

**B.C.  
Human  
Rights  
Coalition**



Annual Report

2007-2008

Produced for the Annual General Meeting  
Held at UBC – Robson Square September 17, 2008



# Board of Directors 2007-2008

## Table Officers

President:	Margherita Zorzetto
Vice-President:	Alisdair Smith
Secretary:	Sarah Chandler
Treasurer:	Timothy Agg

## Directors at Large:

Jasvinder Gill  
Leila Harding  
Ashleigh Keall  
Alicia Mercurio  
Shehnaz Motani  
Ashwin Mulekar  
Mathew Yun

## Staff 2007-2008:

Dulce Cuenca	Advocate (On Leave)
Joyce Chung	Information Coordinator
Robyn Durling	Advocate
Judi Grimsrud	Legal Administrative Assistant
Terri Kennedy	Communications Coordinator (On Leave)
Svetlana Khakhleva	Office Coordinator / Communications Assistant
Marilyn Minkler	Manager, Finance and Administration
Susan O'Donnell	Executive Director
Viktor Panfilenok	Administrative Assistant
Vicki Shillington	Advocate
Neeti Tewari	Administrative Assistant (On Leave)
Ronda Urquhart	Legal Administrative Assistant
George Valinho	Advocate (On Leave)

**Auditor:** Turco Ross Chartered Accountants, Vancouver, B.C.

**Legal Supervision:** Barb Cornish, of Singleton Urquhart.



The B.C. Human Rights Coalition gratefully acknowledges the Ministry of the Attorney General for funding of the Human Rights Clinic Program. In addition, we thank the Law Foundation of B.C. for providing special project funding this year and the City of Vancouver and the B.C. Gaming Commission for their continued support.

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## **Message from the Board of Directors**

Our last Annual General Meeting was held on September 19, 2007 at SFU Harbour Centre, where we reviewed our work and elected a new Board of Directors. This year, two Board-staff strategy and evaluation meetings were held to determine priority areas and committee structures. Board priority areas emerged as follows:

To continue to develop and implement a strong infrastructure for the Coalition. This includes defining the roles and responsibilities of the Chair, Executive Director and the Board; reviewing existing Coalition policies, and identifying other policies that need to be developed; and revenue development to aid in expansion and capacity development.

To broaden our community outreach, networking and partnerships to include more community stakeholders in the work and education that we do.

To continue to attempt to affect legislative change in the area of human rights.

Through the year, our Board and staff have worked within the following committee structures to accomplish these goals. A brief discussion of these committee structures and their work follows:

### **Executive Committee**

This Committee is responsible for the Board's Governance policies as well as the Executive Director's job description and evaluation process. During the past year, the Committee met with Alison Marshall, a consultant with the United Community Services Co-op to discuss our needs in this area. The Board authorized the Coalition to enter into a contract with the Co-op to develop or update our policies, job descriptions and evaluations for excluded positions, and other policies and procedures as required to build the Coalition's infrastructure.

### **Clinic Committee**

This committee was formed to help design and direct the formation of our Human Rights Clinic Program and to ensure that the program maintains an appropriate place within the Coalition structure. In conjunction with a similar Board committee formed by our Clinic partner, the Community Legal Assistance Society, committee members worked to ensure that both organizations supported each others funding requests for new three year contracts.

### **MAG Contract Committee (ad hoc)**

This ad hoc committee was struck to provide guidance and assistance in negotiating our new contract with the Ministry of the Attorney General ("MAG").

Extending to March 31, 2010, some key changes to our new contract include: a) funding for our Information Coordinator, b) Intake criteria amended to reflect the reality of our work, c) professional liability insurance extended to our Short Service Clinic, and Client Intake and Representation, d) an Application for Client Services and e) an Exit Questionnaire.

### **Finance Committee**

The finance committee continues to provide the Coalition with overall direction on financial matters and makes financial recommendations to the full Board. Members routinely met throughout the past year to review monthly financial statements of the Coalition. This year, despite a harsh rental market, the Committee was successful in negotiating a favourable five year renewal of the Coalition's office lease.

### **Staff Liaison Committee**

The staff liaison committee is a long standing committee of the Board which plays a vital role in administering the collective agreement and directing policy around human resource issues. This committee was very active in successfully bargaining a collective agreement with B.C.G.E.U. and members also contributed by drafting governance policies for the Board and new job descriptions for non-unionized staff.

### **Law Reform Committee**

Once again this year, the law reform committee was very active in advocating for strengthened rights. Along with many other groups, and following our last year's submission to the Premier's Council on Aging and Seniors' Issues, we hopefully influenced the Provincial Government in its decision to strike mandatory retirement. (See page 26) We worked hard to develop a draft policy on the Coalition's role in international human rights which was adopted by our Board as a whole. And, we continued to work with student researchers on specific areas of interest. For more information about our law reform work, see page 10 of this Annual Report.

### **Recognizing Excellence in Human Rights**

In addition to committee work, the full Board plays an active role in our annual celebration of International Human Rights Day, held on December 10, 2007 at the Vancouver Law Courts Inn.



This past year, the Coalition nominated *Frances Kelly* as the **Renate Shearer Award** winner for her outstanding contributions in advancing the equality rights of disadvantaged groups, and most specifically the equality and human rights of persons with disabilities. Ms. Kelly has headed the Disability Law Program at the Community Legal Assistance Society since 1993. Under her leadership, the Program conducts test case litigation, law reform and public legal educational initiatives to push for strengthened equality and human rights for the disability community. As an accomplished lawyer, Ms. Kelly has acted as counsel on high profile and leading equality rights cases before all levels of court, including the Supreme Court of Canada. Many of her successful cases such as *Grismer, Miele, Moore, Hutchinson, Bolster* and *Jubran* have greatly expanded the law, had a positive influence on government and institutional policy makers, and received both national and international attention. Ms. Kelly is also past co-chair of the BC Human Rights subsection of the Canadian Bar Association and current vice chair of the Equality Committee. She is a sought after speaker on equality and disability issues and has presented at numerous legal and community educational conferences.

The Board also helped to mark the fourth anniversary of the **Rosemary Brown Award for Women** held in Victoria on April 4, 2007. Rosemary Brown was an inspiring Canadian Woman who greatly influenced and affected the global agenda towards equality and justice for all. Throughout her lifetime, Rosemary worked to break down social, economic and political barriers in the hope of achieving a world where all could be equal in dignity, self respect and human rights.

Her quest for equality was directed in a variety of areas characterized as follows: Children's Rights, Women in Labour, Human Rights, Political Activism or Women in Politics, Social Justice and Community Development, International Development and Women's Equality issues. Regardless of the area she focused on, Rosemary always acted with a strong sense of social democratic ideals and she constantly questioned the *status quo* and empowered others to make positive change. She was an advocate for marginalized groups and she brought a voice, a vision and an agenda for equality and justice for all.

This year the University of British Columbia Womens' Club joined the United Nations Association, the B.C. Association of Social Workers, the B.C. Federation of Labour, the B.C. Human Rights Coalition, the National Congress of Black Women Foundation, and the Society for Children and Youth of B.C – to work together on the Rosemary Brown Award for Women event as a way to honor and commemorate the life and work of Rosemary Brown. Each year the Award is presented to a woman, or a women's group, who has made an outstanding contribution in one of the many areas championed by Rosemary Brown. This

year's theme focused on Women in Politics, and the recipient of the award was Margaret Mitchell.

**The 2008 Rosemary Brown Award Recipient - Margaret Mitchell**

Margaret Mitchell was born July 17, 1925 in Brockville, Ontario and worked as a social worker for the International Red Cross in Japan and Korea during the Korean War and with Hungarian refugees in Vienna after the Hungarian Revolution in 1956.

She moved to Vancouver in 1955, and became heavily involved in community development work, assisting people with housing and advocating for low-income families and individuals in various East Vancouver neighbourhoods, including Hastings-Sunrise, Grandview-Woodlands, Strathcona, and the Downtown Eastside.

She was one of the first Canadian women to visit the People's Republic of China in 1973. She was elected MP for Vancouver East in the 1979 federal general election, and won re-election in 1980, 1984 and 1988.

She is remembered for bringing the issue of violence against women to the House of Commons, and for being the first Canadian politician to demand redress for Chinese-Canadians who had been forced to pay a head tax to enter Canada.

Mitchell was the first chair of the BC Advisory Council on Human Rights and was awarded the Order of British Columbia in 2000.

*No Laughing Matter* is her second book; she has also published *Don't Rest in Peace, Organize*, a guide for community activists.

The Award was presented at the Hycroft University Women's Club in Vancouver, by Clea Brown, daughter of Rosemary Brown.

In summary, the past year has been one of consolidation, of strengthening our core, re-examining our processes, and clarifying our role as a Board of Directors, and how we would like to interface with the community and our staff in the future.

As always, we extend our gratitude to our major funders, the Ministry of Attorney General, the City of Vancouver, and the B.C. Gaming Commission. We are grateful for project funding received from the Law Foundation of B.C., and for our individual donors. We also wish to acknowledge and thank the hard-working and dedicated staff at the Coalition who efficiently handle the day-to-day administration of the work and carry out the mandate of the organization.

BOARD OF DIRECTORS  
B.C. Human Rights Coalition

## **Staff Report**

Our first contract with the Ministry of the Attorney General (“MAG”) came to end March 31, 2007. Since the last Annual Report a new contract has been worked out, which gives us certainty until March, 2010. Although there is never enough resources to allow for the services we would like to provide, our partnership with MAG has developed into a positive and rewarding relationship.

One thing that has been noticeable over the last five years, and that we hope will now settle down is the constant turnover in staff. In response to this we have created more best practices systems allowing for consistent process management.

This includes the development of a Case Quotes file, containing law and citations on various topics for use by the Advocates in preparing submissions. A regularly updated awards file tracks the latest damages awards given by the Tribunal. With the assistance of Supervising Counsel the Advocates agreed upon the style and substance of Releases/Settlement agreements to be used in settlement of cases. Templates were developed to deal with complaints arising in areas of Employment, Tenancy, and Services.

To improve the delivery of our information and consultation services to inquirers, Joyce Chung, our Information Coordinator, has developed a resource table that provides a general guideline for all staff to use when determining appropriate referrals to community resources based on suitable for specific inquirers. Moreover, Joyce has contributed to the improvement of the Coalition's filing and record-keeping standards by introducing an easy-to-use template to which our Legal Administrative Assistants can refer when maintaining client case files.

The Database system developed last year by Debbie Breidt, from CLAS, is now up and running effectively. This has allowed us to collect the data we need to report to our funder, generate helpful reports allowing us to review our statistics from many different perspectives.

In addition to information, communications, advocacy, and education, many of our staff work with the Board of Directors, and with Board committees. The staff provides liaison with, and between Board members, staffing for the law reform committee, the staff liaison committee, and the finance committee.

Once again, the staff extends its gratitude to our Board of Directors, who is consistently there for us, and without whom our Coalition simply could not function.

## **About the B.C. Human Rights Coalition**

The Coalition is a charitable non-profit community organization governed by a volunteer Board of Directors that is elected annually. Our mission works to promote and strengthen domestic human rights in B.C. through advocacy, education and law reform. As a Coalition we are a membership organization, and accept both group and individual members. Any member in good standing is entitled to seek election to our Board of Directors at our Annual General Meeting.

The Coalition's program areas provide for a full range of service delivery in the area of human rights law and policy. Our services are offered province wide and are regularly accessed by those from outside the Lower Mainland region. Our programs include and integrate the following: information, education, training, consultation, investigation, mediation, research and advocacy (client representation). Our advocacy programs protect existing rights, our education, training and consultation programs help to prevent discrimination, and our law reform program seeks to expand human rights protections. Together this integrated approach works to promote and strengthen human rights in this province.

### **Education**

The range of educational services we provide extends from general information programs to extensive, and often tailored, training programs.

Our efforts include:

- General public inquiries. In the current reporting period, Coalition staff responded to 10, 646 general public inquiries and calls related to client services.
- Publications. We continue to publish *Your Rights to Know*, a lay person's guide to B.C.'s human rights legislation and complaints process; and *News from the Coalition*, a newsletter produced on a regular basis.
- Website. We maintain a website ([www.bchrcoalition.org](http://www.bchrcoalition.org)) that provides extensive information and resource material on human rights law and policy, as well as information about our structure and our work.
- Consultations. We provide confidential consultations that assist a variety of stakeholders in understanding and designing guidelines and best practice approaches around specific issues related to human rights law and policy.
- Public presentations, workshops and training. We offer a range of innovative and effective workshops and presentations that have a preventative effect on human rights complaints. Sessions are offered province wide and are available through a variety of fee structures.

- Media Work. The Coalition is increasingly being sought out to comment on, and provide perspectives on issues related to human rights. For more information about our education work, see page 11 of this Annual Report.

## **Advocacy and Client Representation**

Advocacy and client representation have been core functions of the Coalition since 1985. Representing people with human rights complaints over this period has meant that the degree and scope of our client work has had to adapt to changing enforcement structures. One element of our client work that remains unchanged is the fact that our expertise lies in the early stages of complaint resolution.

Today, 99 % of our client work occurs in the provincial jurisdiction where we run a publicly funded Human Rights Clinic. Client representation is available through the Clinic on a province wide basis to those who lodge formal complaints of discrimination under provincial human rights legislation. We have an intake process for clients and after a successful assessment, Coalition advocates represent clients through the early stages of the Tribunal's complaint process which often involves assisting in framing complaints, making and responding to submissions and applications, complying with disclosure rules, and representing clients through early settlement processes. Where necessary, clients are transferred to our Clinic partner, the Community Legal Assistance Society (CLAS), to prepare for and conduct litigation. This free Clinic Program ensures access to publicly funded representation for provincial complainants.

In the federal jurisdiction, client representation is not publicly funded at any stage during complaint resolution. This continues to restrict our ability to formally represent clients, but we do provide information and advice to anyone who requires it.

For more information about our client work, see page 20 of this Annual Report.

## **Law Reform**

Striving for better human rights protections remains as much a priority to us today as it has since our inception in the early 80's. Over the years, we have utilized a variety of strategies to conduct this work including executing litigation strategies, writing briefs and submissions on government led legislative reviews and by lobbying government officials whenever the opportunity exists. To leverage our own limited resources, we often support the efforts of others by partnering, endorsing campaigns, writing letters of support, or by joining forces in some other way. For more information about our Law Reform work, see page 26 of this Annual Report.

## Educational Services

Providing education and training, as well as promoting awareness and understanding of human rights issues, have been core functions of the Coalition for many years. Information provided through general public inquiries, online and print resources and through consultations and educational programs, helps to build awareness and understanding about human rights protections. Much of our educational work also helps to build capacity by providing the tools and resources required to implement positive change at both an individual, and an institutional level.

### Information and Referrals:

In the period ending March 31, 2008, the Coalition compiled statistical information on 10,646 incoming phone calls. These calls represent client related communications and general public inquiries only. We do not compile phone statistics for general administration or operations, nor do we compile statistics on email or fax inquiries.

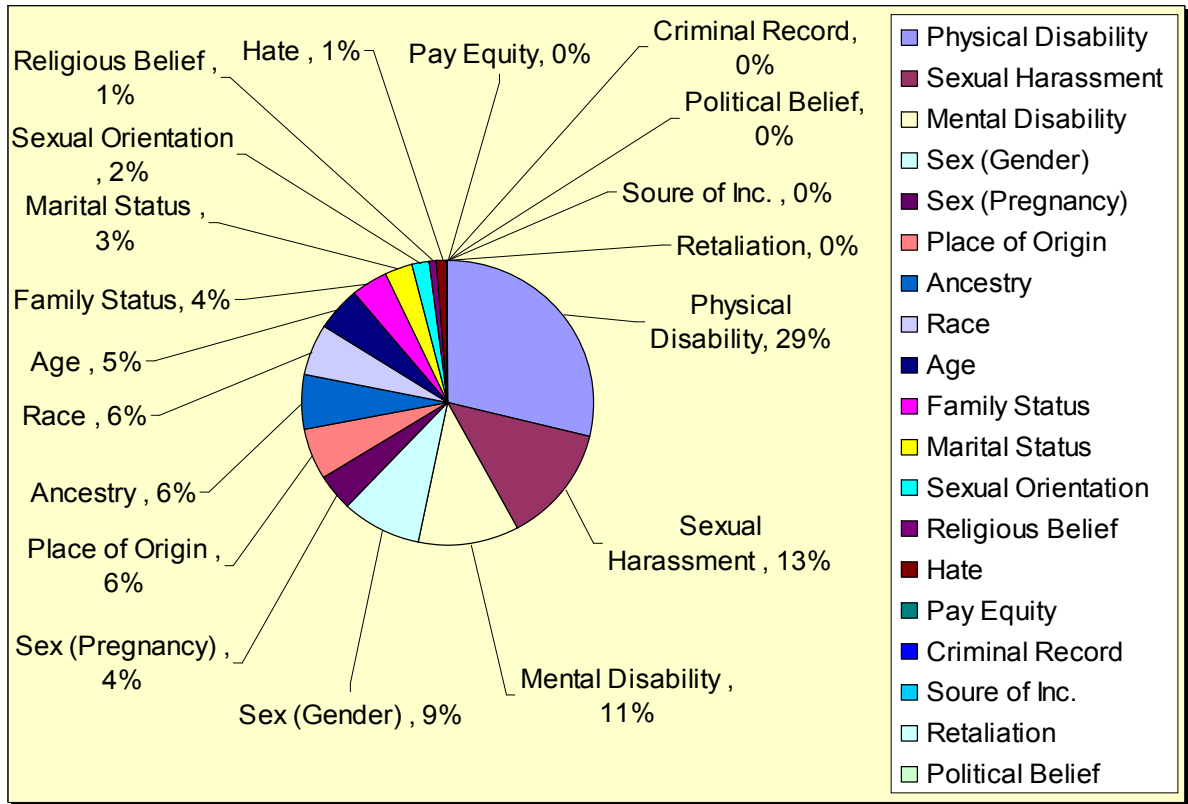
Of the 10,646 recorded calls, forty percent (4,287) were client and case related. The remaining sixty percent (6,359) reflect inquiries from the public. In relation to general inquiries, many callers seek basic information about human rights law and want to know more about what their options are. Callers also often seek an assessment as to whether their situation may fit within human rights protections, or they may have specific questions in relation to filing a formal complaint. At this stage, we provide callers with information and practical advice - as opposed to legal advice - about what legal protections exist, what their options are, and what factors are required to make out a *prima facie* case of discrimination.

<b>Total Recorded Incoming Phone Calls</b>		<b>Total</b>	<b>% of Total</b>
	Protected Grounds	1915	18 %
	General Human Rights	3583	34 %
	Referrals	861	8 %
	<b>Total General Public Inquiries</b>	<b>6359</b>	<b>60 %</b>
	Case Related	3496	33 %
	Intake	791	7 %
	<b>Total Client Related Calls</b>	<b>4287</b>	<b>40 %</b>
	<b>Total Reported Calls</b>	<b>10646</b>	<b>100 %</b>

Eighteen percent (1,915) of general inquiries identified a specific group characteristic or ground when seeking information. The chart below categorizes these calls by the ground.

<b>Inquiry Calls by Ground</b>	<b>Total Calls</b>	<b>% of Total</b>
Physical Disability	<b>561</b>	<b>29 %</b>
Sexual Harassment	<b>251</b>	<b>13 %</b>
Mental Disability	<b>212</b>	<b>11 %</b>
Sex Discrimination	<b>150</b>	<b>9 %</b>
Place of Origin	<b>116</b>	<b>6 %</b>
Ancestry	<b>116</b>	<b>6 %</b>
Race Discrimination	<b>114</b>	<b>6 %</b>
Age	<b>91</b>	<b>5 %</b>
Pregnancy	<b>77</b>	<b>4 %</b>
Family Status	<b>69</b>	<b>4 %</b>
Marital Status	<b>39</b>	<b>3 %</b>
Sexual Orientation	<b>35</b>	<b>2 %</b>
Religious Belief	<b>25</b>	<b>1 %</b>
Hate	<b>25</b>	<b>1 %</b>
Pay Equity	<b>11</b>	<b>-</b>
Criminal Record	<b>11</b>	<b>-</b>
Source of Income	<b>9</b>	<b>-</b>
Section 43 (Retaliation)	<b>3</b>	<b>-</b>
Political Belief	<b>0</b>	<b>-</b>
<b>Total</b>	<b>1915</b>	<b>100 %</b>

## Inquirer Calls By Ground



Thirty-four percent (3,583) of general inquiries identified specific issues or concerns that they sought more information or advise on. These calls are grouped into six categories which are discussed below and presented in table format on the next page.

<b>General Inquiries by issue</b>	<b>Total</b>	<b>% of Total</b>
Complainant Process and Expectation Inquiries	<b>2995</b>	<b>84 %</b>
Respondent Process and Expectation Inquiries	<b>15</b>	<b>-</b>
Federal Jurisdiction	<b>19</b>	<b>1 %</b>
Consultations	<b>391</b>	<b>11 %</b>
Workplace Bullying	<b>77</b>	<b>2 %</b>
Educational Development	<b>86</b>	<b>2 %</b>
<b>Total</b>	<b>3583</b>	<b>100 %</b>

### **Complainant Process and Expectation:**

We provide detailed information in regards to the formal complaints process as well as inform people about Clinic services. We guide callers through specific questions on filling out forms and other related requirements. We provide contact information for callers to obtain a Lawyer Referral and/or Legal Advice. Where appropriate we direct callers to the appropriate statutory agency for filing of complaints. These agencies include the Canadian Human Rights Commission, the Employment Standards Branch, the Residential Tenancy Branch, the Labour Relations Board, WorkSafe BC, the Police Complaint Commissioner, the Privacy Commissioner, and others.

### **Respondent Process and Expectation:**

Our education staff is able to provide respondents with process assistance and information. We also assist in explaining defenses that exist under the *Code* and explain factors that the Tribunal is likely to consider. In all cases we ensure respondents are aware that publicly funded representation is available through the University of Victoria's Law Centre.

### **Federal Jurisdiction Inquires:**

These calls have been specifically identified as falling under the federal jurisdiction. We provide information and advice specific to the *Canadian Human Rights Act* and its related enforcement process and structure.

### **Consultations and Educational Development:**

Our consultation program assists employers, institutions, community organizations, unions and others in understanding and designing guidelines around specific issues such as drug and alcohol policies, pregnancy leave, harassment policies, duty to accommodate issues, mandatory retirement and advice on specific day-to-day situations. These consultations are provided on a confidential basis and are a natural extension of our education work. In this fiscal period, we responded to 391 such inquiries. An additional 86 calls pertained to the development and planning of educational sessions.

### **Workplace Bullying:**

We have noticed an increase in calls pertaining to workplace bullying, intimidation and harassment where *Code* related protections do not apply. We began tracking such calls under this category effective August 2007.

**Referrals:**

As noted above, when inquiries fall outside the human rights arena, a referral to a more appropriate agency is made. Eight percent of our total calls (861) required such a referral with the six most common areas referred to as: employment (8%); social assistance (2%); housing (7%); family matters (1%); legal (37%) and a miscellaneous category that accounts for the remainder (45%).

**Media Work:**

Human rights decisions, their implications, and dialogue on related issues continue to be expressed in various forms of B.C. media. The Coalition strives to maintain a collaborative relationship with media and we continue to provide comment, perspective and background or referrals to media sources. This interest by the press serves as an important educational function as it highlights many of the general principles associated with human rights legislation and it helps to inform employers and service providers on many of the complexities around issues such as duty to accommodate, harassment, gender disparities in the workplace and the scope of liability.

This year the Coalition was contacted by a variety of media outlets including the Globe and Mail, the Richmond News, the CBC (French), the Northshore News, CTV's – Olympic Bureau, the Vancouver Sun, the Georgia Straight, CKNW and CFML Radio, and Global News.

The Coalition was asked to comment on topics including, the structural differences between the Commission and the Tribunal direct access models, Tenancy Rights, a preferential hiring policy in a Fire Department, Security Guard issues, various Tribunal decisions, the impact of "no fly" lists, how the Code balances conflicting rights (freedom of expression versus freedom from religious discrimination), women's ski jumping in the 2010 Olympic Games, and treatment of foreign workers engaged in construction of the Canada Line.

**Print and Online Resources:**

The Coalition continues to produce and distribute *Your Rights to Know* a lay person's guide to human rights in B.C. This publication provides a plain language approach to understanding the law and contains up-to-date information on filing a complaint. The booklet is widely distributed through our educational channels, through numerous non-profit and community groups, and is available on our website. The book is also provided to potential complainants attending at the short service clinic.

The Coalition continues to publish and distribute a free newsletter. *News from the Coalition* allows us to raise awareness and understanding of equality concepts and principles by providing summaries on select human and equality

rights decisions and by engaging readers in dialogue on law reform issues. Separate Q & A sheets are produced and distributed with the newsletter as contentious or problematic areas are brought to our attention through public inquiries and Tribunal decisions.

Coalition staff also assisted the Ministry of the Attorney General in revising and updating their series of eight information pamphlets on human rights protections. We continue to act as a clearing-house for bulk orders of these materials which are all available in English, Chinese, and Punjabi.

We also continue to maintain an extensive listing of fact sheets, guides and policies on various human rights issues that are produced by sources from across the country. This listing is available online and is distributed through educational channels.

In addition this year, we revised and produced a manual on the human rights law for facilitators presenting a workshop on discrimination and harassment to employees of the Government of British Columbia.



### **Security and You...**

The Coalition has been very active in developing public legal information materials and extensive training tools and curriculum for the private security industry in B.C. to ensure discriminatory free and respectful interactions between guards and the public. The materials for the public have been developed and, include a wallet sized rights card, a brochure and a comprehensive website ([www.securityandyou.ca](http://www.securityandyou.ca)).

Our website, found at [www.bchrcoalition.org](http://www.bchrcoalition.org), is a key communications tool for the organization. We received 1,090,425 hits in the 06/07 year. This year, 07/08 we received a total of 1, 006,070 which represents an 8 % decrease from the last year. The site provides extensive information on B.C.'s human rights system as well as general information, links and online educational materials on human rights law and procedures.

### **Workshop Delivery:**

Workshop and training sessions this past year focused on four primary areas: the delivery of sessions to employers and employer groups, the delivery of training sessions to Harassment Advisors, the delivery of sessions to union and community advocates, and the delivery of sessions to broader public audiences.

In total, we delivered the equivalent of 31.29 days or 187.80 classroom hours of education and training this fiscal period, which is slightly less than the 33 days delivered last year. Forty-six separate sessions comprise this 31.29 days total and 28 of these sessions were conducted outside the Lower Mainland region. 11 sessions were targeted specifically to Professional Service Providers, 12 sessions were targeted specifically to Employers, 13 sessions were targeted specifically to Union and Community Advocates and 5 sessions were targeted to specifically to Harassment Advisors. The remaining five sessions were open to a broader range of participants.

Beyond classroom hours, much time and effort goes into developing collaborative relationships and creating programs that meet the needs of those seeking our services.

### **Building Capacity Through Partnerships:**

The value of our preventative educational work is greatly enhanced by establishing collaborative relationships with others who share equality and its underlying principles as a common vision. Working with others to build capacity for equality into their own structures allows us to leverage our own resources and extend the reach of our preventative work. A few highlights of our capacity work include:

The launch and implementation of *Towards Bias Free Security: Balancing Public Safety with Equal Access and Respectful Treatment*. This is a Law Foundation of B.C. funded project with three broad objectives: to build human right standards into the training programs of private security personal, to ensure adequate accountability mechanisms are built into the regulatory framework that governs the private security industry, and to educate and inform the public as to their rights when interacting with security who patrol property that is open to the public.

We continue to work together with the B. C. Civil Liberties Association to assist the Ministry of the Solicitor General in the creation of new legislation which will provide a code of conduct for licensed security guard, and a transparent public complaint process.

Staff also continues to act in an advisory capacity on various committee structures formed to address and implement specific capacity building initiatives.

A few examples of this work follows:

Our continued participation in a working group committed to assessing and exploring various initiatives in relation to hate crime stakeholder needs. The group includes representation from the Solicitor General's Office, the Canadian Jewish Congress, the Centre and the Coalition. This year the group facilitated a multi-disciplinary stakeholder roundtable in December inviting over 50 participants. The objective was to organize stakeholders and to develop a collaborative and strategic plan for moving issues forward. Strategic development continued into the early months of 2008.

Participation in an initiative headed by the Institute for Safe Schools and Communities of B.C. (ISSC). Specific issues that ISSC is responding to and resonates with our own mandate include dealing with issues of marginalization, exclusion, bullying, harassment and discrimination in the school system. The Coalition shared information and continues to monitor and participate in the work of this group.

Continued participation in the *Safe Harbours Project* headed by AMSSA, (Affiliation of Multicultural Societies and Service Agencies of B.C.). This community development project aims to build safe, discriminatory-free communities by collaborating with business, community and other stakeholders in providing a safe haven for those affected by acts of violence and discrimination.

We started work towards building a coalition, directed at developing a multi-disciplinary approach to bullying in the workplace. Initiated by Lorne Mayencourt, M.L.A. Vancouver Burrard at the request of a constituent, members of the coalition will be our Human Rights Coalition, No Bully for Me (an organization to aid the victims of bullying), Institute for Global Ethics, Sue Paish, Q.C. (an expert in employers and harassment), Erica Pinsky (Workplace Dignity Consultant). From research conducted on international workplace bullying, and a review of passed and failed attempts to create new law, a website will be created [www.thebullywithin.ca](http://www.thebullywithin.ca). A symposium will be developed and advertised on the website. It will take place May 27, 2008, and will be directed at professionals involved in preventing bullying, and employers and unions. The event will take place at the Simon Fraser Centre for Dialogue and will be a full day event. We plan to contract with an organizer, Diane Rodgers, and expect to continue building the website in the future.

This year we started participating in the Public Legal Education and Information Working Group. This group involves the Ministry of the Attorney General, Law Courts Education Society, Legal Services Society, CLAS, B. C. Civil Liberties Association, and the Tenants Rights Advisory Centre. The purpose of the group is to try and pool our limited resources to assist in the distribution of our information and education materials.

We also participate in the Canadian Bar Association's "Law Day". This event attempts to bring together all service providers in the area of law to the public library in order to provide information about their services. The Coalition shares an information table with Community Legal Assistance Society, our Clinic partner, and the B. C. Human Rights Tribunal, and the Ministry of the Attorney General.

We also continue to build capacity within the labour movement by instructing two extensive 10 day sessions on the Duty to Accommodate at the Canadian Labour Congress's Winter School Program. This program provides provincial stewards and union members with knowledge, skills and practical know how to resolve and prevent workplace discriminatory infractions from occurring.

We also continue to work with professional service providers and their associations in building human rights capacity into their own programming needs. We delivered core human rights modules under specific Victims Services programs and we partnered with the B.C. Human Resource Management Association in delivering human rights training to their membership. We also continue to work with the College of Registered Nurses Association of B.C. as they continue to build human rights standards into the development of their profession.

In each of these and other instances, the value of working in collaboration with others to build capacity for equality has been fulfilled, and as a whole allows us to greatly extend our preventative aims.

## **Advocacy and Client Representation**

Today, 99% of our client work occurs in the provincial jurisdiction where we jointly run a publicly funded Human Rights Clinic with the Community Legal Assistance Society (CLAS). This Clinic provides representation to complainants through all stages of the Tribunal's complaint process. The Coalition performs client intake functions at which point, our advocates then have a window of opportunity to resolve complaints through alternative dispute resolution before the legal team at CLAS undertakes hearing preparation and litigation. In the federal jurisdiction, we provide information, advice and assistance to complainants, but we are unable to provide full representation as we are limited by both human and financial resources.

### **Clinic Program – Onsite Short Service**

We conduct an onsite Clinic service every Monday between 10:00 a.m. and 4:00 p.m. at the Tribunal's offices in Vancouver. An advocate and an information officer assist complainants during the initial or entry stage of complaints by explaining Tribunal process and procedures and assisting those who have difficulty framing complaints, dealing with amendments, or replying to applications. This service is provided on a first come first serve basis. 351 people were assisted through the 39 sessions held this year.

In addition, in special circumstances where necessitated by disability, exigent circumstances, geography, or language our advocates have given short service clinic assistance at the Coalition offices on an as needed basis.

### **Clinic Program – Client Intake:**

For those not aware of Clinic services prior to filing a complaint, the Tribunal formally advises all complainants in writing of the service very early in the process. While most individuals contact us immediately, we do struggle when faced with requests from those who may not fully understand the time sensitive nature of the Tribunal's process. Our ability to provide quality representation is restricted in these situations.

When the Tribunal has accepted a human rights complaint for filing, a complainant may apply for Clinic representation. The Tribunal sends out a letter informing the Complainant that they must apply to the Coalition within 30 days if they are seeking our assistance. At that time, we assess the complaint to determine whether a *prima facie* case of discrimination has been made out. We do not judge the merits of the complaint. If the assessment results in a negative intake decision, written reasons are provided and notice of an appeals process and its procedures are provided.

Our intake system also provides for flexible or partial representation agreements to assist in framing complaints, or to assist in a time-limit argument. Partial retainers are also sometimes used where an impending deadline is evident and we don't have time to properly review the file.

We continue to strive for an intake turnaround time of ten working days and, for the most part, we've managed to achieve this goal. In some cases however, our intake process may take several weeks.

In the fifth year of operation, 381 requests for representation were processed. This represents a 2% decrease from the 388 requests processed last year. 166 (44%) new client files were approved for opening this year compared to 270 last year. Two hundred and six requests (54%) were declined service due to negative assessment decisions or no client follow up compared to 116 that were declined for the same reasons last year. 9 clients (2%) withdrew their requests for service this year.

Of the 206 requests that were declined service, 1 was assessed to be outside the scope of the *Code*; 45 had no link between the allegation made and a protected ground; in 11 instances, we saw no contravention of the *Code*; we were unable to accommodate the scheduled hearing dates in 28 instances this year and 41 prospective clients did not follow up with their representation request.

Our assessment decisions were appealed by 57 people this fiscal. Ten appeals were overturned and forty-four appeals were upheld. Three appeals remained pending at yearend.

### **Clinic Program - Client Work:**

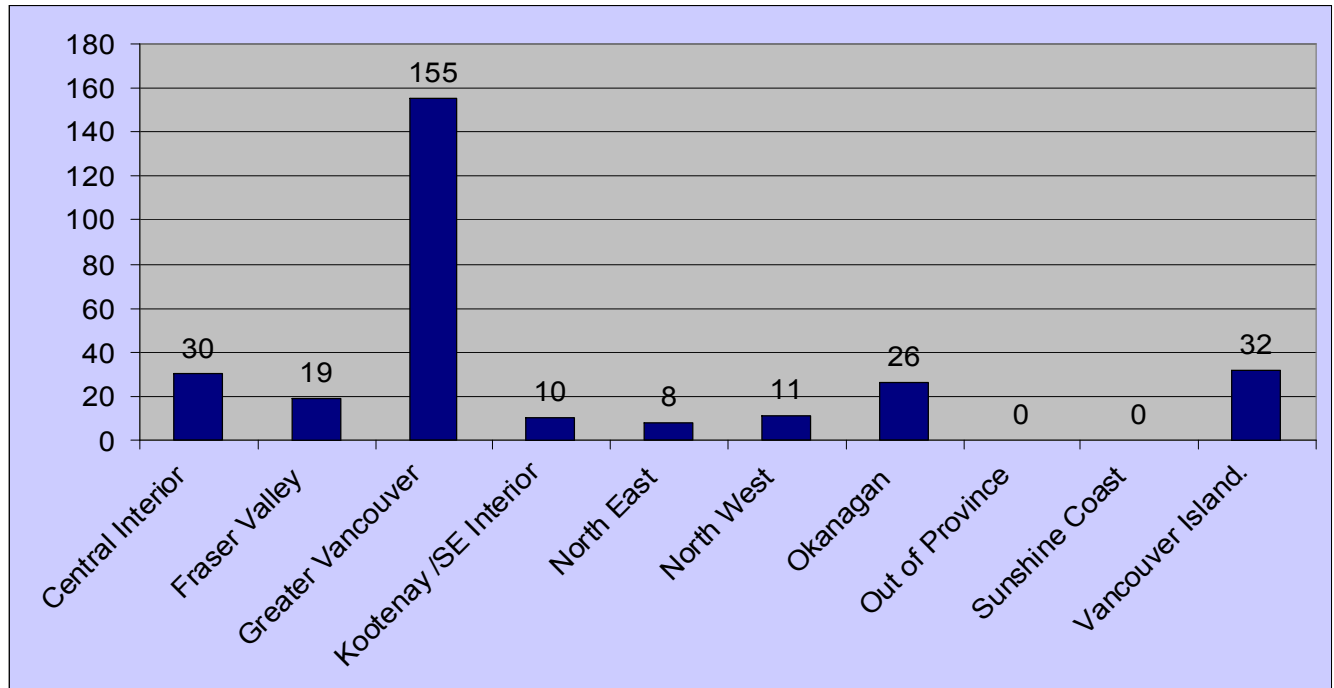
We worked on 291 client files this fiscal period compared to 389 last year. 112 files were carried over from our previous year, and 179 new files were opened. A total of 216 client files were closed throughout the same period; one hundred and four (36%) were settled by Coalition advocates, fifty-four (18%) were otherwise closed, and fifty-eight (20%) were transferred to CLAS. Our settlement rate last year was 43%. Of the 291 files worked on this period, 75 (26%) remain open at yearend.

All but 2 of the 112 files carried over from last year are now closed; 56 were settled, 34 were transferred to CLAS to prepare for litigation, and 20 were otherwise closed.

### ***Clients served by Coalition by Region (address of client)***

The Clinic represented a number of clients in a variety of locations. Central Interior 30, Fraser Valley 19, Greater Vancouver 155, Kootenay / SE Interior 10, North East 8, North West 11, Okanagan 26, Out of Province 0, Sunshine Coast 0, Vancouver Island 32, for a *Total of 291*

**Clients served by Coalition by Region (address of client)**



The Clinic settled a number of cases for their clients in a variety of locations

<b>Coalition Clients Complaints Settled by Region (address of client)</b>	
Central Interior	<b>11</b>
Fraser Valley	<b>7</b>
Greater Vancouver	<b>51</b>
Kootenay / SE Interior	<b>6</b>
North East	<b>4</b>
North West	<b>5</b>
Okanagan	<b>9</b>
Out of Province	<b>0</b>
Sunshine Coast	<b>0</b>
Vancouver Island	<b>11</b>
<b>Total</b>	<b>104</b>

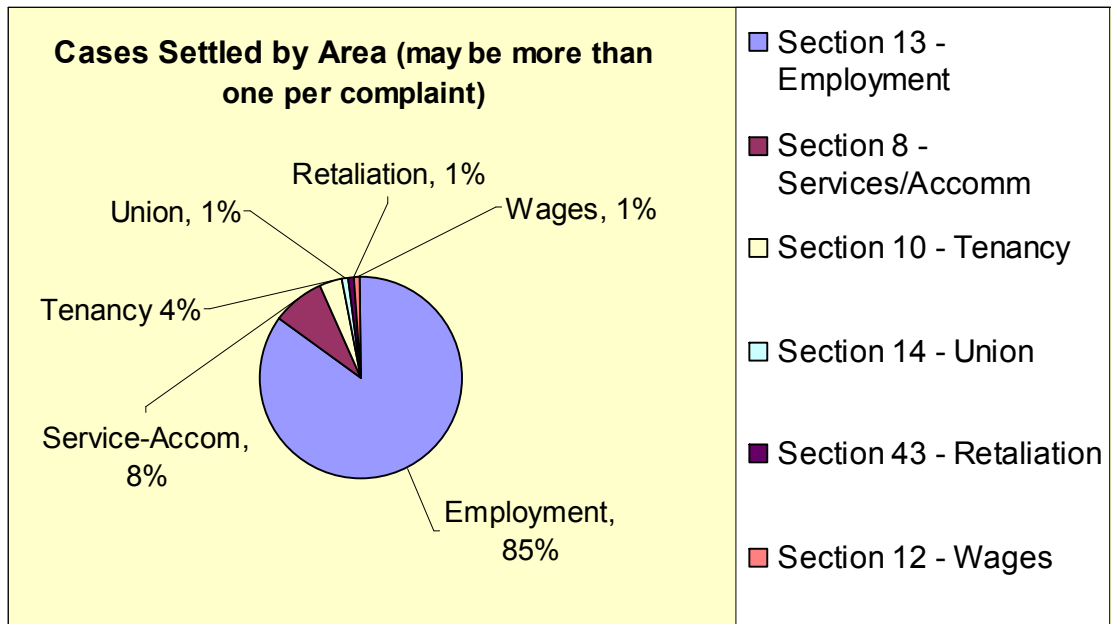
**Settlements**

Coalition advocates successfully settled 104 files this fiscal period compared against 119 settled last fiscal. Settlement is often achieved through direct

negotiations, through Tribunal assisted mediation, or through a combination of these two options.

**Settled Complaints by Area of Complaint**

Of the complaints settled, 90 were in the area of Employment (Section 13), nine were in the area of accommodations, services and facilities (Section 8), four were in the area of tenancy premises (Section 10), and one was in the area of union membership (Section 14). In one instance, retaliation (Section 43) was added to complaint and in two instances discrimination on the basis of wages (Section 12) was added. (May be more than one ground per complaint)

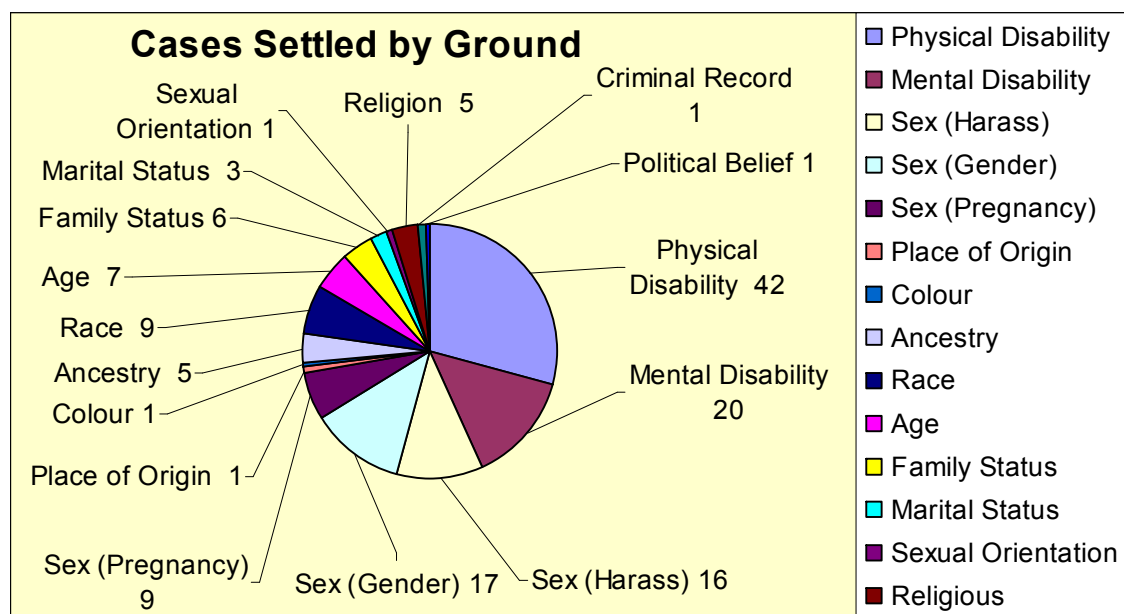


**Settled Complaints by Ground of Complaint**

Terms of settlement generally include confidentiality agreements, so we are unable to disclose specific terms. However, we consistently aim to achieve the best terms, whether monetary or not, for our clientele and we continually strive to negotiate and build broader systemic remedies into settlement terms. As the Coalition has a respected and experienced education department, terms of settlement often integrate education, training and policy consultation along with monetary remedies.

Physical disability was the most often cited ground of discrimination, listed 42 times, with mental disability listed 20 times. Sex was cited 17 times, sexual harassment 16 times, pregnancy 9 times, and sexual orientation was cited 1 time. Place of origin was mentioned one time, colour was cited seven times, race was cited nine times; and religion and ancestry were each cited five times. Family status was cited six times, marital status three times, criminal conviction

and political belief were each cited once and age was cited seven times. In some cases more than one ground was alleged.



**Files transferred to CLAS:**

All new client files originate at the Coalition where preliminary work is conducted, except in the case where the Tribunal has streamed complaints into a ‘case managed’ stream. In those instances, files are transferred directly to CLAS. For standard stream complaints, much value is added to a client’s file prior to transferring to CLAS. Our advocates often assist in re-framing complaints, adding respondents, making and responding to submissions, and applications, complying with disclosure rules - including devising statements of remedy - and attending at settlement meetings and attempting early resolution. It is only when it becomes evident that settlement is unlikely to be achieved, or for other reasons outlined above, that client files are transferred to CLAS in order to prepare for and conduct litigation. Fifty-eight files were transferred to CLAS this year compared to 91 last year. The reasons for transfer are detailed below.

<b>Reasons for Transfer</b>	<b>Number of files</b>
Case Managed Files	<b>0</b>
Within 120 days of hearing	<b>27</b>
Settlement attempts unsuccessful	<b>13</b>
Respondent not interested in settling	<b>5</b>
Client instruction	<b>0</b>
Legal complexities on file	<b>7</b>
Other	<b>6</b>
<b>Total files transferred</b>	<b>58</b>

### **Files Otherwise Closed**

In some cases, files are closed for other reasons. The chart below details those situations.

<b><i>Reasons file closed</i></b>	<b><i>Number of files</i></b>
Complaint abandoned by client	<b>9</b>
Partial retainer, services rendered	<b>0</b>
Settlement achieved outside of clinic	<b>5</b>
Client withdrew complaint from Tribunal	<b>0</b>
Representation withdrawn from client by Coalition	<b>24</b>
Client withdrew request for services	<b>9</b>
Complaint dismissed by Tribunal	<b>6</b>
Other	<b>1</b>

### ***Total otherwise closed 54***

At year-end, March 31, 2008, 75 client files remain open. Two files remain open from previous fiscal periods; 1 was concluding settlement and 1 was active at yearend. Of the remaining 73 open files, two were opened in the first quarter of this year, 7 in the second quarter, 29 in the third quarter, and 35 in the fourth quarter of this year.

It has been our procedure for the last four years that if the Coalition's (Clinic) Advocates are unable to settle a complaint in an equitable manner the complaint is sent to CLAS' (Clinic) where the complainant may receive representation at Hearing. CLAS' Human Rights Clinic provided counsel in 13 of the 23 hearings in which complainants were represented (17% of the 76 hearings). The complaint was found to be justified in 10 (77%) of these 13 cases (which included 3 where the respondent did not appear and 5 in which only the complainant had legal representation). CLAS' Human Rights Clinic settled 2 cases during the hearing. (BCHRT Annual Report)

## Law Reform Work

For the past few years, much of the work of our law reform committee has focused on the under-inclusive nature of B.C.'s human rights legislation, particularly in relation to age discrimination, ageism and the issue of mandatory retirement. This year changes came into effect as of January 1, 2008 which addressed some of the Coalition's concerns.

The Human Rights Code (Mandatory Retirement Elimination) Amendment Act ("Act"), and amendments to the Administrative Tribunals Act came into effect on January 1, 2008.

The amendments to the *Code* provided more protection against age discrimination.

The Act did 5 things:

- Changed the definition of age in the Human Rights Code (see below)
- Stopped mandatory retirement under the Public Service Act (see below)
- Allowed people to be treated differently based on their age if it is required or permitted by legislation or regulation
- Prohibited age discrimination in the area of "services" under the Human Rights Code
- Changed the defences in the Human Rights Code under the areas of "services", "employment", and "publications"

- **The definition of age**

The Act changed the definition of age from 19 to 64 to an age of 19 years or more. This means the protection against age discrimination will also apply to people over 64 years. Age discrimination is prohibited in the areas of employment, employment advertisements, membership in a trade union, tenancy, publications, and services.

- **Mandatory retirement**

Mandatory retirement in the public service was ended. In the private sector, a person can file a human rights complaint if they are required to retire on or after January 1, 2008, but an employer may be able to justify mandatory retirement.

At that same time the Tribunal modified its Rules of Practice and Procedure. Some of the Rule changes that were addressed were in response to issues raised by the Coalition and include;

- Rule 5 - Requirement that withdrawing lawyer or agent file a Form 9.
- Rule 8 - Requirement participants send a copy of communication they same day they file it.
- Rule 13 - Changes the procedural timeline for responding to a complaint and the setting of Early Settlement Meeting dates.
- Rule 14 – Changes the procedure for dealing with allegations made outside the 6-month time limit.
- Rule 16 – Allows the tribunal to require parties to attend at a case management meeting where settlement may be discussed.
- Rules 17 & 18 Addresses changes to streaming of complaints,
- Rule 24 – Deals with sure replies and how to ask for extensions.
- Rule 25 – Requires an application to amend a complaint if there is an outstanding dismissal application.
- Rule 26 – Requires a response to be filed before a dismissal application is made.
- Rule 27 – Changes the process for an application to add a respondent.
- Rule 29 – Deals with third party disclosure.
- Rule 30 – Modifies the rules for adjournment applications.

In addition,

On October 18, 2007 further changes occurred when the Attorney General Statutes Amendment Act, 2007, S.B.C. 2007, c. 14, amending the Human Rights Code (Code) and Administrative Tribunals Act (ATA), came into effect. Although a number of changes were made the ones that most directly impact the Coalition and our clients include;

- Sections 46.1 through 46.3 are added to the ATA. This change is to clarify which tribunals have the power to apply the Code. There are three options:

1. tribunals that have the power to apply the Code
2. tribunals that have limited power to apply the Code
3. tribunals with no power to apply the Code

- The legislation that creates a tribunal will indicate which option applies. For example, the Labour Relations Act gives the Labour Relations Board the first option; the Mental Health Act gives its board and review panels the second option; and the Workers' Compensation Act gives the appeals tribunal the third option.
- Section 32 of the Code sets out the ATA provisions that apply to the Tribunal. It is changed to make subsections 46.1(3) to (9) of the ATA

apply. This change requires notice to the Attorney General of any complaint that raises a question of whether there is a conflict between the Code and other legislation.

### **UBC Pro – Bono Work:**

The Coalition also continued to work with the U.B.C. ProBono Law Student's Program this past year. The Coalition obtained the services of three UBC law students to undertake research on a variety of topics.

The first, undertaken by Michael Sami, was a comparison of metrics within the Clinic's service parameters, compared against other comparator groups with the goal of finding meaningful and statistically significant factors which would assist in formulation of better delivery strategies

The second, undertaken by Jessica England, was a research paper dealing with the "Recommendation to Add Social Condition as a Prohibited Ground". The paper compared "social condition" in other jurisdictions such as Quebec, and looked at the case law involved, including *Charter* decisions. It has been a goal of the Coalition for some years to see social and economic rights included in our domestic human rights legislation.

The third, titled "Mandatory Retirement in B.C. – A Welcome But Hasty Change" was authored by Ashleigh Keall, and dealt with the recent amendments to the Human Rights Code and the impact on retirement.

For many years the Coalition has argued that B.C.'s human rights legislation is under-inclusive. While we've made great strides this past year, we still have much work to do. Once again, we had a very dedicated group of volunteers who all helped to move issues forward this year. To all committee members, volunteer researchers and program coordinators, we are grateful for your contribution and we look forward to continued success in the future.

### **In Closing**

We hope that the information provided herein has given some insight into the work we have been doing over the last year. Next year we intend to develop a strategic plan for education and communications. If you have any suggestions or input please contact us.

**THE VANCOUVER AREA  
HUMAN RIGHTS COALITION SOCIETY  
GLOBAL  
FINANCIAL STATEMENTS  
MARCH 31, 2008**

Auditor's Report  
Statement of Financial Position  
Statement of Changes in Net Assets  
Statement of Operations  
Statement of Cash Flows  
Notes to Financial Statements  
Expenditures  
- Schedule

## AUDITOR'S REPORT

To the directors,  
The Vancouver Area Human Rights Coalition Society,  
Global,  
Vancouver, BC

We have audited the statement of financial position of The Vancouver Area Human Rights Coalition Society, Global as at March 31, 2008 and the statements of changes in net assets, operations and cash flows for the year then ended. These financial statements are the responsibility of the society's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards required that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many non-profit organizations, the society derives revenue from donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verifications of these donations was limited to the amounts recorded in the records of the Society and we were not able to determine whether any adjustments might be necessary to donation revenue, excess of revenue over expenditures and net assets.

During the year, the society purchased equipment totalling \$ 6,538 (2007 - \$ 3,414). This equipment was expensed during the year, as explained in Note 1 iii. Canadian generally accepted accounting principles require that equipment be recorded at cost and amortization be taken over the estimated life of the equipment.

In our opinion, except for the effects of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of donations and the failure to properly record the purchase of equipment, as described in the preceding paragraphs, these financial statements present fairly, in all material respects, the financial position of The Vancouver Area Human Rights Coalition Society, Global, as at March 31, 2008 and the results of its operations, changes in net assets and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the Society Act of British Columbia, we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

Vancouver, BC  
June 24, 2008

  
Chartered Accountants

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY**  
**GLOBAL**  
**STATEMENT OF FINANCIAL POSITION**  
**MARCH 31, 2008**

\$

			<u>2008</u>	<u>2007</u>
<b>ASSETS</b>				
	<u>OPERATING FUND</u>	<u>RESERVE FUND</u>		
<b>CURRENT ASSETS</b>				
Cash and term deposits	291,349	13,799	305,148	197,673
Accounts and grants receivable	9,440	-	9,440	33,798
Prepaid expenses	<u>14,818</u>	<u>-</u>	<u>14,818</u>	<u>13,023</u>
	<u>315,607</u>	<u>13,799</u>	<u>329,406</u>	<u>244,494</u>
<b>LIABILITIES</b>				
<b>CURRENT LIABILITIES</b>				
Accounts, payable and accrued	32,969	-	32,969	27,181
Unearned revenue (Note 3)	<u>199,113</u>	<u>-</u>	<u>199,113</u>	<u>130,091</u>
	<u>232,082</u>	<u>-</u>	<u>232,082</u>	<u>157,272</u>
<b>NET ASSETS</b>				
<b>UNRESTRICTED NET ASSETS</b>	<u>83,525</u>	<u>13,799</u>	<u>97,324</u>	<u>87,222</u>
	<u>315,607</u>	<u>13,799</u>	<u>329,406</u>	<u>244,494</u>

**APPROVED BY THE DIRECTORS**

\_\_\_\_\_ Director

\_\_\_\_\_ Director

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY  
GLOBAL  
STATEMENT OF CHANGES IN NET ASSETS  
YEAR ENDED MARCH 31, 2008**

\$

			<u>2008</u>	<u>2007</u>
	<u>OPERATING FUND</u>	<u>RESERVE FUND (Note 4)</u>		
<b>BALANCE, BEGINNING</b>	73,891	13,331	87,222	83,816
Excess of revenue over expenditures	<u>9,634</u>	<u>468</u>	<u>10,102</u>	<u>3,406</u>
<b>BALANCE, ENDING</b>	<u>83,525</u>	<u>13,799</u>	<u>97,324</u>	<u>87,222</u>

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY  
GLOBAL  
STATEMENT OF OPERATIONS  
YEAR ENDED MARCH 31, 2008**

	\$		<u>2008</u>	<u>2007</u>
	<u>OPERATING FUND</u>	<u>RESERVE FUND</u>		
<b>REVENUE</b>				
Grants				
- City of Vancouver	20,000	-	20,000	20,000
- Law Foundation project	46,073	-	46,073	28,907
- Ministry of Attorney General of BC				
- Human Rights Clinic	<u>867,697</u>	-	<u>867,697</u>	<u>949,788</u>
	933,770	-	933,770	998,695
Donations	510	-	510	1,070
Fees for services/publications	5,250	-	5,250	4,730
Gaming	63,819	-	63,819	60,067
Memberships	1,471	-	1,471	982
Miscellaneous and interest	16,071	468	16,539	13,218
Rosemary Brown award	<u>1,317</u>	-	<u>1,317</u>	<u>641</u>
	1,022,208	468	1,022,676	1,079,403
<b>EXPENDITURES (SCHEDULE)</b>	<u>1,012,574</u>	<u>-</u>	<u>1,012,574</u>	<u>1,075,997</u>
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>	<u>9,634</u>	<u>468</u>	<u>10,102</u>	<u>3,406</u>

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY  
GLOBAL  
STATEMENT OF CASH FLOWS  
YEAR ENDED MARCH 31, 2008**

\$

	<u>2008</u>	<u>2007</u>
<b>OPERATING ACTIVITIES</b>		
Excess of revenue over expenditures for the year	10,102	3,406
<b>CHANGES IN NON-CASH WORKING CAPITAL</b>		
Accounts and grants receivable	24,358	(23,050)
Prepaid expenses	(1,795)	(3,967)
Accounts, payable and accrued	5,788	(9,753)
Unearned revenue	<u>69,022</u>	<u>25,820</u>
Cash provided by (used for) operating activities	<u>107,475</u>	<u>(7,544)</u>
<b>INCREASE (DECREASE) IN CASH AND TERM DEPOSITS</b>	107,475	(7,544)
Cash and term deposits, beginning	<u>197,673</u>	<u>205,217</u>
<b>CASH AND TERM DEPOSITS, ENDING</b>	<u>305,148</u>	<u>197,673</u>

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY**  
**GLOBAL**  
**NOTES TO FINANCIAL STATEMENTS**  
**MARCH 31, 2008**

\$

**1. ACCOUNTING POLICIES**

The financial statements of the society have been prepared in accordance with Canadian generally accepted accounting principles, except as described in Note 1 iii. Because a precise determination of many assets and liabilities is dependent upon future events, the preparation of financial statements for a year necessarily involves the use of estimates, which have been made using careful judgment.

The financial statements have, in management's opinion, been properly prepared within reasonable limits of materiality and within the framework of the significant accounting policies summarized below:

**i. Combination**

The financial statements reflect the year end accounts of the following programs:

- a) Human Rights Clinic Program
- b) B.C. Human Rights Coalition

All the programs have March 31, 2008 year ends.

**ii. Financial statement presentation**

In order to more clearly reflect the various divisions of the society's activities, the society has adopted a fund accounting basis of presentation as follows:

- The operating fund reflects assets, liabilities, revenues and expenditures relating to the general operations of the society.
- The reserve fund reflects interest earned on its term deposit and amounts returned to or reserved from the operating fund in the year.

**iii. Equipment and leaseholds, and amortization**

Equipment and leaseholds were written-off in the year to conform with the society's policy of expensing capital asset purchases.

Commencing December 1, 2002, the society has agreed to expense equipment in the year of purchase. During the year, the society expensed equipment totalling \$ 6,538 (2007 - \$ 3,414).

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY**  
**GLOBAL**  
**NOTES TO FINANCIAL STATEMENTS**  
**MARCH 31, 2008**

§

**1. ACCOUNTING POLICIES (cont'd)**

**iii. Equipment and leaseholds, and amortization (cont'd)**

In this respect, the financial statements are not in accordance with Canadian generally accepted accounting principles. If the society had capitalized the equipment, amortization for the current year would have been increased by \$ 3,237 (2007 - \$ 1,717), accumulated amortization would have been increased by \$ 3,237 (2007 - \$ 1,717), other expenditures would have been reduced by \$ 6,538 (2007 - \$ 3,414), excess of revenue over expenditures would have been increased by \$ 3,301 (2007 - \$ 1,697) and ending net assets would have been increased by \$ 3,301 (2007 - \$ 1,697) respectively.

**iv. Revenue recognition**

The Society follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. 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.

Donations, memberships and fees for services and publications are recognized as revenue in the year in which they are earned. Grants received for specific projects are recorded as revenue at the time the related expenditure is made.

**v. Non-cash donations**

Non-cash donations of services are not reflected in these financial statements.

**vi. Use of estimates**

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

**vii. Financial instruments**

The fair value of all items that meet the definition of a financial instrument approximate their carrying values. These items include cash, receivables, payables, and accruals, and bank loans. Unless otherwise stated, it is management's opinion that the society is not exposed to significant credit, currency or interest rate risk arising from these financial statements.

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY  
GLOBAL  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2008**

\$

**2. PURPOSE OF THE SOCIETY**

On April 4, 1984, the Society was incorporated pursuant to the Society Act of British Columbia as a non-profit society and is a registered charity under the Income Tax Act.

The Vancouver Area Human Rights Coalition Society, Global is a non-profit society, providing education, consultation and advocacy in Human Rights throughout British Columbia.

**3. UNEARNED REVENUE**

	<u>2008</u>	<u>2007</u>
Bias Free Security project	11,345	-
Law Foundation project	-	21,093
Gaming direct access	32,146	40,966
Rosemary Brown award	811	217
Ministry of Attorney General of BC Human Rights Clinic program	<u>154,811</u>	<u>67,815</u>
	<u>199,113</u>	<u>130,091</u>

**4. RESERVE FUND**

	<u>2008</u>	<u>2007</u>
Reserve fund – beginning	13,331	12,954
Interest earned on term deposit	<u>468</u>	<u>377</u>
Reserve fund – ending	<u>13,799</u>	<u>13,331</u>

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY  
GLOBAL  
NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2008**

\$

**5. COMMITMENTS**

The society leases its premises pursuant to an operating lease, which expires September 30, 2012. The following is a schedule of future minimum lease payments for the next five years:

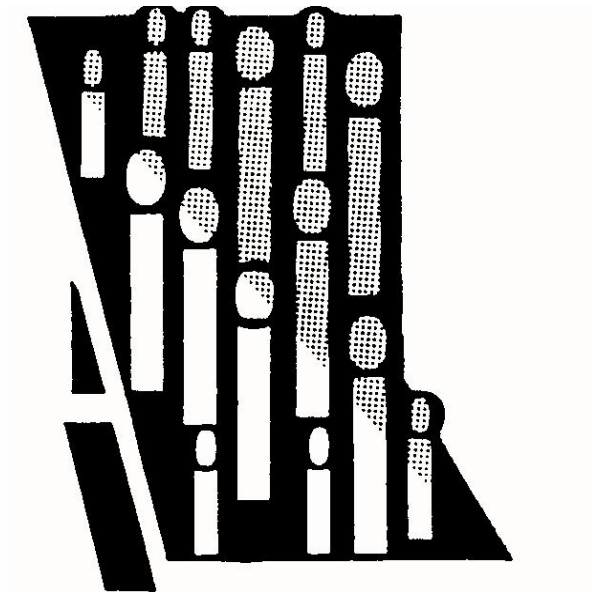
2009	67,223
2010	68,568
2011	69,939
2012	70,631
2013	<u>35,316</u>

311,677

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY  
GLOBAL  
EXPENDITURES SCHEDULE  
YEAR ENDED MARCH 31, 2008**

\$

	<u>OPERATING FUND</u>	<u>RESERVE FUND</u>	<u>2008</u>	<u>2007</u>
<b>EXPENDITURES</b>				
Audit and accounting	14,419	-	14,419	9,071
Bank and service charges	1,682	-	1,682	1,949
Client disbursements	17,549	-	17,549	25,246
Equipment purchases	6,538	-	6,538	3,414
Equipment rentals and service	15,655	-	15,655	9,440
Facility rentals	1,588	-	1,588	1,004
Legal consultation and advice	32,669	-	32,669	32,127
Legal representation	-	-	-	22,764
Office	18,045	-	18,045	24,310
Postage and courier	6,209	-	6,209	2,285
Printing and production of materials	19,046	-	19,046	4,140
Publications and subscriptions	10,741	-	10,741	10,872
Rent	67,313	-	67,313	65,998
Special events	3,084	-	3,084	2,487
Staff training	15,379	-	15,379	8,474
Telephone	6,692	-	6,692	6,389
Travel	22,418	-	22,418	26,372
Wages and benefits	749,542	-	749,542	818,855
Website and database	4,005	-	4,005	800
	<u>1,012,574</u>	<u>-</u>	<u>1,012,574</u>	<u>1,075,997</u>



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