years, as it was incredible to see the entire SALCO team succeed in so many ways despite all the challenges faced due to the pandemic. If elected to the Board for a second term, my goals are to play a bigger role within committees and help build a relationship with the South Asian Bar.

SALCO AGM 2021

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

Rashmi Kumar (Re-election 2021-2022):

Rashmi Kumar is an Assistant Crown Attorney at the Newmarket Crown Attorney's Office. Prior to joining the Ministry of Attorney General, Rashmi worked as a criminal defence counsel and regularly represented vulnerable populations, including racialized individuals. A large portion of her practice was geared towards helping members of the South Asian community who were charged with criminal offences but had no legal status in Canada. Prior to law school, Rashmi obtained an Honours Bachelor of Arts, majoring both in Criminology and Psychology and completed her honours thesis in mock jurors' perceptions of sexual assault victims.

Chrishyami Sivaraj (New board election):

Chrishyami Sivaraj would be new to the SALCO board. She is a Certified Human Resources Leader (CHRL) who will soon be taking on the role of Director of HR at the Canada Revenue Agency (Ontario Region), after several years as Assistant Director of Staffing and Recruitment. She served as the Employment Equity Champion as well as the Recruitment champion at the CRA and is a strong advocate for diversity and inclusion. She has also been involved in a variety of volunteer initiatives over the years, including being a former member of the GenNext Cabinet at United Way Greater Toronto and serving as chair of Golden Future South Africa, a volunteer led initiative aimed at empowering South Asian Youth to be leaders in their community. Chrishyami is committed to supporting the important work that SALCO does and ensure their continued success in supporting the most vulnerable. She hopes her extensive HR experience would be an asset to the board.

Thaniya Jeyachandra (Student Board Member - New board election):

Thaniya is a second-year law student at the University of Windsor. Having completed her Social Justice Fellowship placement at SALCO as a Summer Student, she saw firsthand the importance of the advocacy and work that SALCO does. This encouraged her to explore advocacy through mooting and is a member of the Wilson Moot team. Thaniya has always had a passion for being involved in her community. She was a member of the Hamilton Youth Advisory Council and has volunteered as Chair of the Junior Board for Hamilton and District Extend-A-Family, an organization that helps families who have children with special needs and the. She has also volunteered with John Howard Society of Niagara's justice services. During her undergraduate studies, Thaniya volunteered at the Lorch Refugee Camp and UNICEF Frankfurt while living in Germany. She is currently the second-year representative for Windsor's chapter of Canadian Association of Refugee Lawyers (CARL) and the Co-Chair of the Women In Law's law needs feminism campaign. She is looking forward to beginning a career in advocacy and litigation.

SALCO ANNUAL REPORT 2021

Current SALCO Staff

Shalini Konanur, Executive Director / Lawyer

Vanathy Wimalaswarans, Office Coordinator

Silmy Abdullah, Staff Lawyer

Iqra Rafique, Staff Lawyer

jasleen kaur johal, Staff Lawyer

Fareeha Aziz, Staff Lawyer

Athursh Vaithilingam, Paralegal

Aruna Boodram, Paralegal

SALCO Funders



**Min of Com and
Social Services**



Legal Aid Ontario



Canada

**Canada Summer
Jobs**



YWCA Canada



Canadian Red Cross