

B.C. Human Rights Coalition



Annual Report 2010-2011

**Produced for the Annual General Meeting
Held at UBC Robson Square,
September 21, 2011**

Board of Directors 2010-2011

Table Officers

| | | |
|----------------------------|-----------------------|---------------------------|
| Resigned | President | Director at Large: |
| Resigned | Vice-President | Brenda Ireland |
| Sarah Chandler/Matthew Yun | Secretary | Robin Loxton |
| Shehnaz Motani | Treasurer | Wendy Harvey |
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| | |
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| Joyce Chung | Information Coordinator |
| Robyn Durling | Communications Officer |
| Edmundo Guevara | Advocate |
| Judi Grimsrud | Legal Administrative Assistant |
| Svetlana Khakhleva | Office Coordinator / Communications Assistant |
| Marilyn Minkler | Manager, Finance and Administration |
| Susan O'Donnell | Executive Director |
| Lucy Pridgeon | Advocate |
| Diane Rodgers | Project Administrator |
| Kathleen Smith | Advocate |
| Neeti Tewari | Administrative Assistant |
| Ronda Urquhart | Legal Administrative Assistant |

Auditor: David Curl Inc. Chartered Accountants, Burnaby, B.C.



Legal Supervision: Barbara Cornish, 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 and the B.C. Gaming Policy and Enforcement Branch for their continued support. We also acknowledge the generous support of the BC Law Foundation for the "Toolkits" programme and the BullyFreeBC initiative.

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Message from the Board of Directors

Our last Annual General Meeting was held on September 15, 2010 at U.B.C. Robson Square where we reviewed our work and elected a new Board of Directors. The Board met November 17, 2010, January 19, 2011, March 16, 2011 and July 20, 2011. The meeting scheduled for May 18, 2011 had to be cancelled as our building was shut down due to elevator malfunction.

The Board continues to make progress on its five year strategic plan, with all the internal policies now completed, job descriptions and employment contracts with excluded staff are also complete. The last step now is to complete evaluation procedures. We are grateful to Alison Marshall and Elizabeth Barbeau, consultants with the United Community Services Co-op who steered us through the process.

The Board continues its governance by working with staff on the following committees:

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. This Committee remained dormant this year, as all of its goals were fulfilled.

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, and the Chair of the Finance Committee reports at all Board Meetings.

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 year the committee was very active in successfully bargaining our Collective Agreement with B.C.G.E.U.

Law Reform Committee

Once again this year, the law reform committee was very active in advocating for strengthened rights. For further details see page 6.

Recognizing Excellence in Human Rights

In addition to committee work, the full Board played an active role in our annual celebration of International Human Rights Day, held on December 8, 2010.

International Human Rights Day Celebration December 8, 2010

The celebration of International Human Rights Day included a reception, held at JJ's Restaurant, Vancouver Community College, and the presentation of the **Renate Shearer Award**. This year marked the 23rd anniversary of the presentation of this Memorial Award.

Renate Shearer Award 2010



Renate Shearer Award

The event provides an opportunity for those working in the human rights arena to come together and celebrate accomplishments. In addition, each year the Renate Shearer Memorial Award is presented to someone who has made an outstanding contribution in the field of human rights. This Award is a memorial to the life and work of Renate Shearer who was a champion of equality and dignity for all.

The B.C. Human Rights Coalition and the United Nations Association take turns presenting the award: one year the B.C. Human Rights Coalition presents the award to someone who has contributed to domestic human rights; the alternate year, the United Nations Association presents the award to someone whose contribution is to international human rights.



From left to right: Patsy George of the United Nations Association in Canada, Vancouver Branch, David R. Eby, Award Recipient and Susan O'Donnell, the ED of the BC Human Rights Coalition

This year, the United Nations Association in Canada, Vancouver Branch, has nominated **David R. Eby** as the Award recipient.

David Eby is currently the Executive Director of the BC. Civil Liberties Association ("BCCLA"), one of Canada's most active civil liberties groups. He is also an Adjunct Law Professor on civil liberties at UBC. Prior to moving to the BCCLA Mr. Eby was a lawyer and Campaign Director with Pivot Legal Society. While at Pivot, and then the BCCLA, Mr. Eby has been at the forefront of pressure to end the practice of police self investigation in cases of serious allegations of misconduct, or in custody death. His advocacy has led to promises of reform from the provincial government, including establishment of an independent civilian investigative body. Mr Eby is currently working with the Solicitor General's Police

Services Division Branch of BC to establish rules for the introduction of new weapons and restraints by police departments. The event is co-sponsored by the BC Human Rights Coalition and the United Nations Association Vancouver Branch.

Rosemary Brown Award



Rosemary Brown

The Board also helped to mark the seventh anniversary of the **Rosemary Brown Award for Women** held in Vancouver on June 1, 2010.

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 the area of Social Justice and Community Development.

The 2010 Rosemary Brown Award Recipient: Jean Swanson



Jean Swanson is the most identified anti-poverty activist in Canada with more than 35 years of work with the most disadvantaged people in our communities such as people on welfare, people with disabilities, the homeless, the jobless, and women.

Currently Coordinator of the Carnegie Community Action Project, Jean Swanson is a well-known name not only in Vancouver but also in Canada.



Jean Swanson on June 1, 2010

Human Trafficking

Human trafficking is a global problem. Canada has been identified as both a transit and a destination point for human trafficking, and Vancouver has been singled out by the U.S. state department as a port of major concern. British Columbia has established an Office to Combat Trafficking in Persons ("OCTIP"). OCTIP is focused on the protection of trafficked persons and on the prevention of human trafficking. The Coalition has been involved in raising awareness with respect to Human Trafficking and has been working with OCTIP whenever possible. The Coalition has been asked by OCTIP to participate in its Training Advisory Committee, for its project: *HUMAN TRAFFICKING IN B.C.; TRAINING CURRICULUM AND TOOLS FOR AN EFFECTIVE RESPONSE.*

Summary

In summary, this past year has been one of hard work, both internally and with others.

As always, we extend our gratitude to our major funders, the Ministry of Attorney General, the City of Vancouver, the B.C. Gaming Policy and Enforcement Branch and more recently the Law Foundation of British Columbia. We are grateful for funding received from 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

This year has once again been a successful one.. We have made major progress in every endeavour, and we have a team of people here that are a pleasure to work with.

In January, 2009, we submitted a letter of intent to apply for funding to the Law Foundation of British Columbia and were granted funding to provide a provincial education tour for small businesses called Toolkit for Employers. The tour helped individuals understand human rights law, the Tribunal's process, and to develop internal policies and procedures for preventing discrimination, and conducting investigations. The program was extremely successful.

We received funding from the Law Foundation in the amount of \$15,000.00 to assist BullyFreeBC in getting started. We hired a person to work one day a week on coordinating the project. A website was built and the coordinator aggregated content for the site and managed law student volunteer research projects.

We were approached by our funders at the Ministry of the Attorney General to tell us they had received \$25,000.00 to produce 600 posters and 15,000 brochures explaining human rights to newcomers. We assisted in the writing of the brochures and posters and once completed, distributed them throughout the province.

Later we received funding to reproduce the content of the brochures in a video format. We wrote the scripts and our communications officer acted as the presenter on the English language version. The videos were also translated into Chinese and Punjabi. The videos are hosted on the Justice Education Society website (also linked from our homepage).

We continue development of a Case Quotes file, containing law and citations on various topics for use by the Advocates in preparing submissions. This document is now over 390 pages long. We also continued to add to our Case Quotes file from the perspective of respondents. We continue to update our awards file which tracks the latest damages awards given by the Tribunal. This is distributed via email to assorted legal counsel as new decisions are released. We continue to tweet on Twitter at <https://twitter.com/bchrc> where we have over 400 followers many of whom are in the media.

The Database system developed four years ago is running effectively and has been further updated to be more robust. The statistics are now available as a management tool. In addition, this has allowed us to collect the data we need to report to our funders, and generate helpful reports allowing us to review our statistics from many different perspectives.

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 - Overview

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.

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.

Our efforts include:

- General public inquiries. In the current reporting period, Coalition staff responded to 9, 247 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) that provides extensive information and resource material on human rights law and policy, as well as information about our structure and our work.
- Twitter. We maintain a twitter account and tweet regularly on current human rights cases or issues.

That account is monitored by lawyers, individuals and organizations interested in human rights, and the media. <https://twitter.com/bchrc>.

- 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. In the past year we have been published or given interviews to many media outlets. (see below under Media Work)

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. Another factor that continues to change is the legal and procedural complexity of the complaints.

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, drafting and responding to submissions, making 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 Clinic work, see page 16 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 many years the Coalition has argued that B.C.'s human rights legislation is under-inclusive. This year we worked on projects to get protection for persons based on "social condition". We were also heavily involved in anti workplace bullying efforts (see below – BullyFreeBC) 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.

Coalition Work

Information and Referrals

| Total Recorded Incoming Phone Calls | Total | % of Total |
|---------------------------------------|--------------|--------------|
| Protected Grounds | 1244 | 15 % |
| General Human Rights | 3662 | 43 % |
| Referrals | 642 | 8 % |
| Total General Public Inquiries | 5548 | 66 % |
| Case Related | 2249 | 27 % |
| Intake | 602 | 7 % |
| Total Client Related Calls | 2851 | 34 % |
| Total Reported Calls | 8 399 | 100 % |

In the period ending March 31, 2011 the Coalition compiled statistical information on 8, 399 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 8, 399 recorded calls, 34 % (2, 851) were client and case related. The remaining 66% (5, 548) 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.

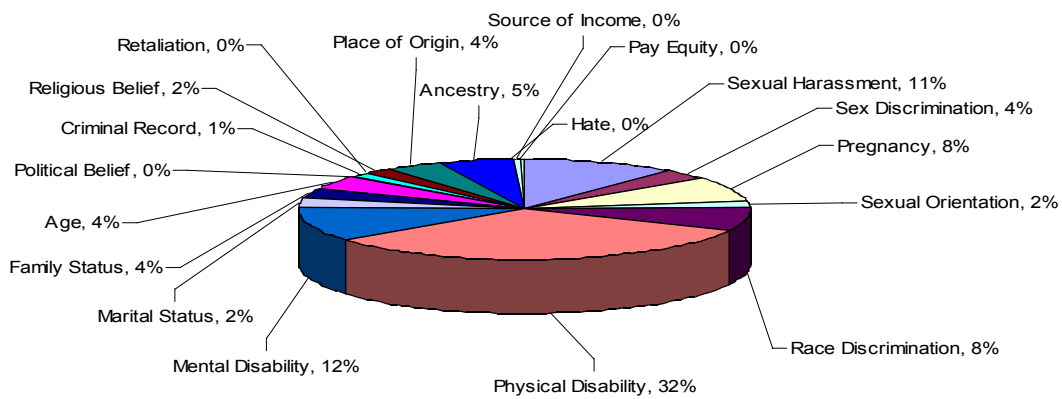
Inquirer Calls By Ground

15 % (1,244) of general inquiries identified a specific group characteristic or ground when seeking information. The charts below categorize these calls by the ground.

43% (3,662) 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.

| Inquiry calls by Ground | Total Calls | % of Total |
|--------------------------|-------------|------------|
| Physical Disability | 402 | 32 % |
| Mental Disability | 145 | 12 % |
| Sexual Harassment | 137 | 11 % |
| Pregnancy | 98 | 8 % |
| Race Discrimination | 97 | 8 % |
| Ancestry | 66 | 5 % |
| Place of Origin | 52 | 4 % |
| Age | 51 | 4% |
| Family Status | 47 | 4% |
| Sex Discrimination | 44 | 4% |
| Marital Status | 29 | 2% |
| Religious Belief | 25 | 2% |
| Sexual Orientation | 22 | 2% |
| Criminal Record | 17 | 1% |
| Source of Income | 5 | - |
| Pay Equity | 4 | - |
| Political Belief | 2 | - |
| Section 43 (Retaliation) | 1 | - |
| Hate | 0 | - |
| TOTAL | 1244 | 100% |

Inquirer Calls By Ground



| General Inquires by Issue | Total | % of Total phone calls |
|---|-------------|------------------------|
| Complainant Process and Expectation Inquiries | 3174 | 87 % |
| Respondent Process and Expectation Inquiries | 6 | - |
| Federal Jurisdiction | 14 | - |
| Consultations | 281 | 8 % |
| Workplace Bullying | 134 | 4 % |
| Educational Development | 53 | 1 % |
| Total | 3662 | 100 % |

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 Center for those persons in the Victoria area.

Federal Jurisdiction Inquiries

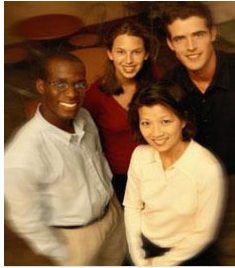
These calls have been specifically identified as falling under the federal jurisdiction. We provide information and advice specific to the *Canadian Human Rights Act* and its related enforcement process and structure.

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 **281 such inquiries**. An additional **53 calls** pertained to the development and planning of educational sessions.

BullyFreeBC ([www. BullyFreeBC.ca](http://www.BullyFreeBC.ca))



Workplace Bullying

We continue to notice 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.

In this fiscal period we responded to **134** such inquiries.

BullyFreeBC began in 2007 with a small round-table group that organized a symposium on workplace bullying. The BC Human Rights Coalition was one of the organizers, working with the project sponsor, Lorne Mayencourt, then MLA for Vancouver-Burrard. When he left office in the fall of 2008, the Coalition agreed to step in as agency sponsor so that the community-based initiative could continue.

Since then the group has continued to meet for dialogue sessions, to make plans for law reform and to promote education/ awareness on the topic of workplace bullying and the alternative, which is safe, ethical and productive workplaces. Participants come from a variety of professional fields, including law, mediation, human rights, psychology, occupational health and safety, business studies, human resources, management consulting, workplace training, violence prevention and victims' rights. As well, all sectors viewpoints are represented by participants; they work in federal, provincial and city government settings, large business, small business, unions and the not-for-profit world and as independent contractors.

To expand the dialogue further, to continue building a network of support for the law reform initiative, the BC Human Rights Coalition applied to the Law Foundation of British Columbia on behalf of BullyFreeBC for a small projects grant to do an information mailout. The Foundation approved an award of \$15,000 and in October 2010 BullyFreeBC began distribution of a 180-page resource binder on workplace bullying law reform.

The first edition was hard-copy – printed, bound and mailed to registered project participants. Several recipients requested an electronic version to save on paper and to access the material on different electronic devices. The e-binder produced to meet this request then proved a great success, preferred by most participants. The format change reduced costs for the project and made it possible to compile more material and distribute more copies of the binder than anticipated.

Two editions of the e-binder (a .pdf) were distributed and are still available; the first (November 2010) is general information on workplace bullying and law reform; the second (February 2011) focuses on current and proposed legislation in Canada and internationally.

(Currently, Quebec, Saskatchewan, Ontario and Manitoba have legislation in place, and the Canada Labour Code provides personal harassment/ bullying protections to employers in federal workplaces.)

The second legislation-focused edition of the e-binder was sent to all the provincial constituency offices. The response was positive with interest expressed from a variety of government officials. BullyFreeBC looks forward to continuing these conversations and engaging all parties in the process of creating and implementing effective workplace bullying protections in BC.

At the conclusion of the mailout project BullyFreeBC enters its fifth year of operations and is planning to make the transition from a community based initiative to an independent legal entity by registering as a non-profit society.

Law Reform

In the Summer of 2010 the BC Law Institute (the "BCLI") was asked to prepare a report for the Ministry of Labour on the possibility of integrating parts of the BC Human Rights process into the Labour Relations process. The concept championed by lawyer, Peter Gall, would remove the ability of the BC Human Rights Tribunal to hear human rights matters arising in the context of employment, and would transfer this authority to the Labour Relations Board. Originally the BCLI was not making its mandate known to the public at large and was not soliciting input from the general community, but was instead reaching out only to select stakeholders. It was our determination that the issue should be made public and the merits (or lack thereof) of the proposal openly discussed and evaluated.

With the help of Stuart Alcock, Susan O'Donnell and Robyn Durling of the Coalition submitted papers to the BCLI on the proposed "Supertribunal". The BCLI report was favourable to the position taken by the Coalition. The papers can be found at <http://bchrcoalition.org/files/supertribunal.html>

Media Work

Human rights decisions, their implications, and dialogue on related issues continue to be expressed in various forms of national and 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.

Our Communications Coordinator, Robyn Durling appeared on several radio stations and spoke on a number of topics related to human rights and BC Human Rights Tribunal decisions. On some occasions he could not speak about a particular case but could comment on the legal principles involved. Examples of media communications include:

- Nanaimo Daily News – The Province re Bantam A Girls Hockey
- CBC radio interview re: lesbian teacher fired from Catholic school.
- CBC radio re: discrimination in restaurants.
- Globe and Mail re: breastfeeding
- Globe and Mail re employment and HR
- CBC Television re: Sex Pregnancy
- Global TV, CTV TV, Richmond News, CITY TV, CKNW, Metro newspaper CBC Radio French and English, re: Karolina Bil v. Shark Club (Advocate Kathleen Smith appeared on Global TV for the complainant)
- Vancouver Courier re breastfeeding case

- CKNW Bill Good Show re BullyFreeBC pink shirt day
- Vancouver Sun re: BullyFreeBC

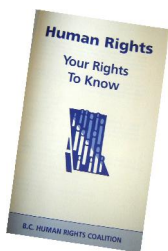
| Areas of Referrals | % of Total Referral Calls |
|--------------------|---------------------------|
| Legal | 74% |
| Employment | 4% |
| Housing | 2% |
| Miscellaneous | 20% |
| Social Assistance | 2% |
| Family Matters | - |
| Total | 642 |

Referrals

As noted above, when inquiries fall outside the human rights arena, a referral to a more appropriate agency is made. **8 % of our total calls (642) required such a referral** with the six most common areas referred to as: employment (4 %); social assistance (2%); housing (2 %); family matters (-%); legal (74 %) and a miscellaneous category that accounts for the remainder (20 %)

Please see the chart on your left.

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 which 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.



This past year 3 newsletters were sent out to our 650 subscribers. Each issue focused on a particular topic. The first newsletter highlighted a launch of a BullyFreeBC campaign aimed at eliminating workplace bullying by creating awareness about bullying in the workplace, providing links to resources dealing with this issue and as well as assisting in developing and drafting of workplace anti-bullying legislation. The second newsletter looked at the accommodation issues, also highlighted the

Human Rights Tribunal changes. The third newsletter provided summary on report released by the BC Law Institute in regards to a “Supertribunal” proposal; this issue also covered the story about the International Human Rights Day Celebration as well as 2010 Renate Shearer Award Recipient.



We continue to act as a clearing-house for bulk orders of the Ministry of the Attorney General's eight information pamphlets on human rights protections in B.C. 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.

Security and You



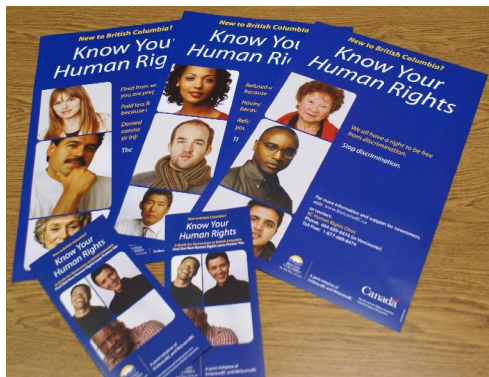
The Coalition has been active in developing public legal information materials and extensive training tools and curriculum for the private security industry in BC to ensure discriminatory free and respectful interactions between guards and the public.



The materials for the public have been developed and, include a wallet sized rights card, a brochure and a comprehensive website (www.securityandyou.ca). The Coalition continues to manage the website and distribute the brochures as requested.

A Guide for Newcomers to British Columbia: Know Your Human Rights.

In conjunction with the Government of Canada and the Province of BC we have created Information leaflets and public education posters designed for newcomers to British Columbia. The information in the leaflets is intended to answer the most common questions relating to discrimination and human rights protection in Canada and specifically BC.



We have created a data base and mailing list of immigrant serving agencies, ESL departments of post-secondary institutions, churches and community centers.

We couriered these public education materials to 244 relevant agencies across British Columbia.

Our website, found at www.bchrcoalition.org, is a key communications tool for the organization.

Our website statistics for 2010-2011 indicate **33, 534 visits from 2 visitor types**, new visitors and returning visitors. New visitors represent 66.93% or 22, 445 of all visits, the rest 33.07 % or 11, 089 are returning visitors.

33, 534 visits during fiscal year, represent approximately 91.87 visits a day or 2, 795 a month in average. The most number of visits of 2010-2011 came on March of 2011 with 3, 305 visits (9.86 %).

The site provides extensive information on B.C.'s human rights system as well as general information, links and on line educational materials on human rights law and procedures. The website has

resources for Respondents, as well as a page that is intended to assist employers and small businesses to deal with human rights issues.

In August of 2009, the BC Human Rights Coalition joined Twitter and now the latest news and comments on human rights in BC are posted on Twitter regularly.

Last year we streamlined the site to try and make it easier for people to get data. We added a google translation tool that allows users to select their language preference for various pages on our site.

A poll on our site asks why visitors are visiting the site. They may answer that they are there for a) general information, or are b) thinking of filing or have filed a complaint, or are c) responding to a complaint. Since instituting the poll the numbers continue to be steady and indicate the reasons for visiting are;

- General information (35%)
- Thinking of filing or have filed a complaint (63%)
- Responding to a complaint (2%)
-

Thanks to adding **Google Analytics** on our webpage we were able to mine some interesting data.

For example: 33, 534 visits this fiscal came from 119 countries using 58 languages.

Canada is on top of the list with 31, 085 visits, followed by United States (1, 225), United Kingdom (204), India (99), Australia (79), Philippines (60), Ireland (43), then France, South Korea, Singapore, etc.

Canada sent 31,085 visits via 502 Canadian cities with Vancouver on the top of the list (11,166) or 36% of all canadian visits, followed by Victoria (2,553), Burnaby (1, 709), Surrey (681), Kelowna (625), Richmond (618), Nanaimo (491), etc.

Referring sites sent 4, 652 visits via 437 sources in the “all visits” segment. On the top of the list is the Ministry of Attorney General of BC (565 visits came from that source), Canadian Human Rights Commission (479), followed by Government of BC, CLAS, and others.

Workshop Delivery

Workshop and training sessions this past year focused on four primary areas: the delivery of sessions to Employers and Employer groups, to Harassment Advisors, to Union and Community Advocates, and the delivery of sessions to broader public audiences.

In total, we delivered the equivalent of 37.08 days or 222.5 classroom hours of education and training this fiscal period. The number of classroom hours increased compare to the hours we spent teaching last year (213.5 hrs or 35.58 days).

49 separate sessions comprise this 37.08 days total and 25 of these sessions were conducted outside the Lower Mainland region. 15 sessions were targeted specifically to Professional Service Providers, 13 sessions were targeted specifically to Union and Community Advocates, 3 sessions were targeted to the Respondents' education and 12 sessions were delivered to small businesses owners, managers

and supervisors. The remaining 6 sessions were open to a broader range of participants, academic students and general public education.

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

This fiscal, the Coalition worked with the International Longshore and Warehouse Union Canada (ILWU) on developing employment equity program. The goal of the program is to ensure that members of the specified groups (individuals or groups who are disadvantaged because of race, colour, ancestry, place of origin, physical or mental disability or sex) experience equal access to jobs, a positive working environment, and the opportunity to participate and contribute fully in their workplace. During this reporting period, the Coalition spent **16.50 hours** on doing research, preparation and presentation to the Federal Parliamentary Committee on Women in Non-Traditional Work that was held in Ottawa on April 12, 2010. These hours include also participation at Committee and other work for the ILWU.

Human Rights Toolkit for Small Businesses

In late 2009 we received a grant from the Law Foundation to develop a program for a seminar entitled: Human Rights Toolkit for Small Business. The project was prompted by concern that employers in BC can suffer significant losses as a result of a human rights complaint. Even when the case is ultimately dismissed by the Tribunal, if the employer doesn't properly manage the complaint it could cost \$10,000 or more in legal fees, not including damage to reputation and the time and stress involved. Especially for small business operators (which includes most provincial employers) this could be devastating, and it is these operations in particular that don't have the staff or resources to develop and implement an effective workplace human rights policy. It was to address this gap in human rights education the we applied for a grant to develop and deliver human rights training to employers around the province. With a grant of \$45,000 the Coalition hired Project Administrator Diane Rodgers who organized a series of seminar events to be delivered in all regions of the province.



Communications Officer Robyn Durling began delivering the day-long seminars in January 2010 and continued through the term of the project which ended in August 2010. We can now report the conclusion of the project and the results exceeded expectations, in particular due to a strong collaborative partnership with Community Futures (CF) offices that operate across British Columbia. CF regional directors and their staff helped to organize many of the seminar events locally, and the response amongst participants was overwhelmingly positive.

The project also exceeded benchmark expectations. The goal was to deliver 8 seminars with about 160 people attending. The actual results were 15 seminars delivered with two video-broadcasts relayed to remote locations, with a total of 224 people taking the training. Event locations were Vancouver, Tri-Cities (Port Moody, Port Coquitlam, Coquitlam), Nanaimo, Duncan, Williams Lake, Prince George (with a video link to Quesnel and Dawson Creek), Nelson, Trail, Fort St. John, Terrace, Vernon, Penticton, Kelowna and Grand Forks.

Building Capacity Through Outreach

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 examples of this work follows:

Providing a human rights perspective for various groups and organizations working on building awareness of **human trafficking**.

We also continue to build capacity within the labour movement by instructing two extensive 5 day sessions on the Duty to Accommodate at the **Canadian Labour Congress's Winter School Program**. This program provides provincial stewards and union activists with knowledge, skills and practical know how to resolve and prevent workplace discriminatory infractions from occurring.

We work with professional service providers and their associations in building human rights capacity into their own programming needs. 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 professional standards.



Left to right: Robyn Durling, Communications Officer of the BC Human Rights Coalition and other participants at the CBA annual Law Day.

We also participated in the **Canadian Bar Association's "Law Day"**. This event attempts to bring together all service providers in the area of law to the Vancouver Public Library in order to provide information about their services. The Law Day 2010 theme was Access to Justice: Justice For All, and it was held on April 17th.

The Coalition shares an information table with Community Legal Assistance Society, our Clinic partner, the B. C. Human Rights Tribunal, and the Ministry of the Attorney General.

As an Advisory Committee member for Child Rights Public Awareness Campaign of the Society of Children and Youth of BC, we attended two Committee meetings. The campaign aims to promote the safety, well-being and maximum development of children and youth throughout BC by increasing public awareness of children's' rights in BC via public transit ad, poster campaign, social media., a campaign website and newsletters.

We also participated in a Networking and Information session hosted by the UBC Pro Bono Students and National Law Firm partner, McCarthy Tétrault.

The Human Rights Clinic

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. We continue to implement a Kelowna short service clinic every 2 months. Unlike the Vancouver clinic, we schedule the Kelowna clinic based on the number of appointments scheduled. Clients are required to return signed limited retainers to our office in advance of the meeting. If the minimum number of client appointments are not scheduled the trip is canceled and the clients are offered assistance over the phone by the Advocate that would have attended the session. It is held at the offices of the Elizabeth Fry Society and we thank them for their assistance.

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 served basis on Monday's in Vancouver.

Vancouver Short Service Clinic and Kelowna Short Service Clinic assisted 406 people through 45 sessions held this year. Out of 406 people assisted, 9 people became our clients.

Please see below the breakdown by the location:

| Short Service Clinic | Sessions Held | People Assisted |
|----------------------|---------------|-----------------|
| Vancouver, BC | 43 | 395 |
| Kelowna, BC | 2 | 11 |

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

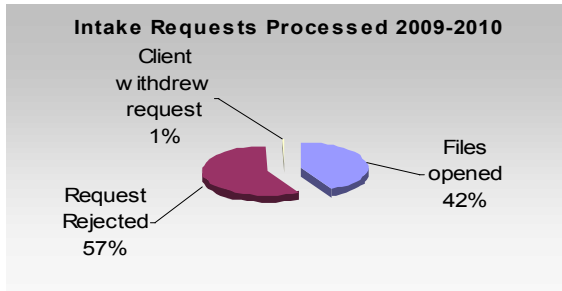
For those not aware of Clinic services prior to filing a complaint, the Tribunal formally advises all complainants in writing of the service very early in the process. While most individuals contact us immediately, we do struggle when faced with requests from those who may not fully understand the time 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.

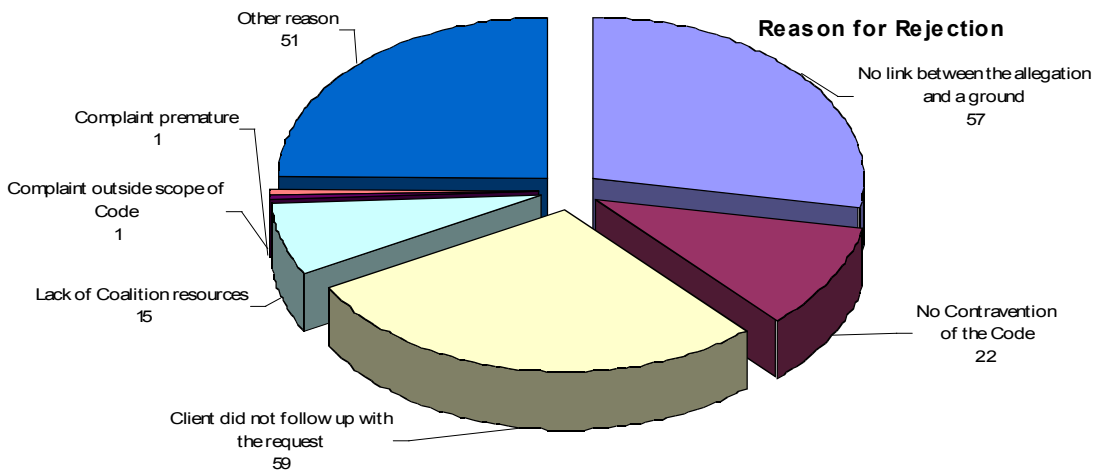
We continue to strive for an intake turnaround time of ten working days and, for the most part, we've managed to achieve this goal.



In the ninth year of operation, 363 requests for representation were processed. Out of 363 requests: 345 were new requests received in this fiscal, 57 were carried forward from the previous reporting period. This represents a 3 % decrease from the 374 requests processed last year.

154 (42% of requests) new client files were approved for opening this year compared to 151 last year. 206 requests (57%) were declined service due to negative assessment decisions or no client follow up compared to 217 that were declined for the same reasons last year. 3 clients (1%) withdrew their requests for service this year.

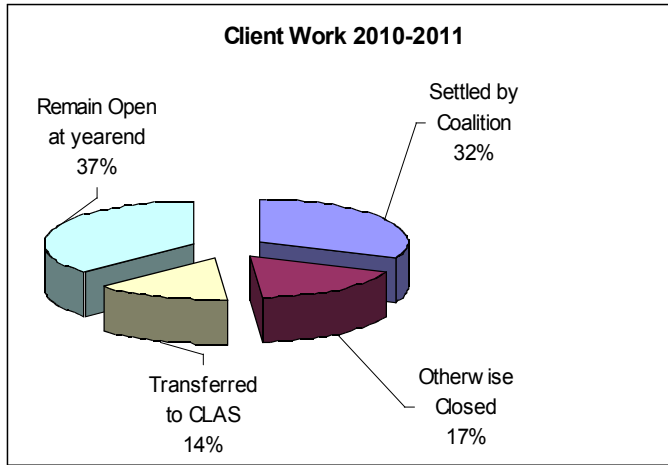
Of the 206 requests that were declined service, 57 had no link between the allegation made and a protected ground; in 22 instances, we saw no contravention of the Code; 59 prospective clients did not follow up with their representation request and 15 were declined service due to the lack of resources, in 1 instance a complaint was premature, in 1 instance it was outside scope of Code and and 51 instances there were other reasons to decline the service..



Our assessment decisions were appealed by 47 people this fiscal year and 2 appeals were carried over from the previous reporting period. We processed 49 appeals this fiscal: 12 appeals were overturned and 37 appeals were upheld. No appeals remained pending at the year end.

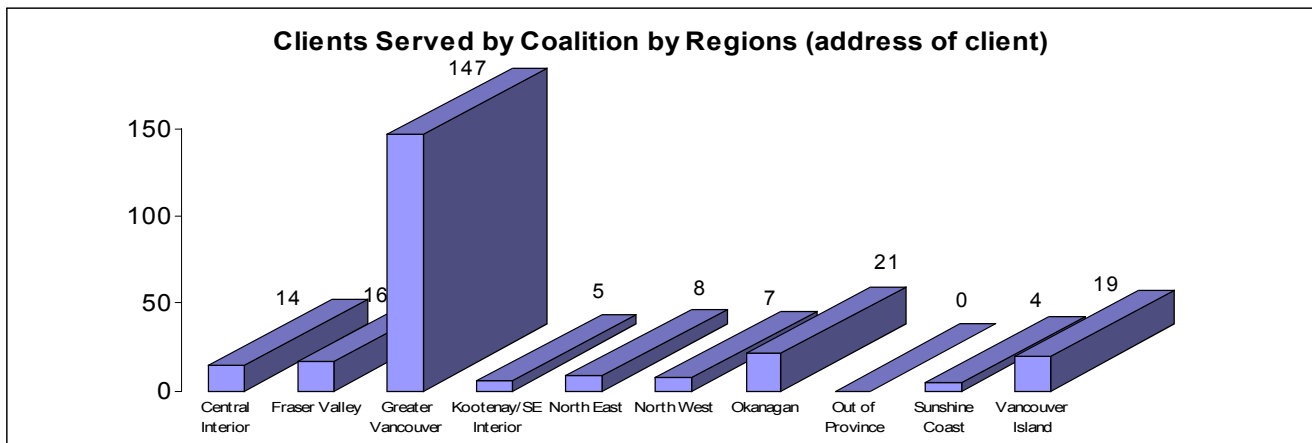
Clinic Program - Client Work

We **worked on 241 client files** this fiscal period: 76 files were carried over from our previous year, and 165 new files were opened.



Clients served by Coalition by Region (address of client)

The Clinic represented a number of clients in a variety of locations. Central Interior 14, Fraser Valley 16, Greater Vancouver 147, Kootenay / SE Interior 5, North East 8, North West 7, Okanagan 21, Out of Province 0, Sunshine Coast 4, Vancouver Island 19, for a *Total of 241*.

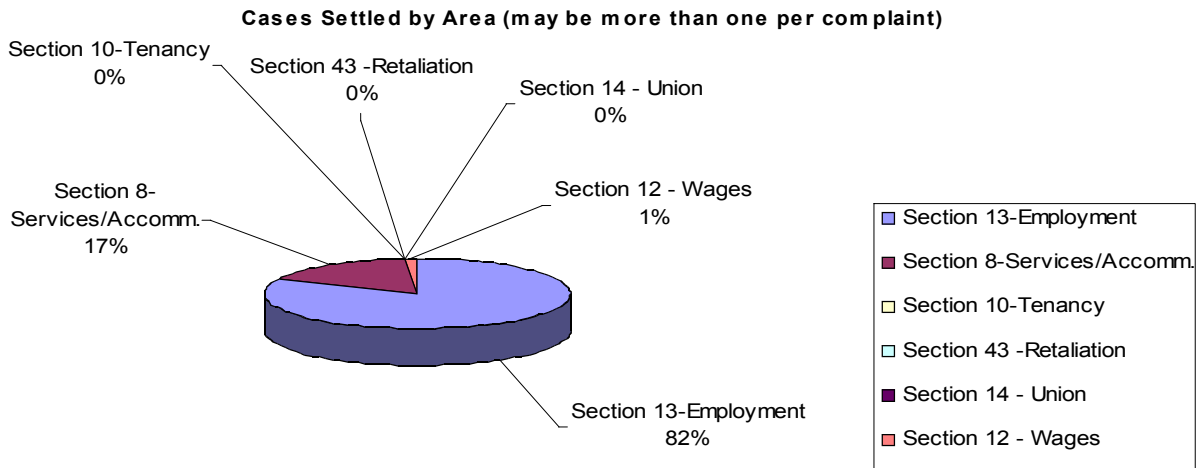


Settlements

Coalition advocates successfully settled 76 files this fiscal period compared against 69 settled last fiscal year. Settlement is often achieved through direct negotiations, through Tribunal assisted mediation, or through a combination of these two options. The Clinic settled a number of cases for their clients in a variety of locations throughout the province.

Settled Complaints by Area of Complaint

Of the complaints settled, 63 were in the area of Employment (Section 13), in 1 instance, wages (Section 12) was added to complaint. 13 were in the area of accommodations, services and facilities (Section 8), 0 was in the area of tenancy premises (Section 10). There may be more than one ground per complaint.

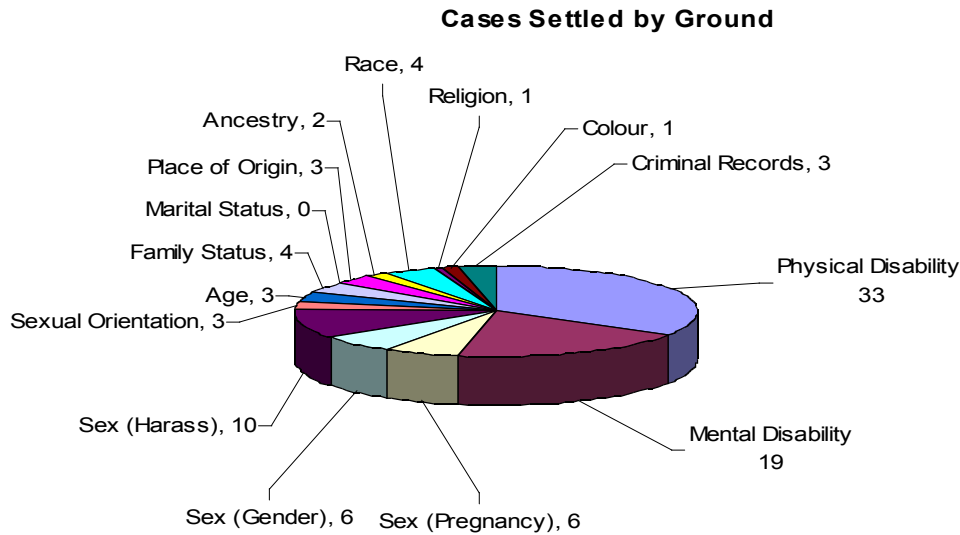


Settled Complaints by Ground of Complaint

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 33 times, with mental disability listed 19 times. Sex (gender) was cited 6 times, sexual harassment 10 times, pregnancy 6 times, and sexual orientation was cited 3 times. Age was cited 3 times. Place of origin was mentioned three times, colour and religion were each cited 1 time, and race was cited 4 times, ancestry was cited 2 times. Family status was cited 4 times and criminal conviction was cited 3 times. In some cases more than one ground was alleged.

Please see the chart on the next page.



Files Otherwise Closed

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

| REASON FILE CLOSED | NUMBER |
|---|-----------|
| Complaint abandoned by Client | 10 |
| Partial retainer, service rendered | 0 |
| Settlement achieved outside of Clinic | 4 |
| Client withdrew complaint from Tribunal | 0 |
| Representation withdrawn from Client | 16 |
| Client withdrew request for service | 3 |
| Complaint dismissed by Tribunal | 5 |
| Other | 3 |
| Total Otherwise Closed | 41 |

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. 35 files were transferred to CLAS this year compared to 45 last year. Please see the chart below.

| REASON FOR TRASFER | NUMBER |
|---------------------------------------|-----------|
| Case managed Files | 0 |
| Within 180 days of hearing | 33 |
| Settlement attempts unsuccessful | 0 |
| Client Instruction | 1 |
| Respondent not interested in settling | 0 |
| Legal complexities on File | 1 |
| Other | 0 |
| Total Files Transferred | 35 |

At year-end, March 31, 2011, 89 client files remain open. 2 files remain open from previous fiscal periods; 1 was concluding transfer and 1 were active at year end. Of the remaining 87 open files, 6 files were opened in the first quarter of this year, 10 files in the second quarter, 22 in the third quarter, and 19 in the fourth quarter of this year.

It has been our procedure for the last seven 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. Counsel from the Human Rights Clinic represented complainants in nine of the cases which went to hearing this past year.

In Closing

We hope that the information provided herein has given some insight into the work we have been doing over the last year. If you have any suggestions or input please contact us.

WE WOULD LIKE TO THANK OUR FUNDERS



Gaming Policy and Enforcement Branch



**THE VANCOUVER AREA
HUMAN RIGHTS COALITION SOCIETY
GLOBAL
COMBINED FINANCIAL STATEMENTS
MARCH 31, 2011**

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

INDEPENDENT AUDITOR'S REPORT

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

I have audited the accompanying combined financial statements of The Vancouver Area Human Rights Coalition Society, Global, which comprise the combined statement of financial position as at March 31, 2011 and the combined statements of changes in net assets, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of combined financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these combined financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified audit opinion.

Basis for Qualified Opinion

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, my verifications of these donations was limited to the amounts recorded in the records of the Society and I was not able to determine whether any adjustments might be necessary to donation revenue, excess of revenue over expenditures, assets and net assets.

During the year, the society purchased equipment totalling \$ 4,210 (2010 - \$ 2,374). This equipment was expensed during the year, as explained in Note 1, iii. Canadian generally accepted accounting principles require that equipment be capitalized at cost and amortization be taken over the estimated life of the equipment.

INDEPENDENT AUDITOR'S REPORT (Cont'd)

Qualified Opinion

In my opinion, except for the effects of the matters described in the Basis for Qualified Opinion paragraph, these combined financial statements present fairly, in all material respects, the financial position of the society as at March 31, 2011 and its financial performance, its changes in net assets and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Other Matter

As required by the Society Act of British Columbia, I report that, in my opinion, these principles have been applied on a basis consistent with that of the preceding year.

Burnaby, BC
July 20, 2011

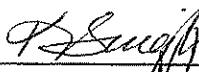
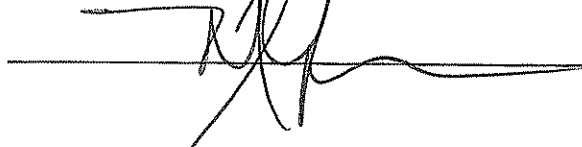
David Curl Inc.
Chartered Accountant

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
COMBINED STATEMENT OF FINANCIAL POSITION
MARCH 31, 2011**

\$

| | ASSETS | | 2011 | 2010 |
|--------------------------------|---------------------------|-------------------------|----------------|----------------|
| | OPERATING FUND | RESERVE FUND | | |
| CURRENT ASSETS | | | | |
| Cash and term deposits | 259,529 | 15,040 | 274,569 | 305,323 |
| Accounts receivable | 20,517 | - | 20,517 | 7,407 |
| Prepaid expenses | 11,171 | - | 11,171 | 11,082 |
| | <u>291,217</u> | <u>15,040</u> | <u>306,257</u> | <u>323,812</u> |
| CURRENT LIABILITIES | | | | |
| Accounts, payable and accrued | 35,043 | - | 35,043 | 51,470 |
| Unearned revenue (Note 3) | 138,914 | - | 138,914 | 149,176 |
| | <u>173,957</u> | <u>-</u> | <u>173,957</u> | <u>200,646</u> |
| NET ASSETS | | | | |
| UNRESTRICTED NET ASSETS | <u>117,260</u> | <u>15,040</u> | <u>132,300</u> | <u>123,166</u> |
| | <u>291,217</u> | <u>15,040</u> | <u>306,257</u> | <u>323,812</u> |

APPROVED BY THE DIRECTORS

| | |
|---|-----------------|
|  | Director |
|  | Director |

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
COMBINED STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED MARCH 31, 2011**

\$

| | | | <u>2011</u> | <u>2010</u> |
|--|---------------------------|--------------------------------------|----------------|----------------|
| | <u>OPERATING FUND</u> | <u>RESERVE FUND (Note 4)</u> | | |
| BALANCE, BEGINNING | 108,275 | 14,891 | 123,166 | 107,778 |
| Excess of revenue over expenditures | <u>8,985</u> | <u>149</u> | <u>9,134</u> | <u>15,388</u> |
| BALANCE, ENDING | <u>117,260</u> | <u>15,040</u> | <u>132,300</u> | <u>123,166</u> |

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
COMBINED STATEMENT OF OPERATIONS
YEAR ENDED MARCH 31, 2011**

\$

| | | | <u>2011</u> | <u>2010</u> |
|---|---------------------------|-------------------------|----------------------|----------------------|
| | <u>OPERATING FUND</u> | <u>RESERVE FUND</u> | | |
| REVENUE | | | | |
| Grants | | | | |
| - City of Vancouver | 20,800 | - | 20,800 | 20,800 |
| - Law foundation BullyFreeBC | 15,000 | - | 15,000 | - |
| - Law Foundation Small Business project | 27,797 | - | 27,797 | 17,798 |
| - Ministry of Attorney General Newcomers project | 13,888 | - | 13,888 | 1,693 |
| - Ministry of Attorney General of BC - Human Rights Clinic | 960,542 | - | 960,542 | 951,916 |
| | <u>1,038,027</u> | - | <u>1,038,027</u> | <u>992,207</u> |
| Bias Free Security Project | - | - | - | 155 |
| Donations | 762 | - | 762 | 1,700 |
| Fees for services/publications | 8,453 | - | 8,453 | 5,955 |
| Gaming | 34,984 | - | 34,984 | 53,524 |
| Memberships | 900 | - | 900 | 790 |
| Miscellaneous and interest | 5,789 | 149 | 5,938 | 15,664 |
| Rosemary Brown award | 525 | - | 525 | 930 |
| | <u>1,089,440</u> | <u>149</u> | <u>1,089,589</u> | <u>1,070,925</u> |
| EXPENDITURES (SCHEDULE) | <u>1,080,455</u> | <u>-</u> | <u>1,080,455</u> | <u>1,055,537</u> |
| EXCESS OF REVENUE OVER EXPENDITURES | <u>8,985</u> | <u>149</u> | <u>9,134</u> | <u>15,388</u> |

DAVID CURLL INC.

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
COMBINED STATEMENT OF CASH FLOWS
YEAR ENDED MARCH 31, 2011**

\$

| | <u>2011</u> | <u>2010</u> |
|--|-----------------------|-----------------------|
| OPERATING ACTIVITIES | | |
| Excess of revenue over expenditures for the year | 9,134 | 15,388 |
| CHANGES IN NON-CASH WORKING CAPITAL | | |
| Accounts receivable | (13,110) | 1,189 |
| Prepaid expenses | (89) | 1,033 |
| Accounts, payable and accrued | (16,427) | 11,930 |
| Unearned revenue | <u>(10,262)</u> | <u>(3,530)</u> |
| Cash (used for) provided by operating activities | <u>(30,754)</u> | <u>26,010</u> |
| (DECREASE) INCREASE IN CASH AND TERM DEPOSITS | (30,754) | 26,010 |
| Cash and term deposits, beginning | <u>305,323</u> | <u>279,313</u> |
| CASH AND TERM DEPOSITS, ENDING | <u><u>274,569</u></u> | <u><u>305,323</u></u> |

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO COMBINED FINANCIAL STATEMENTS
MARCH 31, 2011**

\$

1. ACCOUNTING POLICIES

The combined 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 combined financial statements for a year necessarily involves the use of estimates, which have been made using careful judgment.

The combined 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 combined 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, 2011 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 amortization

Equipment was written-off in the year to conform with the society's policy of expensing capital asset purchases. This method of accounting has been adopted to more conservatively reflect the actual economic position of the society.

Commencing December 1, 2002, the society has agreed to expense equipment in the year of purchase. During the year, the society expensed equipment totalling \$ 4,210 (2010 - \$ 2,374).

THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO COMBINED FINANCIAL STATEMENTS
MARCH 31, 2011

\$

1. ACCOUNTING POLICIES (cont'd)

iii. Equipment and amortization (cont'd)

In this respect, the combined 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 \$ 5,781 (2010 - \$ 4,294), accumulated amortization would have been increased by \$ 5,781 (2010 - \$ 4,294), other expenditures would have been increased by \$ 1,571 (2010 - \$ 1,920), excess of revenue over expenditures would have been reduced by \$ 1,571 (2010 - \$ 1,920) and ending net assets would have been reduced by \$ 1,571 (2010 - \$ 1,920) 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 expenditures 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 and as the related expenditures are incurred.

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. Cash and cash equivalents

Cash and cash equivalents includes term deposits with terms to maturity of one year or less at date of acquisition.

vi. Non-cash donations

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

vii. Use of estimates

The preparation of combined 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.

viii. 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. 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 combined financial statements.

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO COMBINED FINANCIAL STATEMENTS
MARCH 31, 2011**

\$

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

| | 2011 | 2010 |
|---|----------------|----------------|
| Gaming direct access | 58,647 | 33,639 |
| Grant – City of Vancouver | 2,700 | - |
| Law Foundation project | - | 12,517 |
| Rosemary Brown award | 2,053 | 1,284 |
| Ministry of Attorney General of BC Human Rights Clinic program | 75,514 | 101,736 |
| | <u>138,914</u> | <u>149,176</u> |

4. RESERVE FUND

| | 2011 | 2010 |
|---------------------------------|---------------|---------------|
| Reserve fund – beginning | 14,891 | 14,387 |
| Interest earned on term deposit | 149 | 504 |
| Reserve fund – ending | <u>15,040</u> | <u>14,891</u> |

5. FUTURE ACCOUNTING POLICIES

Change in accounting framework:

The Canadian Institute of Chartered Accountants has decided to transition Canadian generally accepted accounting principles for publicly accountable entities to International Financial Reporting Standards ("IFRS") effective January 1, 2011. Private companies will transition to a new private company accounting framework effective the same date. The Vancouver Area Human Rights Coalition Society, Global is classified as a not-for-profit organization. The Accounting Standards Board and Public Sector Accounting Board have released exposure drafts relating to the future of financial reporting by not-for-profit organizations. The Vancouver Area Human Rights Coalition Society, Global is in the process of reviewing the potential impact of the proposals on its reporting framework and combined financial statements.

DAVID CURLL INC.

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
NOTES TO COMBINED FINANCIAL STATEMENTS
MARCH 31, 2011**

\$

6. 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 two years:

| | |
|------|----------------|
| 2012 | 73,638 |
| 2013 | <u>36,819</u> |
| | <u>110,457</u> |

7. CONTINGENT LIABILITY

The society has a line of credit with the Vancity Credit Union in the amount of \$ 30,000 repayable at a monthly interest rate of prime + 2.50%. The society has not yet made use of these funds.

**THE VANCOUVER AREA HUMAN RIGHTS COALITION SOCIETY
GLOBAL
COMBINED EXPENDITURES SCHEDULE
YEAR ENDED MARCH 31, 2011**

\$

| | <u>OPERATING FUND</u> | <u>RESERVE FUND</u> | <u>2011</u> | <u>2010</u> |
|---|---------------------------|-------------------------|------------------|------------------|
| EXPENDITURES | | | | |
| Audit and accounting | 14,118 | - | 14,118 | 15,049 |
| Bank and service charges | 1,787 | - | 1,787 | 1,822 |
| Client disbursements | 15,443 | - | 15,443 | 16,730 |
| Equipment purchases | 4,210 | - | 4,210 | 2,374 |
| Equipment rentals and service | 17,450 | - | 17,450 | 13,474 |
| Facility rentals | 914 | - | 914 | 695 |
| Legal consultation and advice | 25,849 | - | 25,849 | 27,760 |
| Office | 16,921 | - | 16,921 | 28,063 |
| Postage and courier | 8,902 | - | 8,902 | 4,181 |
| Printing and production of materials | 9,711 | - | 9,711 | 6,177 |
| Publications and subscriptions | 11,520 | - | 11,520 | 11,755 |
| Rent | 75,045 | - | 75,045 | 71,255 |
| Special events | 4,565 | - | 4,565 | 4,491 |
| Staff training | 3,831 | - | 3,831 | 16,053 |
| Telephone | 4,792 | - | 4,792 | 4,487 |
| Travel | 25,907 | - | 25,907 | 17,149 |
| Wages and benefits | 838,668 | - | 838,668 | 812,917 |
| Website and database | 822 | - | 822 | 1,105 |
| | <u>1,080,455</u> | <u>-</u> | <u>1,080,455</u> | <u>1,055,537</u> |

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