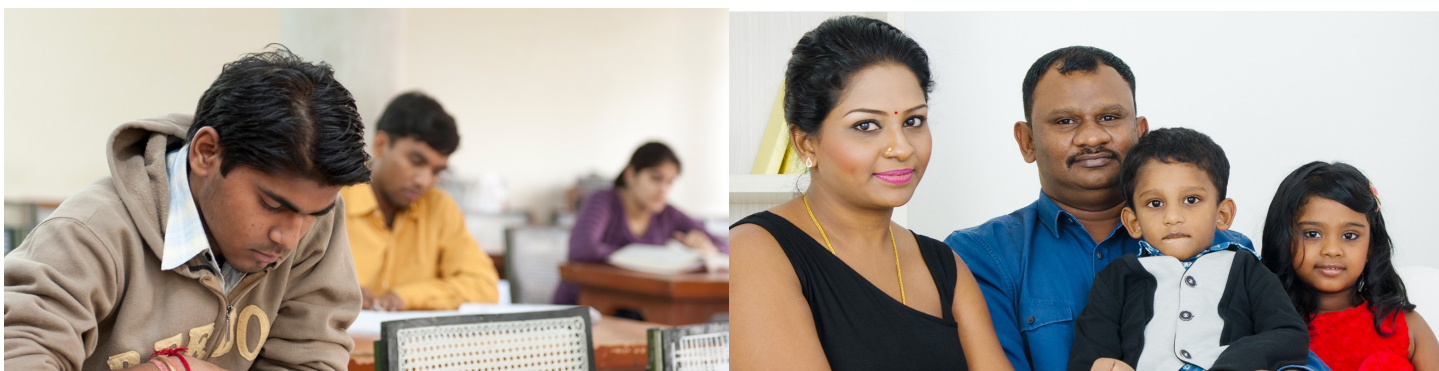


**SALCO**  
South Asian Legal Clinic of Ontario

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

**Annual Report 2023**





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

**Tuesday, November 21, 2023 @ 6:30 pm**

**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](http://salc.on.ca)**

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# Agenda

**Annual General Meeting**  
**South Asian Legal Clinic of Ontario (SALCO)**  
**Tuesday, November 21, 2023**  
**6:30 pm—7:35 pm**  
**Zoom Meeting**

<b>6:30 p.m.</b>	Zoom Meeting Opens	All Attendees
<b>6:35 p.m.</b>	AGM Call to Order Land Acknowledgement	Chair, Board of Directors Maria Ali
<b>6:40 p.m.</b>	Approval of 2022 AGM Minutes SALCO Joint Chair and ED Report	Chair, Board of Directors Chair, Board of Directors ED, SALCO
<b>6:45 p.m.</b>	SALCO 2022/2023 Highlights	SALCO Staff
<b>7:05 p.m.</b>	i) Treasurer's Report on the Audited Financial Statements Of the Year Ending March 31, 2023	Treasurer, Board of Directors
.	ii) Approval of Auditor	Treasurer, Board of Directors
<b>7:15 p.m.</b>	SALCO Proposed By-Law Amendments for Approval	Secretary, Board of Directors
<b>7:25 p.m.</b>	Nominations to SALCO Board of Directors: slate and nominations/ from the floor via Zoom	Nominations Com., Board of Directors
<b>7:35 p.m.</b>	Adjournment of Meeting	Chair, Board of Directors



We will begin the South Asian Legal Clinic of Ontario Annual General Meeting 2023 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

Wednesday, November 23, 2022, 6:30 pm-7:30pm

Via Zoom, Toronto, Ontario

1. The AGM meeting started at 6:31 pm with a welcome by Executive Director, Shalini Konanur and Board Chair, Lisa Amin.
2. SALCO was pleased to have a special guest attend the AGM, Member of Parliament, the Hon. Gary Anandasangaree, who provided some comments including our work with the federal government on Bill C-5 and other issues, and the recognition that legal clinics are like lifelines. M.P. Anandasangaree spoke about the many clients that his office has sent to SALCO, and about SALCO's work in low-income South Asian communities and the critical importance of that work. Our ED and Board Chair thanked M.O. Anandasangaree for his continued support, and for taking time out of his busy schedule to attend SALCO's AGM.
3. Maria Ali, SALCO social support worker, provided a Land Acknowledgement. The land acknowledgement emphasized that the recognition of the contributions and historic importance of Indigenous peoples must also be clearly and overtly connected to our collective commitment to making 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.
4. **Call to Order:** The AGM Business Meeting was called to order by Board Chair, Lisa Amin at 6:38 pm.
5. **Approval of Minutes from AGM on 2021:** The minutes of the 2021 were presented for approval. No amendments made.

*Motion to Approve: The AGM 2020 Minutes were presented for approval, whereupon motion duly made by Sultana Jahangir, seconded by Thaniya Jeyachandra and duly passed. Voting Results (via online poll): Yes – 100%, Abstains – 0%*

6. **SALCO Chair and Executive Director's Reports:** The Board Chair, Lisa Amin, presented the Chair's message from the AGM package, and the Executive Director, Shalini Konanur, presented the ED's report.

### **Chair's message (highlights):**

- Lisa discussed how South Asians have fallen into poverty, including worse experiences getting any help with education, health, housing, legal issues.
- She also discussed that 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
- Lisa spoke about the growth in complex immigration cases and jump in family violence cases. She also emphasized SALCO's continued work on public legal education and law reform work even during/ after Covid-19.
- She thanked her board and the staff for their commitment to SALCO's mandate.

### **Executive Director's message (highlights):**

- Shalini mentioned that from her reflections of the past year, it has been a difficult year and mostly difficult for our clients.
- SALCO has developed a new model of service that incorporates a hybrid structure with staff working in office and at home, and centering accessibility for clients to meet in person, on the phone, or virtually.
- SALCO was incredibly happy to receive new funding from the federal government and the United Way Greater Toronto to expand legal and non-legal services.
- Shalini thanked all of our funders.
- Shalini also thanked the board for their voluntary contributions.

- Finally, she acknowledged the work of the staff, who are working with many vulnerable clients who face low-income, mental / physical health issues, violence, immigration status issues, and/or loss of housing / employment.
- She feels that SALCO's success is because of its staff, volunteers, board, and community partner commitment to its mandate.

## 7. Nominations to SALCO Board of Directors:

a) **Election of Slate of Nominees re-election for the 2021-2022 board term:** Rashmi Kumar Dhanoa (Chair of the Board's nominations committee): She outlined that the process for board nominations at SALCO was amended in 2015 to create a hybrid model of a slate of nominees presented by the Nominations Committee and one position left vacant for election from the floor of the AGM. She presented the slate proposed by the Nominations committee (listed in the AGM package)

- Alizeh Khorasaneh has been on the board for 2 years as the treasurer, with a background in finance.
- Sultana is the ED of a not-for-profit that works within the Bangladeshi community in Ontario and has been on the SALCO board since 2018. Her work aligns with SALCO's mandate.
- Kish Mahmud would be joining the board new. She is from the South Asian community and she also identifies as Indigenous from her own South Asian community. She works at RBC in not-for-profit banking and has skills in assessing financial statements and supporting financial management.
- Swarna Tyagi is a U of T second year masters in social work, focus on social and economic inclusion for women, familiar with financial burden and housing/legal stress. She hopes to bring knowledge about the issues students face and lack go mental health support for international students.
- Thaniya Jeyachandra is a 3<sup>rd</sup> year law student at the University of Windsor and is running for her second terms as SALCO's student board member.

*Motion to approve slate of nominees was presented for approval, whereupon motion duly made by Chrisyami Sivaraj, seconded by Husein Pandu, and duly passed. Voting Results (via online poll): Yes – 100%, Abstains – 0%*

b) **Election from the Floor: Rashmi invited for the nominations from the floor:** Rashmi called for anyone interested in running from the floor of the AGM. There was one person who put their name forward and Rashmi invited her to present orally:

- Shivali Vig wants to join because has been observing SALCO over the years, but was hesitant in coming forward. She wants to be an active participant in bringing services and justice to the South Asian community. She is currently in private practice as an employment lawyer

*Motion to approve the member elected from the floor was presented for approval, whereupon motion duly made by Husein Panju, seconded by Alizeh Khorasaneh, and duly passed. Voting Results (via online poll): Yes – 100%, Abstains – 0%*

8. **Treasurer's Report on Audited Financial Stated for Year Ending March 31, 2021:** SALCO's Our Treasurer, Alizeh Khorasaneh, presented financial statements for March, 2021. She went through Audited Financial Statement and provided the following highlights:

- Largest increase of expense was rent, ending with 572 deficit (page 5 of the AFS)
- decrease in operating expense and travel cost
- Legal Aid is biggest funder (note 3 of page 9 of the AFS)
- SALCO is receiving new funding from the United Way of Greater Toronto and the federal government
- We are receiving 35,000 annually from the Kassam Foundation
- We are looking at the pros and cons of becoming a registered charity to generate additional funds
- Alizeh also noted that she has been happy with our current auditor and recommends that we use them next year as well.

Items for Discussion:

- Question from member (Mo Jeewa): Q - is the revenue less than 1 million for the clinic, A - Yes
- Member Jeewa noted that this is an issue as South Asians are large community, the board should write to different levels of government for more funding

*Motion to approve the audited financial statements was presented for approval, whereupon motion duly made by Sultana Jahangir, Seconded by Thaniya Jeyachandra, and duly passed. Voting Results (via online poll): Yes – 100%, Abstains – 0%*

*Motion to approve Rashidi LLP, Chartered Professional Accountants as auditors for year ending March 31, 2023 was presented for approval, whereupon motion duly made by Sultana Jahangir, seconded by Rashmi Kumar Dhanoa, and duly passed. Voting Results (via online poll): Yes – 100%, Abstains – 0%*

9. **SALCO Staff highlights:** The staff presented highlights from the written Staff Report in the AGM Package 2022:

- Maria Ali: Is new to SALCO and is funded by the United Way Greater Toronto. She is providing supports in counselling, housing help, employment supports, mental health wellness sessions, and basic support in immigration including referrals to SALCO lawyers.
- Anchal Bhatia is a SALCO staff lawyer. She highlighted participation in an OEG class action claim, a civil tort matter, and she working with Don Valley clinic via TIK TOK on an employment law public legal education campaign. She also provided to the federal government related to Employment Insurance and Bill C-5.
- Aruna Boodram in a paralegal at SALCO and she reported on ODSP appeals success, support for clients with forced marriage, housing issues, and evictions. She highlighted some advocacy work including housing workshops, South Asian obligations to truth and reconciliation.
- Jasleen Johal is a staff lawyer at SALCO. This past year she worked on cases in immigration, gender-based violence, and housing. She noted that our clients are facing a lot of non-legal issues as well like housing and food insecurity, more violence, and loneliness for senior clients. Jasleen worked on two stay motions in federal court to stop removals, and is working on a toolkit for people in detention.
- Shalini Konanur is the Executive Director and a lawyer at SALCO. She spoke about the deepening poverty of the clients that we serve, which hovers around 18-23% of the South Asian population in Ontario. She is also seeing more and more clients with no housing, without access to benefits because of immigration status issues, and with food insecurity. She continues to see many clients with issues of violence.
- Iqra Rafique is a staff lawyer at SALCO. She supports clients facing gender-based violence who have immigration issues. She has worked on a number of successful temporary resident permits for victims of family violence. She has also done sponsorship applications, sponsorship appeals, ODSP, employment insurance claim, summary advice, family law, and housing. Finally, she has conducted presentations on family law and immigration, drafted advocacy letters to the Prime Minister on immigration reforms, and has done coalition work with NGOs and Canada Border Services to improve the issues around detention and removals for racialized clients.

- Athursh Vaithilingam is a paralegal at SALCO. He has started working again at our re-opened satellite at East Scarborough Storefront monthly. He has also done a number of PLEs within the Tamil community on housing, and he is a member of executive on OPICO
  - Mazahir Walji is a staff lawyer at SALCO under the new federal funding project. He provides family and immigration law advice to clients who are low-income and who often face gender-based violence. He just joined SALCO has been giving summary legal advice in both areas of law, is working on an immigration file at the Immigration and Refugee Board, and will be starting work on creating public legal education information in multiple South Asian languages.
  - Vanathy Wimalaswarans is SALCO Office Coordinator/Receptionist. She is happy to report that the doors are now fully open again at SALCO post-COVID and she is ensuring that all people in the office follow the safety protocols set. She has spearheaded SALCO's push to go paperless and is happy to report that the project is at 95% completion, with a few remaining files to be digitized. She notes that intake continues to rise at the clinic, especially in immigration, violence, and housing.
  - Fahmida Zahan is SALCO's articling student but was not able to attend tonight's AGM. Jasleen Johal spoke on her behalf to note that she is completing her articles at the end of next month and has worked on client files and initiatives in all of the areas of law that we practice. (For detailed staff highlights, please refer to AGM report 2022, pages 29-36)
10. **AGM Business Meeting 2022 Adjournment:** There being no further business to come before the meeting, the motion to adjourn was presented by the Chair, Lisa Amin.

*Motion to Approve: Motion to adjourn the AGM Business Meeting 2023 on Wed, November 23, 2022 was presented for approval, whereupon motion was duly made by Thaniya Jeyachandra, seconded by Sultana Jahangir, and duly passed. Shivali seconded by Jaspal and unanimously adopted at 7:54 pm (EST)*

Minutes prepared by: Vanathy Wimalaswarans.

# SALCO AGM 2023: Message from the Chair and the Executive Director

Welcome to the 2023 Annual General Meeting for the South Asian Legal Clinic of Ontario. 2022-2023 was another busy and bustling year at SALCO.

As we have noted many times in the past, our most recent census data tells us that South Asian communities in Ontario continue to fall into poverty at a higher rate than non-racialized Ontarians. Census data shows that South Asians are the largest racialized population in Canada and in Ontario. Additionally, the influx of new immigrants (both permanent and temporary) includes a large population of individuals from South Asian communities, including international students. South Asian clients and communities continue to report:

- Discrimination in employment (getting, keeping, and being promoted in jobs, and being paid equitably);
- Increases in hate incidents and hate crimes including growing incidents of Islamophobia (in particular resulting from the current global crisis of the Israel-Hamas war);
- Broad experiences of discrimination based on race and immigration status;
- Gender-based violence (ex: forced marriage, human trafficking, elder abuse, and intimate partner violence), with year-over-year increases on the percentages of South Asian people facing gender-based violence;
- In housing, eviction/loss of housing (including landlords evicting tenants in order to raise rents due to inflationary rent market);
- International students experiencing issues with immigration, harassment in places of study, mental and physical health issues, inability to access income supports, employment law issues, and being mistreated and taken advantage of by landlords, including many South Asian landlords;
- A growing anti-immigrant sentiment lobbied at South Asian communities because of the scarcity of housing and other pressures on everyone in Ontario; and
- A newer conversation around caste discrimination and its implications in different South Asian communities.

SALCO was beyond busy this year. Year over year the demand for service far outweighs the capacity, and this is true of most legal clinics across the province. More and more people in Ontario are falling into deep poverty resulting from inflation, a housing crisis, lack of immigration status and flat income support benefits that do not keep pace with the cost of life. SALCO, like so many others, has seen an increase in the need for food bank supports, clients living in cars and other precarious spaces, and a level of desperation that feels worse than it has in past years.

SALCO continued with satellite services across the GTA and surrounding areas in person and by phone and meeting clients in person at the SALCO office, in community spaces, shelters, prisons, and hospitals on a case-by-case basis. This past year, SALCO continued to provide significant support through direct services to clients in legal advice, legal brief services, and legal representation in multiple areas of law, including immigration, housing, employment, income maintenance, and family law. This past year, SALCO was also delighted to expand its services to include a full-time social worker, and a new federally funded lawyer to support clients with family and immigration law matters.

Alongside the challenges of direct legal service, SALCO was actively engaged in public legal education, community development, law reforms, including appearances at two United Nations processes for reviewing Canada through the Committee on the Elimination of Racial Discrimination and the UN Universal Periodic Review.

SALCO presented at a National History Conference to develop more awareness of both the historical treatment of South Asians in Canada and the incredible accomplishments of South Asians in Canada. This information is not readily available to our young people and the point was made that history in Canada must be diversified.

To learn more about the work that SALCO has done over the past year, please look at the SALCO 2022/2023 Highlights in this AGM package.

We are 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 and to shift back into a “new normal”. 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 are;
- ◆ 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 expansion with new staff, considered strategic directions to support the organization, worked on a number of governance / policy updates, and provided diligent oversight on financial management;
- ◆ Thank you to all of our funders for your support of our work. We would not be able to do this critical work without the support of Legal Aid Ontario, the federal Canada Summer Jobs Program, the United Way Greater Toronto, and the Federal Department of Justice, and the Kassam Foundation (who provides funding for support to serve people facing gender-based violence); and
- ◆ Thank you to our community partners and to the communities that we serve. The strength we see daily in the actions of our own clients and communities is an inspiration.

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. Our newest census data (just released) confirms that South Asians are Ontario’s and Canada’s largest racialized population and that unfortunately our communities continue to fall into poverty at disproportionately higher rates. It is critical 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.

Lisa Amin,  
Chair, SALCO Board of Directors

Shalini Konanur  
Executive Director / Lawyer

# SALCO 2022/2023 Highlights

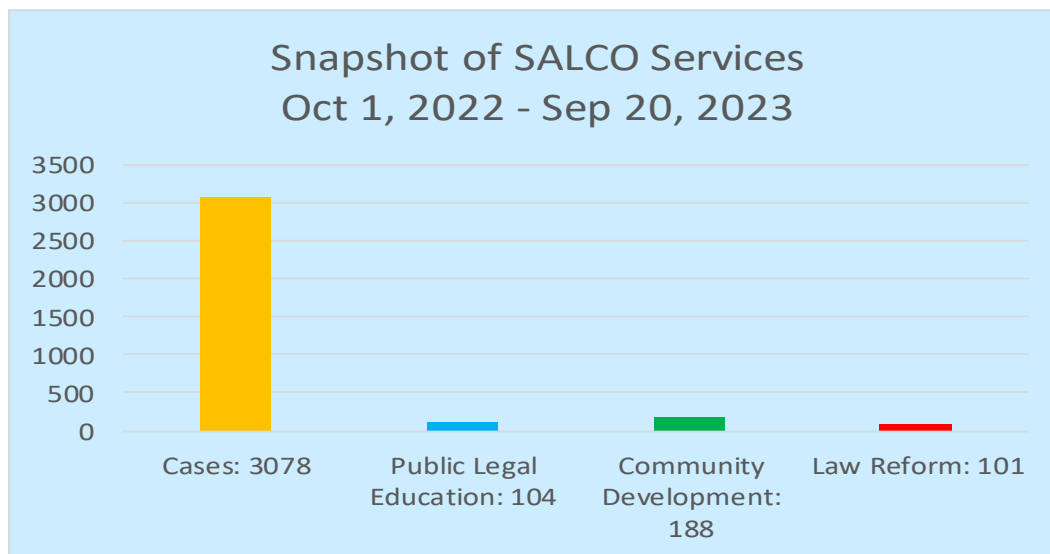
## (Joint Staff Report)

### Introduction:

2022-2023 has been a busy year at SALCO, bringing with it many new developments and challenges as low income South Asian communities in Ontario. Inflation has deepened the poverty faced by many of the people we serve. This past year we saw high levels of housing precarity and food insecurity, with many reports of clients accessing food bank services, having trouble securing housing, including some who report sleeping in their cars. We also worked with many clients facing immigration issues including international students, people facing violence at home or in their workplaces, and people who have been waiting for years to have immigration applications processed. Finally, we continued to see a rise of hate incidents and hate crimes against many South Asian communities. Most notably, there has been a marked increase in Islamophobia, which has increased significantly during this current global crisis. SALCO continues 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. In addition to a lot of direct legal services we have continued success in public legal education, law reforms, and community development projects that seek systemic change for the issues that impact South Asian clients.

- ◆ South Asian are the single largest visible minority group, accounting for 29.6% of visible minorities and 8.7% of Ontario's total population;
- ◆ South Asians represent 32.3% of all visible minorities in the Greater Toronto Area. They accounted for 84.6% of all South Asians in Ontario.
- ◆ Approximately 215,000 South Asian people in Ontario live in poverty. That is approximately 18-20% 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;
- ◆ The top South Asian languages spoken in Ontario are Punjabi, Hindi, Urdu, Tamil, Bengali, in addition to clients have varying degrees of English language.
- ◆ Ontario is also home to Canada's largest population of international students, with India being the top source country. Approximately 100,000 South Asian international students are in Ontario.
- ◆ South Asian and other racialized communities are facing higher rates of gender-based violence. SALCO had an increase of 29% in calls from clients reporting family violence.

# SALCO 2022/2023 Highlights



## Casework:

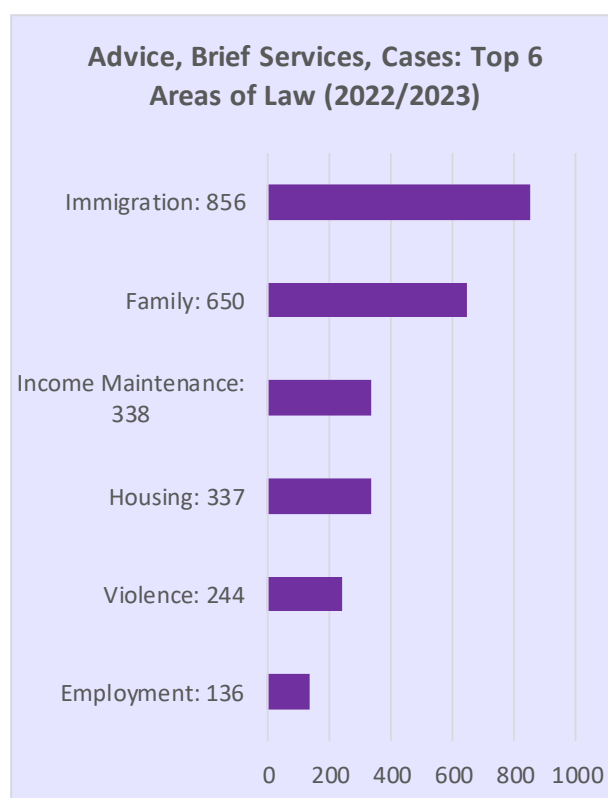
- ◆ In 2022/2023 SALCO worked on several complex immigration cases including several applications for judicial review to the Federal Court, stay motion applications to stop deportation of clients, applications for temporary resident permits in cases of family violence and violence in the workplace, sponsorship 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 incredibly slow processing times and the shift to online applications, which have been difficult for the people we serve. We have also had an increase in calls from international students facing difficult living conditions and immigration issues.

- ◆ Casework highlights include:

- continued success with Ontario Works and Ontario Disability appeals
- an uptake in housing cases and a success in stopping landlord's own use eviction
- an increase in employment law cases of wrongful dismissal, including 2 successful settlements in employment law cases (in court and with the Ministry of Labour)
- expanded family law services including striking the pleadings of a client's abusive spouse in a family law matter, and providing expanded support in child and spousal support, and in decision-making / parenting time

- ◆ SALCO has continued to work with a significant number of clients facing family violence and has been able to support 23 clients facing issues related to forced marriage and human trafficking

- ◆ Of special note: SALCO now has a social support worker who is supporting our clients with non-legal issues like counseling, applications for income support, applications for housing, applications for id replacement, support with mental health wellness, and sessions on well-being for seniors and people facing violence



# SALCO 2022/2023 Highlights

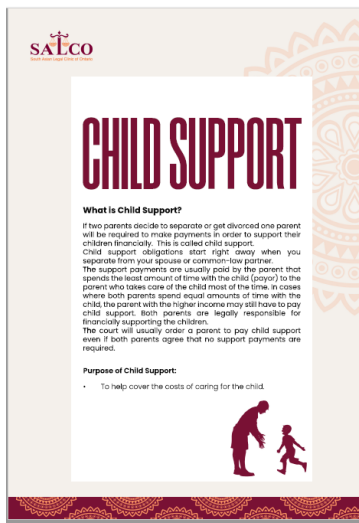
## Public Legal Education (PLE):

- ◆ SALCO conducted 104 PLEs (public legal education sessions) between October 1, 2022 and September 30, 2023. All of these sessions were either for low-income communities, front-line service providers, government / United Nations, and other NGO stakeholders.

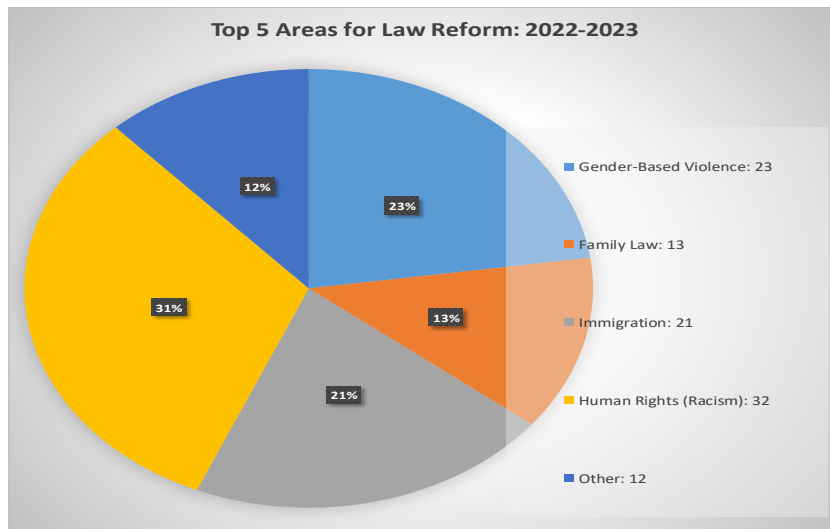


## ◆ Highlights:

- Continued with the Tareekh pe Tareekh campaign to increase awareness on employment law rights in South Asian Languages. The campaign now has 50+ recordings posted with more to come!
- Presented at a National Conference on Canadian History about the history of South Asian people in Canada including racism and discrimination, and our incredible contributions in Canada from the 1800's to present.
- Presented at the Public Legal Education Association of Canada conference on the importance of legal education in racialized communities and some of our best practices.
- Presented at the National Judicial Institute to train judges on cultural competence while working with different South Asian people.
- Over 90 PLEs in community on housing, income supports, family law, immigration law, wills and powers of attorney
- Facilitated workshops and group session based on several topics for south Asian women based on increasing knowledge and awareness about gender based violence/ IPV and mental health and wellbeing.



# SALCO 2022/2023 Highlights



UN HUMAN RIGHTS COUNCIL  
4TH UNIVERSAL PERIODIC REVIEW CYCLE:  
RACIAL DISCRIMINATION IN CANADA

CASSA  
SALCO

Colour of Poverty | Colour of Change

**RACE-BASED DISAGGREGATED DATA COLLECTION**  
Statistics Canada has recently launched the Disaggregated Data and Analytics Framework (DDAF), designed to establish disaggregated data standards, identify existing and potential data sources, and leverage innovative data foundation projects. However, Canada's approach to the collection of disaggregated data has still not progressed at a rate that acknowledges the growing populations of racialized people in Canada and the growing disparities in all of their life outcomes.  
3rd UPR Cycle State Recommendation to Canada:  
• **RA2.72** "ensure the consistent collection of data on ethnic and racial discrimination in the criminal justice system and intensify the fight against racial profiling and ethnic and religious intolerance." (Status: not fully implemented)

**OVER-REPRESENTATION OF RACIALIZED PEOPLE IN CRIMINAL JUSTICE, CORRECTIONS, POLICING, AND CHILD WELFARE**  
Black people in Canada continue to be racially profiled and over-represented across the Canadian criminal justice system, corrections and policing. Black Canadians account for 9% of federal inmates in Canada despite making up only 4% of the national population. Moreover, Black offenders are overrepresented among those involved in use-of-force incidents in federal corrections.  
In 2022, the Ontario Association of Children's Aid Societies noted that Black children in Ontario make up 7% of the population but account for 11.9% of the investigations from child welfare agencies. Data submitted by the Black Legal Action Centre for the 3rd UPR cycle is relatively the same, and that systemic racism and discrimination continues to lead to the overrepresentation of Black people in criminal justice, corrections, and policing.<sup>1</sup>

**HATE-CRIMES AND ONLINE HATE**  
Hate crimes targeting race or ethnicity have increased from 2019-2021, with a 72% increase in police-reported hate crimes. Hate crimes in Canada targeting the Arab and West Asian populations have increased by 44%, the East and Southeast Asian populations which have increased 90%, and the South Asian population which has increased by 39%.  
The increase in hate crimes has coincided with an exponential increase in hate speech and hate content on online platforms. Online hate disproportionately impacts women, youth and those who are racialized or Indigenous. There are currently no mechanisms to track, report, investigate and remove hate content online other than what is arbitrarily deemed to violate each social media platform's standards. According to Statistics Canada, the most targeted populations for online hate in 2017 included the Muslim population (77%), groups with diverse sexual orientation (69%), the Jewish population (49%), and the Black population (30%).  
3rd UPR Cycle State Recommendation to Canada:  
• **RA2.52** "strengthen its efforts to fight racial discrimination, including by enhancing institutional capacity to systematically document, investigate and prosecute racially motivated crimes." (Status: not implemented)  
• **RA2.72** "ensure the consistent collection of data on ethnic and racial discrimination in the criminal justice system, and intensify the fight against racial profiling and ethnic and religious intolerance." (Status: not fully implemented)

**GENDER-BASED VIOLENCE AND VIOLENCE AGAINST RACIALIZED AND INDIGENOUS WOMEN**  
During the pandemic, shelters and service providers were overwhelmed and at capacity. Canada's federal funding system does not currently recognize community needs and benefits historically funded organizations, leaving smaller organizations scrambling to apply for funds on a continuous basis.  
Zero Tolerance for Bihari Cultural Practices Act is not based on statistical data or research, and will continue to perpetuate myths about practices of polygamy and forced marriages. The Act targets racialized women and perpetuates the myth that violence against racialized women, and in this case

## Law Reform Highlights:

- ◆ Bill C-5: Submissions to the parliamentary committee on legislation to repeal certain mandatory minimums
- ◆ United Nations: Virtual appearance at the Committee on the Rights of the Child to present on issues impacting racialized children in Canada (deeper poverty, less access to Canada Child Benefit, poorer outcomes in education)
- ◆ United Nations: Submissions and In-person appearance in Geneva at the United Nations Pre-Sessions for Canada's Universal Periodic Review with submissions on the impact of racism and discrimination on almost all life outcomes for racialized communities
- ◆ Test Cases On The Go (short form names below):
  - ⇒ *Imperial Oil*: Intervention (Ontario Court of Appeal): human rights discrimination based on immigration status
  - ⇒ *Khorsand*: Intervention (Ontario Court of Appeal): employment discrimination based on record checks and the disproportionate impact on racialized communities
  - ⇒ *Bhaktiari*: Intervention (British Columbia Court of Appeal): Applying the test in Haseeb correctly in BC so as to not discriminate based on immigration status
  - ⇒ *Safe Third Country*: Public Interest Litigation (Federal Court): Impact of Safe Third Country rules on racialized and migrant communities (where there are no real "safety valves")
  - ⇒ *M.I.* (Ontario Divisional Court): intervention submissions on what intimate partner violence can look like in South Asian communities and how to assess it with cultural competence
  - ⇒ *Cessation Challenge* (Federal Court): Challenging the rules that lead to the cessation of an individual's immigration status
  - ⇒ *Toussaint* (Ontario Superior Court): intervention in action that will try to use the Ontario court to enforce an order of the United Nations Human Rights Council to provide health care coverage to migrant workers

# SALCO 2022/2023 Highlights

## Community Development highlights:

- ◆ Created two new satellite services with Malton Women's Centre and the Brampton Library to connect with low-income South Asians in the west end (Region of Peel)
- ◆ Have taken space at a new South Asian Service Hub at 705 Progress Road with intent to start a satellite service for low-income clients in Scarborough
- ◆ Member of Ontario Project for Interclinic Community Organizing (OPICCO)
- ◆ Executive Director appointed to the province's Domestic Violence Death Review Committee, the Law Commission of Ontario, and elected as a Bencher of the Law Society of Ontario
- ◆ Participation in several inter-clinic working groups including WRAG, Provincial Steering Committee for Social Assistance & the regional Social Assistance Committee, ICIWG (immigration working group)
- ◆ Voices of Scarborough and Power in Community: Joint advocacy on housing reform
- ◆ Member of Advisory Committee for South Asian Women and Immigrants' Services (SAWIS – formerly SAWRO) Financial Literacy and Empowerment Committee
- ◆ Attended a welcome fair on two occasions that was organized by Niagara College. The fair was held for new international students joining them in the upcoming semester to familiarize them with the country and the services offered, and set up a booth alongside the SALCO banner and spoke to numerous students about SALCO and the services we offered.
- ◆ Steering Committee Member of the Colour of Poverty— Colour of Change (currently working towards the release of a report on the impact of racism on racialized employees and a provincial summit)
- ◆ Advisory Member of the Bordering Practices Project and Our System, Our Children, Our Responsibility: both projects looking at the treatment of children without immigration status by child welfare / children's aid societies in Canada
- ◆ SALCO participated in a project funded by the federal government to enhance supports for people facing Islamophobia (spearheaded by South Riverdale Immigrant Centre).

Friday, September 30, 2022  
6:00pm-8:00pm  
ZOOM MEETING

**MALTON WOMEN COUNCIL**  
**COMMUNITY CONNECTIONS**

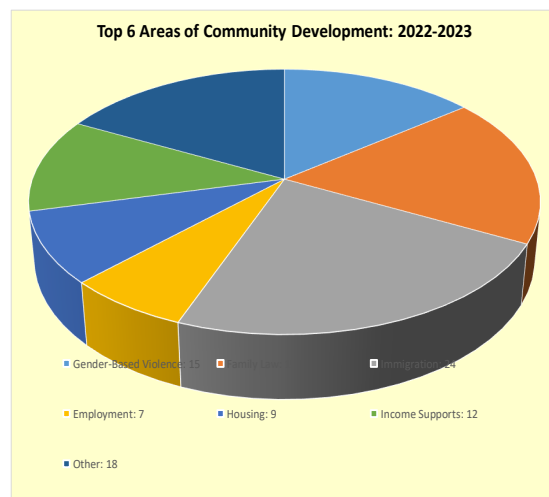
**South Asian Legal Clinic of Ontario (SALCO)**

**SESSION HIGHLIGHTS**

- About SALCO
- Legal Services Provided by SALCO
- Social Service Provided at SALCO

**REGISTRATION**  
Please Contact:  
info@mwccommunity.org or 647-391-9668

Maria Ali is a Social Services Worker at SALCO. She provides wide range of support and assistance to the South Asian community through the platform of a legal clinic in GTA. She is fluent in English, Urdu, Hindi and Gujarati.



Colour of Poverty | Colour of Change

HOME - HOME - RESOURCES - RESOURCES - SUBMISSIONS - SUBMISSIONS - ACTION CENTRE

ACTION CENTRE - EVENTS - EVENTS - RECENT POSTS - NEWS - #RACESEJ PODCAST - #RACESEJ PODCAST

CONTACT - CONTACT

**COP-COC - The racial justice education and advocacy network of Ontario**

COP-COC NEWS

**SOUTH ASIAN LEGAL CLINIC OF ONTARIO  
FINANCIAL STATEMENTS  
MARCH 31, 2023**

## INDEPENDENT AUDITOR'S REPORT

To the Members of  
South Asian Legal Clinic of Ontario

### Report on the Audit of the Financial Statements

#### *Opinion*

We have audited the financial statements of South Asian Legal Clinic of Ontario ("the Organization"), which comprise the statement of financial position as at March 31, 2023, the statement of operations, the statement of 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 our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of South Asian Legal Clinic of Ontario as at March 31, 2023, 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*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 a going concern, disclosing, as applicable, matters related to 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***

Our 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 our 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, we exercise professional judgement and maintain professional skepticism throughout the audit. We 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 our 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 we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our 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.

We communicate 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 we identify during our audit.

Richmond Hill, Ontario  
July 17, 2023

*Rashidi LLP*

Chartered Professional Accountant  
Licensed Public Accountant

## SOUTH ASIAN LEGAL CLINIC OF ONTARIO

## STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2023

## ASSETS

	Legal Aid Fund	Legal Disbursement Fund	General Fund	Forced Marriage Fund	2023	2022 (Notes 7, 8)
<b>Current</b>						
Cash	\$ -	\$ 4,082	\$ 248,813	\$ 15,757	\$ 288,652	\$ 193,944
Accounts receivable	-	-	-	-	-	1,800
Grants receivable	-	-	2,585	-	2,585	-
HST recoverable	24,880	519	3,478	-	28,877	13,187
Prepaid expenses	12,943	-	1,544	-	14,487	10,821
	<u>37,823</u>	<u>4,601</u>	<u>254,400</u>	<u>15,757</u>	<u>312,581</u>	<u>219,752</u>
<b>Interfund balances</b>	<u>38,900</u>	<u>6,016</u>	<u>(42,916)</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<b><u>\$ 74,723</u></b>	<b><u>\$ 10,617</u></b>	<b><u>\$ 211,484</u></b>	<b><u>\$ 15,757</u></b>	<b><u>\$ 312,581</u></b>	<b><u>\$ 219,752</u></b>

## LIABILITIES AND NET ASSETS

<b>Current</b>						
Bank indebtedness	\$ 1,280	\$ -	\$ -	\$ -	\$ 1,280	\$ -
Accounts payable and accrued liabilities	57,274	-	625	-	57,899	39,912
Deferred grants (Note 3)	-	-	4,688	-	4,888	-
Grants repayable (Note 7,8)	-	-	-	-	-	1,174
	<u>58,534</u>	<u>-</u>	<u>5,313</u>	<u>-</u>	<u>63,847</u>	<u>41,086</u>
<b>Fund balances</b>	<u>16,189</u>	<u>10,617</u>	<u>206,171</u>	<u>15,757</u>	<u>248,734</u>	<u>178,666</u>
	<b><u>\$ 74,723</u></b>	<b><u>\$ 10,617</u></b>	<b><u>\$ 211,484</u></b>	<b><u>\$ 15,757</u></b>	<b><u>\$ 312,581</u></b>	<b><u>\$ 219,752</u></b>

Approved on behalf of the Board:



Director



Director

(The accompanying notes are an integral part of these financial statements)

**SOUTH ASIAN LEGAL CLINIC OF ONTARIO**  
**STATEMENT OF CHANGES IN NET ASSETS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

	<u>Legal Aid Fund</u>	<u>Legal Disbursement Fund</u>	<u>General Fund</u>	<u>Forced Marriage Fund</u>	<u>2023</u>	<u>2022</u> <u>(Notes 7, 8)</u>
Balance, beginning of year	\$ 10,821	\$ 15,135	\$ 136,953	\$ 15,757	\$ 178,668	\$ 158,939
Excess (deficiency) of revenue over expenses	<u>5,368</u>	<u>(4,518)</u>	<u>69,218</u>	<u>-</u>	<u>70,068</u>	<u>21,727</u>
Balance, end of year	<u>\$ 16,189</u>	<u>\$ 10,617</u>	<u>\$ 206,171</u>	<u>\$ 15,757</u>	<u>\$ 248,734</u>	<u>\$ 178,666</u>

*(The accompanying notes are an integral part of these financial statements)*

## SOUTH ASIAN LEGAL CLINIC OF ONTARIO

## STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2023

	<u>Legal Aid Fund</u>	<u>Legal Disbursement Fund</u>	<u>General Fund</u>	<u>Forced Marriage Fund</u>	<u>2023</u>	<u>2022</u> <u>(Notes 7, 8)</u>
<b>Revenue</b>						
Grants (Note 4)	\$ 943,142	\$ 4,400	\$ 192,716	\$ -	\$ 1,140,258	\$ 974,446
Interest & other income	5,013	8	60,458	-	65,479	7,949
	<u>948,155</u>	<u>4,408</u>	<u>253,174</u>	<u>-</u>	<u>1,205,737</u>	<u>982,395</u>
<b>Expenses</b>						
Salaries & benefits	794,162	-	153,921	-	948,083	797,831
Occupancy	82,614	-	-	-	82,614	81,823
Travel	6,946	-	40	-	6,986	5,142
Communication & publicity	7,216	-	16,033	-	23,249	3,551
Purchased services	26,690	-	625	-	27,315	20,398
Equipment	3,259	-	3,856	-	7,115	11,867
Professional dues	15,555	-	2,819	-	18,374	15,196
Library	837	-	-	-	837	627
Supplies & services	5,508	-	6,662	-	12,170	21,645
Legal disbursements	-	8,926	-	-	8,926	2,588
	<u>942,787</u>	<u>8,926</u>	<u>183,956</u>	<u>-</u>	<u>1,135,669</u>	<u>960,668</u>
<b>Excess (deficiency) of revenue over expenses (Notes 7,8)</b>	<b>\$ 5,368</b>	<b>\$ (4,518)</b>	<b>\$ 69,218</b>	<b>\$ -</b>	<b>\$ 70,068</b>	<b>\$ 21,727</b>

(The accompanying notes are an integral part of these financial statements)

**SOUTH ASIAN LEGAL CLINIC OF ONTARIO**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

	<b><u>2023</u></b>	<b><u>2022</u></b> <b><u>(Notes 7, 8)</u></b>
<b>Cash provided by (used in)</b>		
<b>Operating activities</b>		
Excess (deficiency) of revenue over expenses	\$ 70,068	\$ 21,727
<b>Changes in non-cash working capital items</b>		
Accounts receivable	1,800	( 1,800 )
Grants receivable	( 2,565 )	15,919
HST recoverable	( 15,690 )	6,232
Prepaid expenses	( 3,666 )	1,746
Accounts payable and accrued liabilities	17,987	( 15,830 )
Deferred grants (Note 3)	4,688	-
Grants repayable (Note 7,8)	( 1,174 )	( 7,381 )
	<u>1,380</u>	<u>( 1,094 )</u>
<b>Increase in cash during the year</b>	71,448	20,633
<b>Cash and cash equivalents, beginning of the year</b>	<u>193,944</u>	<u>173,311</u>
<b>Cash and cash equivalents, end of the year</b>	<b><u>\$ 265,392</u></b>	<b><u>\$ 193,944</u></b>
<b>Cash and cash equivalents represented by:</b>		
Cash	266,652	193,944
Bank indebtedness	( 1,260 )	-
	<u>\$ 265,392</u>	<u>\$ 193,944</u>

*(The accompanying notes are an Integral part of these financial statements)*

**SOUTH ASIAN LEGAL CLINIC OF ONTARIO**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

**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 Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting.

Outlined below are those policies considered particularly significant:

**a) Revenue recognition**

*Contributions*

The Organization uses the deferral method in accounting for contributions which include donations, government grants and other contributions.

Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Operating grants and contributions are recognized as revenue in the year in which the related expenses are incurred. Grants approved but not received at the end of an accounting period are accrued. Where a portion of the grant relates to a future period, it is deferred and recognized in that subsequent period.

*Fees for services*

Fees for services are recognized as revenue when services are rendered.

*Investment income*

Investment income consists of interest earned from short-term deposits and savings accounts held with Canadian banks. Interest income is recorded as earned when received.

*All other income*

All other income including membership fees and recovery of costs are recognized as revenue when earned and the related services are provided.

**b) Expense Recognition**

Expenses are recognized on the accrual basis.

**SOUTH ASIAN LEGAL CLINIC OF ONTARIO**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

**1. SIGNIFICANT ACCOUNTING POLICIES: (Continued)**

**c) Income taxes**

The organization is a not-for-profit organization under the Income Tax Act (Canada) and, as such, is exempt from income taxes.

**d) 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.

**e) 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 instruments. The fair market value of these instruments approximate recorded amounts because of the short period to receipt or payment of cash.

**f) Capital Assets**

Property, plant and equipment are initially recorded at acquisition cost. Amortization is provided at the following rates which are formulated to charge operations with the cost of the property and equipment over their estimated useful lives as follows:

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

Amortization is recognized in expenses when the asset is available for use. The above rates are reviewed annually to ensure they are appropriate. Any changes are adjusted for on a prospective basis. If there is an indication that the assets may be impaired, an impairment test is performed that compares carrying amount to net recoverable amount. There were no impairment indicators in 2023.

**g) Internally restricted funds**

The Organization has internally restricted net assets to be used for specific purposes. These funds are not available for operations without approval of the Board. The internally restricted reserve funds are as follows:

*General Fund*

These funds are used to provide a range of legal and paralegal services, including information, advice and representation, to low-income individuals and families.

**SOUTH ASIAN LEGAL CLINIC OF ONTARIO**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

**1. SIGNIFICANT ACCOUNTING POLICIES: (Continued)**

**g) Internally restricted funds (Continued)**

*Legal Disbursements Fund*

These funds are used to provide for certain direct expenses incurred in the representation of the organization client's in legal proceedings.

*Legal Aid Fund*

This fund holds the operating surpluses of the organization that have been funded by Legal Aid Ontario and are used to fund future operational expenditures related to legal aid activities.

*Forced Marriage Fund*

These funds are used to provide for certain direct expenses incurred in the representation of the organization client's in forced marriage cases.

**2. CAPITAL ASSETS:**

	<b>2023</b>		<b>2022</b>	
	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>Net Book Value</b>	<b>Net Book Value</b>
Leasehold improvements	\$ 17,995	\$ 17,995	\$ -	\$ -
Furniture	20,373	20,373	-	-
	<b>\$ 38,368</b>	<b>\$ 38,368</b>	<b>\$ -</b>	<b>\$ -</b>

Amortization for the year is \$0 (2022 - \$0).

**3. DEFERRED GRANTS:**

Deferred grants are summarized as follows:

	<b>2023</b>	<b>2022</b>
Department of Justice Canada	\$ 4,688	\$ -

Continuity of deferred grants for the year is as follows:

Deferred grants, beginning of year	\$ -	-
Add – received/receivable during the year	1,144,946	974,446
Less - grant revenue recognized in the year	( 1,140,258 )	( 974,446 )
	<b>\$ 4,688</b>	<b>-</b>

**SOUTH ASIAN LEGAL CLINIC OF ONTARIO**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

**4. GRANT REVENUE RECOGNIZED IN THE YEAR:**

Grants are comprised of the following:

	<u>2023</u>	<u>2022</u>
Legal Aid Ontario (LAO)	\$ 947,542	\$ 833,542
Council of Agencies Serving South Asians	23,150	29,970
Employment & Social Development Canada	7,012	5,534
Department of Justice Canada	113,325	-
United Way	49,229	-
Women's Shelters Canada	-	5,400
	<u>\$ 1,140,258</u>	<u>\$ 974,446</u>

**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 dues 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 dependent 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.

**SOUTH ASIAN LEGAL CLINIC OF ONTARIO**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

**8. PRIOR PERIOD ADJUSTMENT:**

Legal Aid Ontario, during the fiscal year covered by these financial statements, has reallocated the surplus from the previous fiscal year by reducing the 2023 funding paid to SALCO by that amount. These statements have reduced the revenue from grants for the 2022 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 2022 fiscal period	\$ 934,716	\$ 933,542	\$ 1,174
Grants Repayable as at Mar 31, 2022	\$ -	\$ 1,174	\$ 1,174
Closing Surplus 2022 fiscal period	\$ 179,840	\$ 178,666	\$ 1,174

**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. Due to the nature of the contributions and general operations, the Organization does not face any significant concentration of credit risk.

**c) Liquidity Risk**

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Organization manages this risk by preparing and monitoring detailed forecasts of cash flows from operations, anticipating investing and financing activities and holding assets that can be readily converted into cash.

The organization's financial instruments consist of cash, accounts and grants 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 liquidity 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 2023.

# SALCO AGM 2023

## Proposed Amendments to Bylaw 6



Action Item	What the By-Law Currently Says:	What is required by ONCA?	Proposed New Language
<p><b>(1) <u>Number of Directors</u></b></p>	<p><b>6. BOARD OF DIRECTORS</b></p> <p>(b) <b>COMPOSITION AND TERM:</b> The Board shall consist of twelve (12) Directors.</p> <p>(i) At least two (2) Directors must be members of the Law Society of Upper Canada, in good standing, and shall be elected for a term of 2 years;</p> <p>(ii) At least two (2) Directors must be community members who work with, have an interest in, or are from the South Asian community in the Greater Toronto Area, and shall be elected for a term of 2 years;</p> <p>(iii) At least one (1) Director shall be a full-time post-secondary student in Ontario, and shall be elected for a term of one (1) year;</p> <p>(iv) One (1) Director may be elected from the floor at the SALCO's Annual General Meeting for a term of two (2) years (the "At-Large Director"), in accordance with the election procedures set out below in section 6(f); and</p> <p>(v) All other Directors shall be elected for a term of two (2) years.</p>	<p>22 (1) A corporation must have at least three directors. 2010, c. 15, s. 22 (1).</p>	<p><b>6. BOARD OF DIRECTORS</b></p> <p>(b) <b>COMPOSITION AND TERM:</b> The board shall consist of a minimum of four (4) and a maximum of twelve (12) directors.</p> <p>(i) At least two (2) Directors must be members of the Law Society of Upper Canada, in good standing, and shall be elected for a term of 2 years;</p> <p>(ii) At least two (2) Directors must be community members who work with, have an interest in, or are from the South Asian community in the Greater Toronto Area, and shall be elected for a term of 2 years;</p> <p>(iii) One (1) Director may be a full time post-secondary student in Ontario, and any full time post-secondary student Director shall be elected for a term of one (1) year;</p> <p>(iv) One (1) Director may be elected from the floor at the SALCO's Annual General Meeting for a term of two (2) years (the "At-Large Director"), in accordance with the election procedures set out below in section 6(f); and</p> <p>(v) All other Directors shall be elected for a term of two (2) years.</p>

# SALCO AGM 2023

## Proposed Amendments to Bylaw 6



<u>Action Item</u>	<u>What the By-Law Currently Says:</u>	<u>What is required by ONCA?</u>	<u>Proposed New Language</u>
(1) <u>Maximum Time Served</u>	<u>(c) LIMITS ON CONSECUTIVE YEARS SERVED:</u> Directors shall not be elected for more than six (6) consecutive years.	Unless the bylaws say otherwise, there is no limit on the number of times a director can be re-elected.	<u>(c) LIMITS ON CONSECUTIVE YEARS SERVED:</u> Directors shall not serve for more than ten (10) consecutive years.
(2) <u>Quorum for Meetings</u>	<b>6. BOARD OF DIRECTORS</b> (m) <b>QUORUM:</b> A simple majority of Directors constitutes quorum for the transaction of any business at Board meetings. However, in no case shall quorum be less than two-fifths (2/5) of the Directors.	Unless your articles or bylaws state otherwise, a quorum of directors is a majority of the fixed number of directors or of the minimum number of directors required by your articles. However, your articles or bylaws can set a quorum that is more or less than a majority of directors. (s.34(2)).	<b>6. BOARD OF DIRECTORS</b> (m) <b>QUORUM:</b> Quorum for the transaction of any business at Board meetings shall be no less than the greater of either two-fifths (2/5) of the Directors (rounded up to the nearest whole number) or three Directors.

# SALCO AGM 2023

## Returning Directors and Proposed Slate

### Returning Directors (not up for re-election)

<b>Alizeh Khorasanee (2022-2024)</b>	<b>Chartered Professional Accountant</b>
<b>Sultana Jahangir (2022-2024)</b>	<b>ED, South Asian NGO</b>
<b>Rashmi Kumar (2022-2024)</b>	<b>Crown Attorney—Criminal</b>
<b>Swarna Tyagi (2022-2024)</b>	<b>Social Work Student</b>
<b>Kish Mahmound (2022-2024)</b>	<b>Financial Management, Banking</b>
<b>Shivali Vig (2022-2024)</b>	<b>Employment Law Lawyer</b>

### Non-Returning Directors

Hussein Panju, Thaniya Jeyachandra, Sukriti Nagpal

### Proposed Slate of Nominees to the Board of Directors

#### Regular Board Member Positions:

**Lisa Amin (Running for re-election for the 2023-2025 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 grassroots 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 case-worker 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 three years. Lisa is hoping to continue to build on the excellent work of the board over the next term, should she be re-elected to her final terms on the board.

**Jaspal Sangha (Running for re-election for the 2023-2025 board term):** Jaspal is a construction litigation lawyer from Brampton, Ontario and proud member of the 2017 Windsor Law School graduating class. Jaspal has served two terms as a SALCO board member and is running for his final term. This past year, Jaspal served as the chair of SALCO's Strategic Planning and Policy Committee where her spearhead a full review of SALCO's by-laws and is working on amendments to bring this up to compliance with Ontario's new Ontario Non-for-Profit Corporations Act. Jaspal is also a member of the board of the South Asian Bar Association – Toronto and works towards strengthening the relationship between SABA and SALCO.

**Rashmi Kumar (Running for re-election 2023-2025):** 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 in Psychology and completed her honours thesis in mock jurors' perceptions of sexual assault victims. Rashmi has already completed one term on the SALCO board and has supported SALCO with case consultations on criminal matters that arise for victims of gender-based violence. Rashmi is happy to continue on to support SALCO's work with a particular interest in access to justice.

# SALCO AGM 2023

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

**Chrishyami Sivaraj (Running for re-election 2023-2025):** Chrishyami Sivaraj is a Certified Human Resources Leader (CHRL) and Director of Human Resources 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 has provided significant support to SALCO over her first term as a board member including support to tailor job postings, support in hiring, and human resources support for the organization as an employer. Chrishyami continues to work with the personnel committee to update SALCO personnel policies.

**Tahlee Afzal (Running for election as new board member 2023-2025):** Tahlee is a human rights consultant with the Toronto Transit Commission, and a foreign trained lawyer with a Masters in International Human Rights. Her legal skills along with her demonstrated interest and experience in human rights issues will be a valuable asset to SALCO, including input into our own internal work with the United Nations. Tahlee has been working exclusively with human rights issues in Ontario for 12 years in both the public and private sectors. At mid-level in her career with significant expertise in the Ontario Human Rights Code, strategic direction, workplace investigations and law/policy analysis, she is seeking an opportunity that will allow them to utilize this experience to serve the South Asian community.

### Student Board Member Position:

**Rutvi Patel (Running for election for the student board member position 2023-2024):** Rutvi is a second year law student at the University of Ottawa. Rutvi spent the summer of 2023 working at SALCO as a law student and got to learn a lot about the amazing work the staff there do. As her time at SALCO was ending, at the end of summer, she found myself seeking an avenue to continue to be part of the important work SALCO does. As a Board of Directors member, Rutvi plans to actively take part in supporting governance that allows SALCO to make the impact that they do on the lives of thousands of South Asians. As a law student, it will also allow her to bring forward the student perspective to discussions as well as allow learning how Board of Director decisions are made.

### 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 2023

## SALCO Staff

**Shalini Konanur, Executive Director / Lawyer**

**Vanathy Wimalaswarans, Office Coordinator**

**Anchal Bhatia, Staff Lawyer**

**Khamalene Ganeshanathan, Staff Lawyer**

**Gurmat Randhawa, Staff Lawyer**

**Atulya Sharman, Staff Lawyer**

**Mazahir Walji, Staff Lawyer**

**Athursh Vaithilingam, Paralegal**

**Rumpa Deb, Community Legal Worker**

**Maria Ali, Social Support Worker**

## SALCO Funders



**Canada**

**Canada Summer  
Jobs / Department  
of Justice**



**United Way  
Greater Toronto**