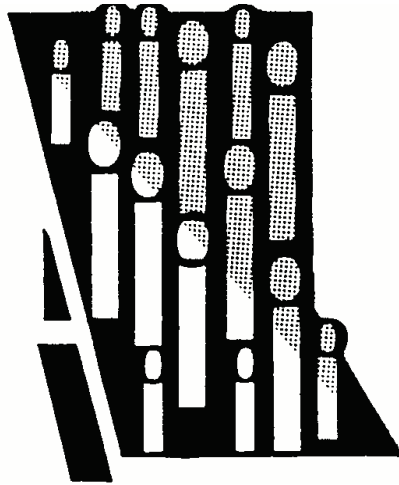


B.C. Human Rights Coalition



Annual Report 2004- 2005

**Produced for the Annual General Meeting
Held at the Blue Horizon Hotel
September 21, 2005**

Board of Directors 2004-2005

Table Officers:

President:	Kenneth W. Smith
Vice-President:	Kristen Gagnon
Secretary:	Mary Salaysay
Treasurer:	Tim Agg

Directors at Large:

Jasvinder Gill
Leila Harding
Alicia Mercurio
Pat Pitsula
Kelly Roulette
Margherita Zorzetto
Craig Yamashiro
Matthew Yun

Staff 2003-2004:

Shelley Chrest	Advocate on leave of absence
Robyn Durling	Advocate
Judi Grimsrud	Information Coordinator
Terri Kennedy	Communications Coordinator
Anita Lee	Legal Administrative Assistant
Wendy Liew	Advocate
Marilyn Minkler	Office Manager
Susan O'Donnell	Executive Director
Valentina Rodriguez	Office Coordinator / Communications Assistant
Chris Shin	Substitute Advocate
Ronda Urquhart	Legal Administrative Assistant
George Valinho	Advocate

Auditor: Turco Ross Chartered Accountants, Vancouver, BC.

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 City of Vancouver for their continued support and the B.C. Gaming Commission.

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Message from the Board of Directors

Our last annual general meeting was held on June 11, 2004, where we reviewed our work and elected a new Board of Directors. As is our normal practice, we held an all day strategy and evaluation meeting in early fall where we determined priority areas and committee structures that would guide our work for the upcoming fiscal period. Given that the clinic program was sitting on a more solid foundation after its first year in operation, the board moved to refocus priorities into the following areas:

- Furthering the development of a Centre for Excellence in Human Rights
- Beginning to develop a body of research on recurring human rights complaints
- Developing research and analysis around criteria specific to systemic issues

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:

Community Liaison / Centre for Excellence Committees

The community liaison committee (CLC) concentrates on building a provincial presence for the Coalition and nurturing affiliations and partnerships with other interest-based community stakeholders. Traditionally these goals are accomplished primarily through the Coalition's education and communications efforts. This past year, the CLC committee joined with the newly formed centre for excellence committee (CFE) in an effort to move the vision of a Centre of Excellence from concept to action by producing a strategic plan.

Together these two committees with our education and communication staff engaged in a visioning and a strategic planning process throughout the year. We sought assistance from Leadership Vancouver, and they provided us with a team to guide us through the initial steps involved in the development of a Centre for Excellence. A Final Report was prepared for us in July, 2005. Much work is still to be done, and we will continue this process over the next year.

Law Reform Committee

The law reform committee shifted its work back to its traditional role of pushing for strengthened rights this year. Relying on the goals and objectives set last year, the committee was successful in implementing a variety of tactics to accomplish those goals this year. The committee also elected a volunteer Board Member to head the development and coordination of our research work, and we were able to recruit several researchers to assist us on specific areas of interest to this committee. Details are discussed further into this report.

Clinic Committee

This committee was formed to help design and direct the formation of our clinic program and to ensure that the program maintains an appropriate place within the Coalition structure. Today, much of this committee's work is done in conjunction with a similar Board committee formed by our clinic partner, the Community Legal Assistance Society. This joint committee meets to put forth policy direction for the general operation of the clinic as well as to discuss and to resolve issues as they arise. This committee is also instrumental in all review and audit processes and will help to assess clinic data for the purposes of moving the Centre for Excellence forward.

Membership / Fund Development Committee

This committee directs work around mobilizing, growing, and servicing our membership base. It also plays a key role in coordinating our International Human Rights Day celebration. This year we continued to inform members on issues relating to our work through the regular publication of a newsletter and through the addition of an events listing page on our website.

Staff Liaison Committee

The Staff Liaison Committee is a long standing committee of the Board. It continues to administer the collective agreement and to direct policy around human resource issues. With a larger staff base, this committee remains busy and active. This year, a large portion of this committee's workload focused on setting the foundation and prioritizing issues for the purpose of re-negotiating our collective agreement.

The Board also plays an active role in our celebration of International Human Rights Day which was held on December 9, 2004, at the Blue Horizon Hotel. This year, the United Nations Association of Vancouver's (UNA) nominated the Renate Shearer Award recipient. They selected *Lawyers' Rights Watch Canada (LRWC)* for the exceptional work they do in promoting international standards aimed at protecting the rights and the safety of human rights defenders world wide. The group promotes and monitors the implementation and enforcement of international standards aimed at strengthening the rule of law and security of self and lends support internationally to human rights defenders in danger.

We also joined forces with the UNA, the B.C. Association of Social Workers, the B.C. Federation of Labour, the National Congress of Black Women Foundation, and the Society for Children and Youth of B.C. in launching a commemorative event honoring the life and work of the late Rosemary Brown. Each year an Award will be 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.

Ms. Barbara Binns was selected as the Award recipient for the exceptional contribution she has made in the area of women's equality. Ms. Binns has spent many years contributing in the fields of human rights, social justice and equality issues for women and their families. She has traveled to Africa and Papa New Guinea where she worked to provide local women with the educational and economic tools required to gain equal footing with men. Ms. Binns has also been instrumental in giving black women a voice through her involvement and dedication to numerous organizations and she has greatly influenced the debate of politics of race through much of her teaching. The event was held at Government House in Victoria on International Women's Day, and the Honourable Lieutenant Governor, Iona Campagnolo, presented the Award.

In recapping the year, we are well on the road to establishing the goals of the Coalition as a whole. The human rights clinic has a solid foundation, with policies and procedures to ensure that it runs smoothly. We have turned our minds to the development of a Centre for Excellence, and started producing the legal research required to make a substantial contribution to law reform in human rights. We continue to broaden our horizons in our education and community outreach work. In the coming year, the Board of Directors intends to assist in developing a governance model that will assist our staff in broadening our mandate and provide a more diversified funding base.

As always, our gratitude goes out to our funders, all Board and committee members, and our staff.

BOARD OF DIRECTORS,
B.C. Human Rights Coalition

Staff Report

We could best describe the past year as one of tweaking, redesigning and capacity building. We have become much more skilled at legal representation over the past year. We have totally redesigned the way we do this, with new administrative positions who engage in file management. Last year, we spoke about a steep learning curve, as we tried to maintain our Coalition work and develop our human rights clinic. This year has seen all our staff develop an amazing amount of competence, and gel into an effective human rights team. We have also been able to develop and effect new and creative ideas into our communication and education programs, focusing on preventative tools for employers, unions and community organizations. A wish for the staff for next year would be that they would not have to work quite so long and hard to achieve the outcome we are all very proud of.

Once again, the staff extends its gratitude to our Board of Directors, who are 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 14,882 general public inquiries and calls related to client services.
- Publications. *Your Rights to Know*, a lay person's guide to B.C.'s human rights legislation and complaints process; *Responding to Incidents of Racism and Hate: A Handbook for Service Providers*, a comprehensive manual that outlines community and organizational strategies and lays the legal framework for addressing race and hate related incidents; *News from the Coalition*, a newsletter produced three times a year with a separate Q&A section.
- Website. We maintain a website (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.
- Media Work. The Coalition is increasingly being sought out to comment on, and provide perspective on issues related to human rights.
- 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.

For more information on our educational services, see page 8 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 and adjust to the administrative structures that are put in place to enforce human rights legislation. One element of our client work that remains unchanged is the fact that our expertise lies in the early stages of complaint resolution. This means that we provide client representation up to and including all stages through mediation, leaving the art of litigation to others.

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 all those who have filed a formal human rights complaint. Our advocates represent clients through the early stages of the Tribunal's complaint process which 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 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 restricts our ability to formally represent clients, but we do provide information and advice to anyone that requires it.

For more information about our client work, see page 12 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 14 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, 2005, the Coalition compiled statistical information on 14,882 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 14,882 recorded calls, sixty-three percent (9,419) were client and case related. The remaining thirty-seven percent (5,463) 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 clear 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.

Seventeen percent (2,562) of our general inquiries identify a specific group characteristic, or ground of protection when they call. The table to your right details these calls by the ground referred to.

Thirteen percent (1,895) of our general inquiries identify a specific issue or concern when they call. These calls are grouped into five categories which are discussed below and presented in table format on the next page.

Complainant Process and Expectations:

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. In all cases we ensure callers know the appropriate statutory

Total Recorded Incoming Phone Calls

Protected Grounds	2562	17%
General Human Rights	1895	13%
Out of Jurisdiction	1006	7%
Total General Calls	5463	37%

Case Related	8094	54%
Intake	1325	9%
Total Client Related	9419	63%

Total Reported Calls	14882	100%
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Calls by Protected Ground (17% of Total Calls)

Sex	296	11%
Sexual Harassment	277	11%
Race	220	9%
Religious Belief	83	3%
Place of Origin	179	7%
Ancestry	68	3%
Physical Disability	682	27%
Mental Disability	274	11%
Marital Status	46	2%
Family Status	103	4%
Age	173	7%
Sexual Orientation	45	2%
Political Belief	10	-
Criminal Record	49	2%
Source of Income	27	1%
Retaliation	14	-
Hate Propaganda	10	-
Pay Equity	6	-

Total Reported Calls	2562	100%
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agency for filing complaints and how to access more information from those agencies.

Respondent Process and Expectations:

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 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, 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 271 such inquiries. An additional 210 calls pertained to the development and planning of educational sessions.

Calls of General Human Rights Nature (13% of Total Calls)

Complainant Process and Expectations	1191	63%
Respondent Process and Expectations	83	4%
Federal Jurisdiction	140	8%
Consultations	271	14%
Educational Development	210	11%
Total	1895	100%

The remaining seven percent (1,006) of our general inquiries require a referral to a more appropriate agency. The four most common areas referred to account for 70% of referrals with a miscellaneous category accounting for the remaining 30%.

Calls Out of Jurisdiction - Referrals (7% of Total Calls)

Employment	372	37%
Housing	181	18%
Family Matters	91	9%
Social Assistance	60	6%
Miscellaneous	302	30%
Total	1895	100%

Media Work:

Human rights decisions and their implications have increasingly found their way into a number of British Columbia’s newspapers and other media this year. 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 and the scope of liability. Coalition staff have worked to build a collaborative relationship with media and we are often contacted to provide our own perspective on issues as well as to refer to others when its more appropriate.

Online and Print 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 in PDF

format on our website.

We also continue to service requests for *Responding to Incidents of Racism and Hate: A Handbook for Service Providers*. This manual was developed as a resource for professional service providers and incorporates concepts and principles of equality, outlines the scope of human rights law, and provides guidelines for advocates when assisting clientele with discriminatory incidents. The manual is also available online on our own, and the Ministry of Community, Aboriginal and Women's Services website.

The Coalition also publishes and distributes a free newsletter three times a year. *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. A separate Q & A section allows us to provide information and guidelines on specific contentious or problematic areas and is one method of responding to frequent public inquiries. This year, we explained what the duty to accommodate is, what undue hardship means, and we provided guidelines and tips for employers and employees involved in the accommodation process. We also covered more specific issues such as accommodating employee's religious beliefs, accommodating drug and alcohol dependant employees and we discussed dress codes and appearance standards and their relationship to human rights law and principles.

We also work with other groups that are updating or producing their own related materials and we continue to act as a clearing-house for bulk orders of materials developed and published by the Ministry of the Attorney General. In response to frequent requests for assorted human rights materials, we have compiled and continue to maintain an extensive listing of fact sheets, guides and policies that are available from sources across the country. This listing is available online and is distributed in educational sessions.

Our website, found at www.bchrcoalition.org, is increasingly considered a key communications tool for the organization. We received close to 700,000 hits in the past year, representing a 36% increase over the 12 month period ending March 31, 2004. 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. This past year, we added extensive information in relation to grounds of protection and we created core materials and positions on our law reform work.

Workshop Delivery:

Workshop and training sessions this past year focused on three primary areas: the delivery of sessions to employers and employer groups, 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 36 days or 216 classroom hours of education and training this fiscal period. This is down slightly from last year where we delivered 41 days of training. Forty-nine separate sessions comprise this 36 day total and 26 of these sessions were conducted outside the Lower Mainland region. Nine sessions were targeted specifically to professional service providers, 15 sessions were targeted specifically to employers and 13 sessions were targeted specifically to union and community advocates. The remaining 12 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 the numerous groups and institutions that seek to build capacity for equality into their own structures allows us to leverage our resources and extend the reach of our preventative work. A few highlights of the capacity building projects we've worked on this past year include:

Working with MOSAIC in developing a human rights component into resource materials that were distributed to over 140 settlement workers and advocates across the province. This project aimed to build capacity for worker's ability to meet their clients needs at a community level and covered a range of areas including immigration and refugee law, family law, human rights law and income security issues.

Working with the Arthritis Society of B.C. in developing training materials for their staff and volunteers. The Society was in the process of devising materials around rights and responsibilities for workers suffering from arthritis and we were approached to provide consultation and expertise around *Code* protections and duty to accommodate issues. We assisted in material development and hope to be involved as the project moves into the training stage where staff from across the province will be trained.

Working with the Interagency Coalition on AIDS and Development (ICAD). ICAD is a network of 125 Canadian international development non-governmental organizations (NGOs), AIDS service organizations and individuals who are concerned about global HIV/AIDS issues. They had received funding to provide policy development assistance and education for both employees and employers who are working towards improving the quality of support in the workplace for employees facing life threatening or chronic / episodic illnesses, including HIV or AIDS. We provided expertise and advice on B.C.'s human rights laws and have agreed to further support the project by acting as a local resource for British Columbians.

We continue to work in collaboration with a group of Nanaimo based partners in their attempts to build and maintain an inclusive community. The group launched a program called Community

Responders where those that experience racism or hate can receive support, information and assistance from a locally trained advocate. The Coalition reviewed the groups training materials and continues to lend support by acting as a resource for trained responders.

We also continued to help build capacity within the labour movement in the province this past year. We trained numerous union members through conducting two week-long duty to accommodate sessions at the Canadian Labour Congress Winter School program. We also conducted a two-day duty to accommodate session with members of the Victoria and area Labour Council and a one day session for B.C. and Yukon delegates from the Public Service Alliance of Canada.

Professional service providers and their associations also build human rights capacity into their own programming needs. Through the Justice Institute of B.C. we continue to deliver core human rights modules under specific Victims Services and Police Academy programs. We also partner with the B.C. Human Resource Management Association in delivering regular human rights training to their membership. This year, sessions were conducted in Vancouver, Victoria and Prince George.

The Registered Nurses Association of B.C. has done much work in terms of bringing a human rights lens into the development of their profession. The Association is in the process of developing a definition of bona fide occupational requirement that can be consistently applied throughout the education and practice of nurses. We have worked with them over the past two years to accurately reflect the law in their provincial curriculum and in their best practices.

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 complaints' 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 – Short Service Clinic:

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. A clinic advocate and an information officer are on-hand to assist complainants during the initial or entry stage of the complaints' process. Our staff helps to explain Tribunal process and procedures and assists those who have difficulty framing complaints or replying to applications. This service is provided on a first-come-first-serve basis, and over 400 people were assisted through the 44 sessions held this year.

Clinic Program – Client Intake:

For those unaware 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.

The structure of our intake process remains unchanged since we first developed it in September 2003. A brief description follows:

Two intake advocates jointly assess all potential client files to determine whether a *prima facie* case of discrimination has been made out. They do this by reviewing completed complaint forms filed with the Tribunal and by reviewing other pertinent documentation. Intake assessments do not judge the merits of particular complaints, they simply assess whether a *prima facie* case of discrimination has been made out. Where assessment opinions differ, a third person conducts an independent review. If still unable to reach a decision, a thorough assessment is conducted with all advocates and supervising counsel and a final decision is rendered. Where an assessment results in a negative intake

decision, written reasons are provided and details of a further internal appeals process are provided. Our intake system also provides for flexible or partial representation agreements. To date, these agreements have tended to arise in two situations. One, where the complaint has not been accepted as filed with the Tribunal and the individual requires assistance in either framing the complaint or putting forth a time-limit argument; and two, where an impending deadline is evident and there is no time to conduct a full review. In each of these situations, a partial retainer for service may be provided.

We strive for an intake turnaround time of ten working days and we have been able to maintain this goal through most of the year. In a few instances, the process has taken up to three weeks.

In the second year of operation, 433 requests for representation were processed representing a 17% increase over the first year of operation. Three-hundred and fifteen (73%) new client files were approved for opening compared to 260 the previous year. Sixty-four requests (15%) were declined service due to negative assessment decisions this year compared to 11% last year. A further 54 requests (12%) were closed as a result of no client follow up or because the client withdrew their request for service. At yearend, 14

requests were pending an assessment decision.

Of the 64 requests that were declined service, six were assessed to be outside the scope of the *Code*; 38 were assessed as having no link between the allegation made and a protected ground; and in 20 instances, we saw no contravention of the *Code*. Assessment decisions were appealed by 17 people; two appeals were overturned, ten were upheld and five appeal decisions were pending at yearend.

Clinic Program - Client Work:

We worked on 439 client files this fiscal period; 125 were carried over from our previous year, and 314 new files were opened. A total of 281 client files were closed throughout the same period; eighty-four (30%) were settled by Coalition advocates, forty-six (16%) were otherwise closed, and one hundred and fifty-one (54%) were transferred to CLAS. Of the 439 files worked on this period, 158 (36%) remain open at yearend.

All but 17 of the 125 files carried over from last year are now closed; 45 were settled, 50 were transferred to CLAS to prepare for litigation, and 33 were otherwise closed.

Settlements

Coalition advocates successfully settled 84 files this fiscal period. Settlement is often achieved through direct negotiations, through Tribunal assisted mediation, or through a combination of these two options. Of the complaints settled, 76 were in the area of employment (Section 13), four were in the area of accommodations, services and facilities (Section 8), three were in the area of tenancy premises (Section 10), and one was in the area of membership (Section 14). In two instances, retaliation (Section 43) was added to complaints. Physical disability was the most often cited ground of discrimination, cited 25 times, with mental disability cited 10 times. Sex was cited 5 times, sexual harassment 15 times and pregnancy 8 times. Place of origin was cited 7 times; race 14 times; colour 10 times; religion 7 times; and ancestry was cited 7 times. Family status was cited three times, marital status six times and age was cited eleven times. Criminal conviction, political belief and sexual orientation were each cited once.

Terms of settlement are based on 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.

Files Worked on by Region (address of client)

Central Interior	23
Fraser Valley	24
Greater Vancouver	242
Kootenay / SE Interior	15
North East	26
North West	14
Okanagan	42
Out of Province	7
Sunshine Coast	5
Vancouver Island	41
Total	439

Complaints Settled by Region (address of client)

Central Interior	3
Fraser Valley	4
Greater Vancouver	45
Kootenay / SE Interior	2
North East	6
North West	2
Okanagan	9
Out of Province	3
Sunshine Coast	0
Vancouver Island	10
Total	84

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 and attempting early resolution. It is only when it becomes evident that settlement is unlikely to be achieved, or for other reasons outlined across that client files are transferred to CLAS in order to prepare for and conduct litigation. Files transferred during this fiscal period are detailed in the side column.

<i>Reasons for Transfer</i>	<i>#'s</i>
Case Managed Files	11
Within 120 days of hearing	42
Settlement attempts unsuccessful	23
Respondent not interested in settling	41
Client instruction	2
Legal complexities on file	17
Other	15
Total files transferred	151

Files Otherwise Closed

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

Reasons file closed

Complaint abandoned by client	5
Partial retainer, services rendered	1
Settlement achieved outside of clinic	7
Client withdrew complaint from Tribunal	1
Representation withdrawn from client	13
Client withdrew request for services	6
Complaint dismissed by Tribunal	13

Total Otherwise Closed 46

At yearend, March 31, 2005, 158 client files remain open. Seventeen files remain open from our previous fiscal period, six of which were in deferral with the other 11 still active. Of the remaining 141 open files, eight were opened in the first quarter of the year, 28 in the second quarter, 49 in the third quarter, and 59 in the fourth quarter of the year.

Law Reform Work

Last year much of our law reform work was conducted at a strategic level where we set out short, medium and long term goals for advancing human rights protections. We also devised a critical issues list of broader public policy issues and together this framework was meant to guide further research requirements so as to allow us to devise specific recommendations, position statements and comparative statute analysis.

Despite lack of organizational funding for our law reform work this year, the committee successfully carried out significant and important research, advocacy and lobbying work. Volunteer researchers were utilized to conduct comparative analysis on the under-inclusive nature of B.C.'s human rights legislation in three areas; the current lack of age protections in our legislation, the need to extend greater protections by adopting 'social condition' as a prohibited ground of discrimination, and the need for greater pre-employment protections in B.C.'s legislation. All projects were well received and have

allowed us to move forward in pushing for strengthened reform. We express our gratitude to Sherri Killian, Pamela Paul, and Kari Roberts for their valuable contributions in this area.

With research conducted, the committee began utilizing a variety of tactics to extend messaging to broader audiences. We developed a reforms issue list that was broadly distributed to client, community and media groups prior to the provincial election. We also reworked this material and added content on reform areas to our website. We were also able to establish rapport and relationships with other academics and organizations that share a common interest or concern and together we have begun developing strategies to broaden our collective reach. The committee also took a stand on mandatory retirement and began raising awareness on interrelated issues with our membership, the media, and the community at large.

The committee also made a formal submission to an internal review conducted by the Canadian Human Rights Commission in 2004. In their "Looking Ahead" document, the Commission had identified five key principles that were meant to guide future changes to the *Act* and its administration. We supported the guidelines in principle, but sought clarification on the Commission's interpretation of its public interest role and raised a cautionary voice on some of the processes that appeared to compromise individual's ability to access their rights. The Coalition's formal submission is available online and the Canadian Human Rights Commission has recently published partial results of this review in their 2005 Annual Report.

Many other issues were on this committee's radar over the past year. As the debate on same sex marriage ensued, our education program was called upon to address issues specific to homophobia on a number of occasions. We monitored this debate very closely and as a human rights organization, we were delighted when gays and lesbians finally attained their right to marry. The law reform committee also monitored and conducted preliminary research on the proposed *Safe Schools Act* and on the proposed federal legislation *Bill 296, An Act to Eliminate Racial Profiling*.

Near year end, we contracted with a volunteer student researcher to assist in our ability to make a formal submission on the government's review of Part III of the *Canada Labour Code*. Although the primary objective of Part III of the *Code* is to establish and protect worker's rights to fair and equitable conditions of employment, a specific provision exists in relation to sexual harassment. We expect to make a submission on this provision's adequacy in the fall of 2005.

We had a very dedicated group of volunteers who all helped to move issues forward this year. To each of you we are grateful and in particular, special thanks is extended to Margherita Zorzetto, whose leadership and tireless efforts in both project coordination and research have made much of this work come to fruition.

**THE VANCOUVER AREA
HUMAN RIGHTS COALITION SOCIETY
GLOBAL
FINANCIAL STATEMENTS
NOVEMBER 30, 2004**

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 November 30, 2004 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 and leaseholds totaling \$ 83,305 (2003 - \$ 14,109). This equipment and leaseholds were 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 and leaseholds.

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 and leaseholds, as described in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of The Vancouver Area Human Rights Coalition Society, Global, as at November 30, 2004 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
February 23, 2005



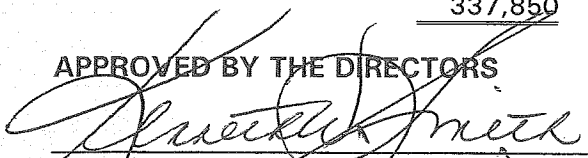
Chartered Accountants


THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
STATEMENT OF FINANCIAL POSITION
NOVEMBER 30, 2004

\$

	ASSETS			2004	2003
	OPERATING FUND	RESERVE FUND	EQUIPMENT FUND		
CURRENT ASSETS					
Cash and term deposits	310,358	11,575	-	321,933	303,991
Accounts and grants receivable	21,491	-	-	21,491	17,744
Prepaid expenses	6,001	-	-	6,001	4,831
	<u>337,850</u>	<u>11,575</u>	<u>-</u>	<u>349,425</u>	<u>326,566</u>
EQUIPMENT AND LEASEHOLDS (Note 3)					
	-	-	46,792	46,792	65,606
	<u>337,850</u>	<u>11,575</u>	<u>46,792</u>	<u>396,217</u>	<u>392,172</u>
LIABILITIES					
CURRENT LIABILITIES					
Accounts, payable and accrued	27,729	-	-	27,729	12,595
Unearned revenue (Note 4)	234,855	-	-	234,855	258,097
	<u>262,584</u>	<u>-</u>	<u>-</u>	<u>262,584</u>	<u>270,692</u>
NET ASSETS					
UNRESTRICTED NET ASSETS	75,266	11,575	-	86,841	55,874
NET ASSETS INVESTED IN EQUIPMENT (Note 5)	-	-	46,792	46,792	65,606
	<u>75,266</u>	<u>11,575</u>	<u>46,792</u>	<u>133,633</u>	<u>121,480</u>
	<u>337,850</u>	<u>11,575</u>	<u>46,792</u>	<u>396,217</u>	<u>392,172</u>

APPROVED BY THE DIRECTORS


 _____ Director


 _____ Director

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED NOVEMBER 30, 2004**

\$

				<u>2004</u>	<u>2003</u>
	<u>OPERATING FUND</u>	<u>RESERVE FUND (Note 6)</u>	<u>INVESTED IN EQUIPMENT FUND</u>		
BALANCE, BEGINNING	44,521	11,353	65,606	121,480	116,055
Excess (deficiency) of revenue over expenditures	28,927	222	(16,996)	12,153	5,425
Allocation of net book value of computers stolen	<u>1,818</u>	<u>-</u>	<u>(1,818)</u>	<u>-</u>	<u>-</u>
BALANCE, ENDING	<u>75,266</u>	<u>11,575</u>	<u>46,792</u>	<u>133,633</u>	<u>121,480</u>

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
STATEMENT OF OPERATIONS
YEAR ENDED NOVEMBER 30, 2004

\$

	<u>OPERATING FUND</u>	<u>RESERVE FUND</u>	<u>EQUIPMENT FUND</u>	<u>2004</u>	<u>2003</u>
REVENUE					
Grants					
- The Law Foundation	-	-	-	-	132,300
- The Law Foundation - Website Project	5,157	-	-	5,157	2,167
The Law Foundation - Professional Development	-	-	-	-	2,391
- City of Vancouver	20,000	-	-	20,000	20,000
- Notary Foundation	-	-	-	-	6,279
- Ministry of the BC Attorney General - Human Rights Clinic	957,531	-	-	957,531	591,965
Settlement & Multiculturalism BC					
- Stream A	-	-	-	-	16,468
- Stream B	-	-	-	-	60,176
	<u>982,688</u>	<u>-</u>	<u>-</u>	<u>982,688</u>	<u>831,746</u>
Donations	230	-	-	230	360
Fees for services/publications	10,487	-	-	10,487	22,565
Gaming	36,971	-	-	36,971	-
Memberships	1,007	-	-	1,007	2,094
Miscellaneous and interest	29,084	222	-	29,306	6,387
	<u>1,060,467</u>	<u>222</u>	<u>-</u>	<u>1,060,689</u>	<u>863,152</u>
EXPENDITURES (SCHEDULE)	<u>1,031,540</u>	<u>-</u>	<u>16,996</u>	<u>1,048,536</u>	<u>857,727</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	<u>28,927</u>	<u>222</u>	<u>(16,996)</u>	<u>12,153</u>	<u>5,425</u>

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
STATEMENT OF CASH FLOWS
YEAR ENDED NOVEMBER 30, 2004**

\$

	<u>2004</u>	<u>2003</u>
OPERATING ACTIVITIES		
Excess of revenue over expenditures for the year	12,153	5,425
Add back: item not affecting cash		
Amortization	<u>16,996</u>	<u>21,175</u>
	29,149	26,600
CHANGES IN NON-CASH WORKING CAPITAL		
Accounts receivable	(3,747)	94,958
Prepaid expenses	(1,170)	849
Accounts, payable and accrued	15,134	(55,393)
Unearned revenue	<u>(23,242)</u>	<u>150,449</u>
Net cash provided by operating activities	<u>16,124</u>	<u>217,463</u>
INVESTING ACTIVITIES		
Book value of equipment stolen (net)	<u>1,818</u>	<u>-</u>
Net cash provided by investing activities	<u>1,818</u>	<u>-</u>
INCREASE IN CASH AND TERM DEPOSITS	17,942	217,463
Cash and term deposits, beginning	<u>303,991</u>	<u>86,528</u>
CASH AND TERM DEPOSITS, ENDING	<u><u>321,933</u></u>	<u><u>303,991</u></u>

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2004

§

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 November 30, 2004 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 in its term deposit and amounts returned to or reserved from the operating fund in the year.
- The equipment fund reflects any additions or disposals of furniture and equipment, computer equipment or leasehold improvements in the year as well as any amortization taken on these assets in the year

iii. Equipment and leaseholds, and amortization

Equipment and leaseholds are recorded at cost and are amortized over their estimated useful life using the following rates and methods:

Office equipment	- 20% declining balance
Computer equipment	- 30% declining balance
Leaseholds	- 1/5 straight line

Commencing December 1, 2002, the society has agreed to expense equipment and leaseholds in the year of purchase. During the year, the society expensed equipment and leaseholds totaling \$ 83,305 (2003 - \$ 14,109).

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2004

\$

1. ACCOUNTING POLICIES

iii. Equipment and leaseholds, and amortization

In this respect, the financial statements are not in accordance with Canadian generally accepted accounting principles. If the society had capitalized the equipment and leaseholds, amortization for the current year would have been increased by \$ 20,776 (2003 - \$ 3,364), accumulated amortization would have been increased by \$ 20,776 (2003 - \$ 3,364), other expenditures would have been reduced by \$ 83,305 (2003 - \$ 14,109), excess of revenue over expenditures would have been increased by \$ 62,529 (2003 - \$ 10,745) and ending net assets would have been increased by \$ 62,529 (2003 - \$ 10,745) respectively.

iv. Revenue recognition

The Society follows the deferral method of accounting for contributions. The contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonable assured.

Donations, memberships and fees for services and publications are recognized as revenue in the period 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
NOVEMBER 30, 2004**

\$

2. PURPOSE OF THE ORGANIZATION

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. EQUIPMENT AND LEASEHOLDS

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	
			<u>2004</u>	<u>2003</u>
Office equipment	69,657	47,159	22,498	28,124
Computer equipment	46,131	35,274	10,857	17,327
Leaseholds	<u>33,590</u>	<u>20,153</u>	<u>13,437</u>	<u>20,155</u>
	<u>149,378</u>	<u>102,586</u>	<u>46,792</u>	<u>65,606</u>

Amortization in the amount of \$ 16,996 (2003 - \$ 21,175) has been recorded in the accounts for the year as described in Note 1.

4. UNEARNED REVENUE

	<u>2004</u>	<u>2003</u>
Law Foundation – website project	-	5,157
Gaming direct access	63,029	-
Ministry of the B.C. Attorney General Human Rights Clinic program	<u>171,826</u>	<u>252,940</u>
	<u>234,855</u>	<u>258,097</u>

5. NET ASSETS INVESTED IN EQUIPMENT FUND

	<u>2004</u>	<u>2003</u>
Net assets invested in Equipment fund – beginning	65,606	86,781
Net book value of computers stolen in year	(1,818)	-
Amortization in year	<u>(16,996)</u>	<u>(21,175)</u>
Net assets invested in Equipment fund – ending	<u>46,792</u>	<u>65,606</u>

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO FINANCIAL STATEMENTS
NOVEMBER 30, 2004

\$

6. RESERVE FUND

	2004	2003
Reserve fund – beginning	10,046	9,758
Interest earned on term deposit	<u>222</u>	<u>288</u>
	10,268	10,046
Due to operating fund	<u>1,307</u>	<u>-</u>
Reserve fund – ending	<u>11,575</u>	<u>10,046</u>

7. COMMITMENTS

The society leases its premises pursuant to an operating lease, which expires September 30, 2007. The following is a schedule of future minimum lease payments for the next three years:

2005	61,898
2006	61,898
2007	<u>51,581</u>
	<u>175,377</u>

8. COMPARATIVES

Certain of the prior year's figures have been reclassified to conform to the presentation adopted in the current year.

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
EXPENDITURES SCHEDULE
YEAR ENDED NOVEMBER 30, 2004**

\$

	<u>OPERATING FUND</u>	<u>RESERVE FUND</u>	<u>EQUIPMENT FUND</u>	<u>2004</u>	<u>2003</u>
EXPENDITURES					
Amortization	-	-	16,996	16,996	21,175
Audit and accounting	3,311	-	-	3,311	7,909
Bank charges	2,538	-	-	2,538	140
Client disbursements	16,754	-	-	16,754	5,566
Database development	4,140	-	-	4,140	21,351
Equipment purchases	83,305	-	-	83,305	14,109
Equipment rentals and service	7,995	-	-	7,995	8,082
Facility rentals and meals	534	-	-	534	12,149
G.S.T. expense	-	-	-	-	2,363
Legal Consultants	57,666	-	-	57,666	38,846
Office	22,084	-	-	22,084	19,771
Postage and courier	4,511	-	-	4,511	2,094
Printing	4,768	-	-	4,768	12,301
Publications and subscriptions	8,118	-	-	8,118	4,657
Rent	60,522	-	-	60,522	49,902
Special events	2,671	-	-	2,671	1,958
Staff training	11,162	-	-	11,162	19,835
Telephone	7,348	-	-	7,348	9,738
Travel	26,948	-	-	26,948	36,477
Wages and benefits	706,794	-	-	706,794	566,178
Website design and maintenance	371	-	-	371	3,126
	<u>1,031,540</u>	<u>-</u>	<u>16,996</u>	<u>1,048,536</u>	<u>857,727</u>

**THE VANCOUVER AREA
HUMAN RIGHTS COALITION SOCIETY
GLOBAL
FINANCIAL STATEMENTS
MARCH 31, 2005**

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, 2005 and the statements of changes in net assets, operations and cash flows for the period 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 period, the society purchased equipment and leaseholds totalling \$ 4,964 (November 30, 2004 - \$ 83,305). This equipment and leaseholds were expensed during the period, 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 and leaseholds.

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 and leaseholds, as described in the preceding paragraph, 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, 2005 and the results of its operations, changes in net assets and cash flows for the period 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.

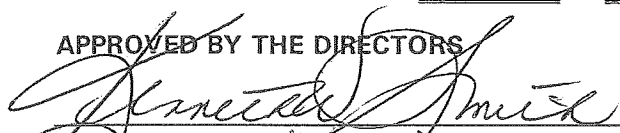
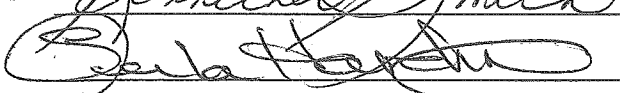
Vancouver, BC
August 18, 2005


Chartered Accountants

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
STATEMENT OF FINANCIAL POSITION
MARCH 31, 2005

	\$			<u>March 31,</u> 2005	<u>November 30,</u> 2004
	ASSETS				
	<u>OPERATING</u> FUND	<u>RESERVE</u> FUND	<u>EQUIPMENT</u> FUND		
CURRENT ASSETS					
Cash and term deposits	227,172	11,638	-	238,810	321,933
Accounts and grants receivable	7,374	1,114	-	8,488	21,491
Prepaid expenses	<u>8,712</u>	<u>-</u>	<u>-</u>	<u>8,712</u>	<u>6,001</u>
	<u>243,258</u>	<u>12,752</u>	<u>-</u>	<u>256,010</u>	<u>349,425</u>
EQUIPMENT AND LEASEHOLDS (Note 3)					
	<u>-</u>	<u>-</u>	41,967	<u>41,967</u>	<u>46,792</u>
	<u>243,258</u>	<u>12,752</u>	<u>41,967</u>	<u>297,977</u>	<u>396,217</u>
LIABILITIES					
CURRENT LIABILITIES					
Accounts, payable and accrued	46,483	-	-	46,483	27,729
Unearned revenue (Note 4)	<u>92,519</u>	<u>-</u>	<u>-</u>	<u>92,519</u>	<u>234,855</u>
	<u>139,002</u>	<u>-</u>	<u>-</u>	<u>139,002</u>	<u>262,584</u>
NET ASSETS					
UNRESTRICTED NET ASSETS	73,414	12,752	-	86,166	86,841
RESTRICTED NET ASSETS - SALARY (Note 5)	30,842	-	-	30,842	-
NET ASSETS INVESTED IN EQUIPMENT (Note 6)	<u>-</u>	<u>-</u>	41,967	<u>41,967</u>	<u>46,792</u>
	<u>104,256</u>	<u>12,752</u>	<u>41,967</u>	<u>158,975</u>	<u>133,633</u>
	<u>243,258</u>	<u>12,752</u>	<u>41,967</u>	<u>297,977</u>	<u>396,217</u>

APPROVED BY THE DIRECTORS

 Director
 Director

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY

GLOBAL

**STATEMENT OF CHANGES IN NET ASSETS
PERIOD ENDED MARCH 31, 2005**

\$

	Period ended March 31, 2005	Year ended November 30, 2004
	133,633	121,480
BALANCE, BEGINNING	11,575	46,792
	75,266	46,792
	(738)	(4,825)
(Deficiency) excess of revenue over expenditures	63	(5,500)
Allocation of Law Foundation surplus	1,114	-
Funds set aside for reserve – salary	-	-
	30,842	30,842
BALANCE, ENDING	12,752	41,967
	73,414	158,975
	30,842	133,633

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
STATEMENT OF OPERATIONS
PERIOD ENDED MARCH 31, 2005**

\$

	<u>OPERATING FUND</u>	<u>RESERVE FUND</u>	<u>EQUIPMENT FUND</u>	<u>Period ended March 31, 2005</u>	<u>Year ended November 30, 2004</u>
REVENUE					
Grants					
- The Law Foundation					5,157
- Website Project	-	-	-	-	
- City of Vancouver	1,246	-	-	1,246	20,000
- Ministry of the BC Attorney General					
- Human Rights Clinic	<u>352,908</u>	-	-	<u>352,908</u>	<u>957,531</u>
	354,154	-	-	354,154	982,688
Donations	112	-	-	112	230
Fees for services/publications	2,202	-	-	2,202	10,487
Gaming	12,600	-	-	12,600	36,971
Memberships	399	-	-	399	1,007
Miscellaneous and interest	1,761	63	-	1,824	29,306
Rosemary Brown award	<u>442</u>	-	-	<u>442</u>	-
	371,670	63	-	371,733	1,060,689
EXPENDITURES (SCHEDULE)	<u>372,408</u>	-	<u>4,825</u>	<u>377,233</u>	<u>1,048,536</u>
(DEFICIENCY) EXCESS OF REVENUE OVER EXPENDITURES	<u>(738)</u>	<u>63</u>	<u>(4,825)</u>	<u>(5,500)</u>	<u>12,153</u>

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
STATEMENT OF CASH FLOWS
PERIOD ENDED MARCH 31, 2005**

\$

	Period ended March 31, 2005	Year ended November 30, 2004
OPERATING ACTIVITIES		
(Deficiency) excess of revenue over expenditures for the year	(5,500)	12,153
Add back: item not affecting cash		
Amortization	4,825	16,996
	<u>(675)</u>	<u>29,149</u>
CHANGES IN NON-CASH WORKING CAPITAL		
Accounts receivable	13,003	(3,747)
Prepaid expenses	(2,711)	(1,170)
Accounts, payable and accrued	18,754	15,134
Unearned revenue	<u>(142,336)</u>	<u>(23,242)</u>
Net cash (used for) provided by operating activities	<u>(113,965)</u>	<u>16,124</u>
INVESTING ACTIVITIES		
Restricted net assets – salary	30,842	-
Book value of equipment stolen (net)	<u>-</u>	<u>1,818</u>
Net cash provided by investing activities	<u>30,842</u>	<u>1,818</u>
(DECREASE) INCREASE IN CASH AND TERM DEPOSITS	(83,123)	17,942
Cash and term deposits, beginning	<u>321,933</u>	<u>303,991</u>
CASH AND TERM DEPOSITS, ENDING	<u><u>238,810</u></u>	<u><u>321,933</u></u>

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2005**

\$

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 period end accounts of the following programs:

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

All the programs have March 31, 2005 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 in its term deposit and amounts returned to or reserved from the operating fund in the year.
- The equipment fund reflects any additions or disposals of furniture and equipment, computer equipment or leasehold improvements in the year as well as any amortization taken on these assets in the year

iii. Equipment and leaseholds, and amortization

Equipment and leaseholds are recorded at cost and are amortized over their estimated useful life using the following rates and methods:

Office equipment	- 20% declining balance
Computer equipment	- 30% declining balance
Leaseholds	- 1/5 straight line

Commencing December 1, 2002, the society has agreed to expense equipment and leaseholds in the year of purchase. During the year, the society expensed equipment and leaseholds totaling \$ 4,964 (November 30, 2004 - \$ 83,305).

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2005

\$

1. ACCOUNTING POLICIES

iii. Equipment and leaseholds, and amortization

In this respect, the financial statements are not in accordance with Canadian generally accepted accounting principles. If the society had capitalized the equipment and leaseholds, amortization for the current year would have been increased by \$ 1,144 (November 30, 2004 - \$ 20,776), accumulated amortization would have been increased by \$ 1,144 (November 30, 2004 - \$ 20,776), other expenditures would have been reduced by \$ 4,964 (November 30, 2004 - \$ 83,305), excess of revenue over expenditures would have been increased by \$ 3,820 (November 30, 2004 - \$ 62,529) and ending net assets would have been increased by \$ 3,820 (November 30, 2004 - \$ 62,529) respectively.

iv. Revenue recognition

The Society follows the deferral method of accounting for contributions. The contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonable assured.

Donations, memberships and fees for services and publications are recognized as revenue in the period 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, 2005**

\$

2. PURPOSE OF THE ORGANIZATION

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. EQUIPMENT AND LEASEHOLDS

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	
			<u>March 31, 2005</u>	<u>November 30, 2004</u>
Office equipment	69,657	48,660	20,997	22,498
Computer equipment	46,131	36,359	9,772	10,857
Leaseholds	<u>33,590</u>	<u>22,392</u>	<u>11,198</u>	<u>13,437</u>
	<u>149,378</u>	<u>107,411</u>	<u>41,967</u>	<u>46,792</u>

Amortization in the amount of \$ 4,825 (November 30, 2004 - \$ 16,996) has been recorded in the accounts for the period as described in Note 1.

4. UNEARNED REVENUE

	<u>March 31, 2005</u>	<u>November 30, 2004</u>
Gaming direct access	50,486	63,029
Ministry of the B.C. Attorney General Human Rights Clinic program		
- General	1,653	137,531
- Systemic client disbursements	<u>40,380</u>	<u>34,295</u>
	<u>92,519</u>	<u>234,855</u>

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2005**

\$

5. RESTRICTED NET ASSETS - SALARY

	<u>March 31, 2005</u>	<u>November 30, 2004</u>
Temporary staff	10,462	-
New administrative position	17,904	-
Reclassification	<u>2,476</u>	<u>-</u>
	<u>30,842</u>	<u>-</u>

During the period, the Board approved the restriction of funds for the above purposes. These funds will be spent for their specified purposes in the next fiscal period.

6. NET ASSETS INVESTED IN EQUIPMENT FUND

	<u>March 31, 2005</u>	<u>November 30, 2004</u>
Net assets invested in Equipment fund – beginning	46,792	65,606
Net book value of computers stolen in year	-	(1,818)
Amortization in year	<u>(4,825)</u>	<u>(16,996)</u>
Net assets invested in Equipment fund – ending	<u>41,967</u>	<u>46,792</u>

7. RESERVE FUND

	<u>March 31, 2005</u>	<u>November 30, 2004</u>
Reserve fund – beginning	11,575	10,046
Interest earned on term deposit	<u>63</u>	<u>222</u>
	11,638	10,268
Due to operating fund	<u>1,114</u>	<u>1,307</u>
Reserve fund – ending	<u>12,752</u>	<u>11,575</u>

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2005

\$

8. COMMITMENTS

The society leases its premises pursuant to an operating lease, which expires September 30, 2007. The following is a schedule of future minimum lease payments for the next three years:

2005	61,898
2006	61,898
2007	<u>30,849</u>
	<u>154,645</u>

9. COMPARATIVES

Certain of the prior year's figures have been reclassified to conform to the presentation adopted in the current year.

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
EXPENDITURES SCHEDULE
PERIOD ENDED MARCH 31, 2005**

	\$			Period ended March 31, 2005	Year ended November 30, 2004
	<u>OPERATING FUND</u>	<u>RESERVE FUND</u>	<u>EQUIPMENT FUND</u>		
EXPENDITURES					
Amortization	-	-	4,825	4,825	16,996
Audit and accounting	6,037	-	-	6,037	3,311
Bank charges	419	-	-	419	2,538
Client disbursements	9,270	-	-	9,270	16,754
Database development	-	-	-	-	4,140
Equipment purchases	4,964	-	-	4,964	83,305
Equipment rentals and service	5,802	-	-	5,802	7,995
Facility rentals and meals	200	-	-	200	534
Legal Consultants	17,782	-	-	17,782	57,666
Office	10,186	-	-	10,186	22,084
Postage and courier	667	-	-	667	4,511
Printing	2,675	-	-	2,675	4,768
Publications and subscriptions	2,401	-	-	2,401	8,118
Rent	22,079	-	-	22,079	60,522
Special events	1,338	-	-	1,338	2,671
Staff training	9,529	-	-	9,529	11,162
Telephone	1,686	-	-	1,686	7,348
Travel	9,628	-	-	9,628	26,948
Wages and benefits	265,125	-	-	265,125	706,794
Website design and maintenance	<u>2,620</u>	<u>-</u>	<u>-</u>	<u>2,620</u>	<u>371</u>
	<u>372,408</u>	<u>-</u>	<u>4,825</u>	<u>377,233</u>	<u>1,048,536</u>

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