

2019 – 2020 Annual Report



*Status of Women Council
of the N.W.T.*

August 6, 2020

Honorable Caroline Wawzonek

Minister Responsible for the Status of Women

Government of the Northwest Territories

Dear Minister Wawzonek,

I am pleased to present our Annual Report, for the year ending 31 March 2020, on behalf of the Status of Women Council of the Northwest Territories.

The Status of Women coordinated numerous events and activities intended to advance gender equality this past year. These events include those designed to develop greater awareness, to encourage discussion of issues affecting the status of women, as well as those intended to promote a change in attitudes so that women may enjoy equality. We also conducted research, were busy with advocacy initiatives, and continued to support and encourage women seeking elected office.

We would like to thank our funding partners for supporting our efforts over the past year to improve the status of women living in the Northwest Territories. We are encouraged to see so many individuals, organizations, and businesses participating in and supporting efforts to advance gender equality.

I would also like to thank our Status of Women Council board members and staff for their continued collaboration and coordinated efforts as we strive to advance gender equality in the territory.

Sincerely,



Violet Camsell-Blondin

President, 2019 - 2020

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Background

The Leader of the Government of the Northwest Territories ('GNWT') appointed the first Minister Responsible for the Status of Women in 1982. The following year, the GNWT enacted the NWT Advisory Council on the Status of Women Act. The first Advisory Council on the Status of Women was appointed in 1984 and two years later, the name was changed to the Women's Secretariat. In 1989, the GNWT announced its intent to establish an independent Status of Women Council that would be separate from the Women's Secretariat. In 1990, the Status of Women Council of the Northwest Territories was created through the enactment of the *Status of Women Council Act*. The Status of Women Council of the NWT continues to function under this Act and remains focused on advancing equality in the territory.

The Status of Women Board

Board members are appointed by the Minister Responsible for the Status of Women. The Board is comprised of six (6) members and each member represents a region of the territory. Board members serve for a three-year term. The Board typically meets face-to-face twice a year and holds additional teleconferences as required. The Board directs the agencies' efforts to achieve our vision and mission. Accordingly, the Board is a group of women dedicated to improving the lives of women in the territories. They seek to empower women, to end violence against women and children, and to achieve equality.

Violet Camsell-Blondin

President, Tł'chǫ Region Board member, term: June 1, 2019 – May 31, 2022

Violet is a Tł'chǫ citizen, born and raised in Behchokǫ. Violet is married to Ted Blondin and they have two adult children and four grandchildren. Violet has a passion for learning and attained a General Management Certificate through the University of Lethbridge. She is committed to lifelong learning as evidenced by the numerous business and community administration courses she has completed. Violet has held a variety of executive director and coordinator positions and is currently the Manager of Lands Regulation with the Tł'chǫ Government. Violet demonstrates a commitment to women in leadership through her professional and personal life and to advancing the Status of Women's objectives so that women and girls may enjoy equality in all aspects of their lives.



Martina Norwegian

Vice President, Deh Cho Region Board member, term: June 1, 2019 – May 31, 2022

Martina was born and raised in Lídlǫ́ Kýé and comes from humble origins. She has learned through experience not to take anyone for granted in her life and is a voice for women who struggle to find their own voice. Martina is passionate about language and speaks South Slavey. Her dedication to education



is strong and she has been the chairperson for the Dehcho Divisional Education Council and participated in the local District Education Authority. Martina is dedicated to spreading the word of God as a Lay Presider for the local Catholic Church and is also involved in On Eagle's Wings, a Christian ministry program. She has also been involved with the Historical Society preserving the local history for over 25 years. Martina is a strong leader, with a quiet and caring nature, who is always helping to empower women to be their best.

Rita Arey

Vice President, Beaufort Delta Region Board member, term: August 19, 2017 – August 18, 2020

Rita was born and raised in Aklavik, attended high school in Inuvik, and then Grandin College in Fort Smith. She worked as a Family Counsellor in Inuvik and opened the first counselling program in Aklavik.

Rita has also worked as an Adult Educator, Economic Development Officer, and a Social Worker with the GNWT. She has continued to advocate for her people and is now an Employment Officer with the Aklavik Indian Band.

Rita is currently serving on the District Education Council as the Vice-Chair in her community of Aklavik. She has spent many years being an activist for women. Rita was a member of the Status of Women Council of the NWT from 1990 to 2000. She has also been active with the Native Women's Association as a Family Support Liaison, assisting with the



National Inquiry into Missing and Murdered Indigenous Women and Girls. Rita is committed to making a difference to the women she serves.

Andrea Steed

South Slave Region Board member, term: December 6, 2017 to December 5, 2020



Andrea Steed is a Case Manager with the Corrections Service in Fort Smith where she has worked for over 20 years. Andrea is married with two teenage sons who are busy with hockey and as such, so is Andrea. Andrea is an active volunteer in her community with a passion for helping others, addressing disparities, and improving the lives of women.

Catherine Mackeinz-Taylor

Sahtu Region Board member, December 6, 2017 to December 5, 2020

Cathy was born and raised in Déljne. She has three adult children and she has always encouraged them to connect with family and their Indigenous culture. She also supports and encourages them to further their education.

Cathy is currently employed as the Wellness Coordinator with the Déljne Got'ine Government, after having worked for the GNWT for twenty years. Cathy's first language is the Déljne Got'ine dialect of North Slavey. She is passionate about promoting and using her language and encourages the young to learn and speak their language. Cathy also sews and brings other women in the community together to make beautiful slippers, card holders, and handbags from hide and adorned with beading. She always supports and encourages women in the workplace, those seeking leadership positions, and is committed to the Status of Women's goal of improving the status of women in the territory.



Arlene Hache

North Slave Region Board member, term: February 22, 2017 to February 21, 2020



Arlene Hache, a person who has experienced homelessness, is well known across the Northwest Territories as an advocate for social change. As a result of her work in the North, Arlene was awarded the Order of Canada in 2009 and the Queen Elizabeth II Diamond Jubilee Medal in 2012. Arlene has participated in several research teams and is a published author. Arlene was a founder and the Executive Director of the Centre for Northern Families for 25 years. Arlene actively participated in the development, implementation, and evaluation of every program offered at the Centre. She also received the Status of Women's Wise 1998 Women award.

Advocacy

In 1990, the Legislative Assembly separated the Status of Women Council from the Women's Directorate to better support the Status of Women's ability to achieve its goals and objectives and to provide women with a voice – a voice not filtered or directed by the government. As a result, the Status of Women's has been listening to and advocating on behalf of women for thirty (30) years. Sometimes this advocacy takes the form of supporting an individual woman as she faces barriers and/or discrimination and sometimes this advocacy takes the form of making recommendations to government and other public entities. In the term covered under this Annual Report, our advocacy efforts focused on the following:

Female representation in the Legislative Assembly

The Status of Women reviewed and expressed support for the seven (7) recommendations in the Interim Report from the Special Committee to Increase the Representation of Women in the Legislative Assembly and made further recommendations, highlights of which can be found below, with the details in the attached letter (see Appendix 1).

1. Revise the structure and processes of the Legislative Assembly to remove systemic barriers to women becoming MLAs
2. Research and identify more than one reserved seats for women in the Legislative Assembly model, with said research including a Gender-Equal Legislative Assembly model
3. Legislate public funding, in the form of the partial reimbursement of election expenses, as a means of addressing the financial risks and barriers to seeking elected office
4. Fund more Women in Leadership training in the NWT
5. Address the gendered process of colonization

The gender equal Legislative Assembly resulting from the 2019 territorial election was cause for much celebration and meant that recommendation #2 did not have to be pursued. Details within our first recommendation, which included the option of working remotely to support work life balance and being with one's family, community and constituents, were realized due to COVID-19.

Sexualized Violence Services

The Status of Women has been involved in an ongoing dialogue with the GNWT Department of Justice and the NWT RCMP about improving services and supports for victims of sexualized violence. Status of Women recommendations included establishing a Sexual Assault Investigations Review Committee, Third Party Reporting, and a Specialized Response team. The Status of Women also recommended exploring rape crisis services for victims as the territory does not have specific rape response services or a rape crisis centre.

Stakeholder Engagement Session of Sexualized Violence

The Department of Justice hosted a stakeholder engagement session about Third Party Reporting and Advocate Reviews of Sexual Assault Investigations in June 2019. Twenty-six (26) stakeholders, including the Status of Women, participated in this session and provided input from all the regions. The discussions from this stakeholder session can be found in the “What We heard: Sexual Assault Investigations Stakeholder Engagement Session June 11-12, 2019” document produced by the Department of Justice. The Status of Women has continued the dialogue with the Department of Justice about moving the Third Party Reporting initiative forward. Third Party Reporting services provide adult survivors with an alternate means of reporting sexual assault through a trained intermediary without having to go to the police. It will also provide survivors with an opportunity to be heard and an understanding of the reporting and support service options available to them.

Sexual Assault Investigations Review Committee

The NWT RCMP prioritized establishing a Sexual Assault Investigations Review Committee ('SAIRC') and the Status of Women, along with other victim services organizations and advocates, participated in the first Sexual Assault Investigations Review Committee meeting held in December 2019. The committee participants reviewed sexual assault cases in which criminal charges had not been laid. These cases were randomly selected, and the committee members provided constructive feedback and recommendations to the NWT RCMP on how they could improve their response for survivors of sexual assault. We appreciate that the NWT RCMP made this a priority, given that many jurisdictions in Canada have not. Ultimately, the value of this advocate review will be determined by meaningful change and we believe we provided valuable insights to support this change. We hope SAIRC continues and that we will be an active participant as a means of helping to improve the RCMP's response to sexual assault survivors.

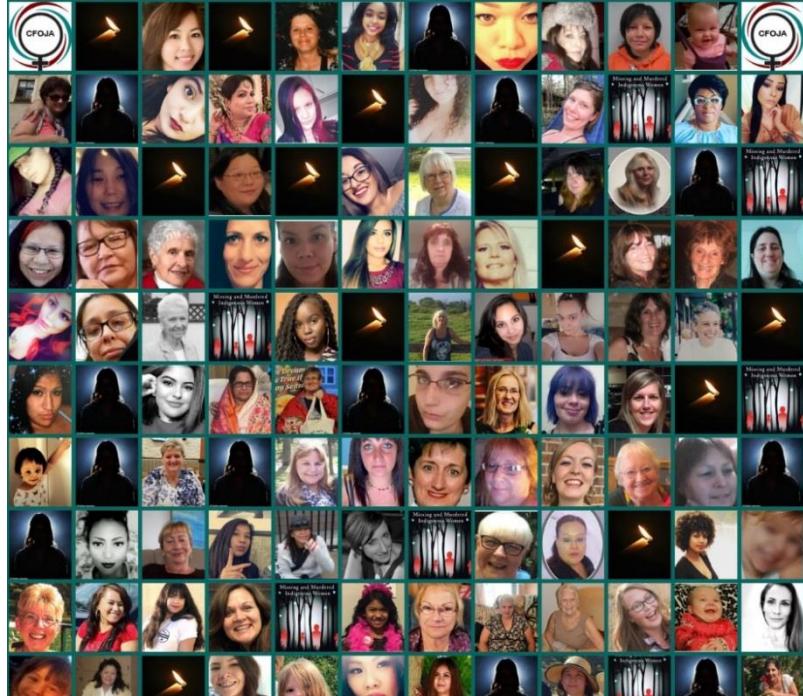
National advocacy efforts

As a committed member of the Gender Equality Network Canada, the Status of Women continued to work with more than 130 other women from across Canada to develop priorities, lay the groundwork to advocate for policy changes on a national level, to build inclusive intersectional leadership, and to take collective action to advance gender equality in Canada. The Status of Women committed to ensuring these national-level discussions and recommendations were inclusive of the needs of NWT women.

The Status of Women also established a new relationship with the Office of the Federal Ombudsman for Victims of Crime. We met with them and shared information and insights in November 2019. We then participated in their forum in March 2020 to discuss the criminal justice system in the North.

Femicide

The Status of Women is a partner in the Canadian Femicide Observatory for Justice and Accountability research project. The goal of the Observatory is to bring a national and visible focus on social and state responses to femicide in Canada. Accordingly, the Council monitors the news and are committed to sharing information about femicide and related issues in our territory with the Observatory. Sadly, a woman or girl was killed in Canada every 3 days (on average), with 118 women and girls killed by violence in 2019. The highest rates of femicide were in Nunavut, followed by the Yukon, Manitoba, and Alberta. Fortunately, the Northwest Territories did not have any killings of women and girls in 2019 (that is, there were no documented killings). Tragically, a young woman was murdered in Yellowknife in 2020.



Remembering Women and Girls Killed by Violence
in Canada 2019



Territorial Election

[All candidate questions](#)

The 2019 territorial election provided the Status of Women with an opportunity to highlight actions important to women in the NWT and to learn more about each candidate's understanding and commitment to advancing equality. The Status of Women posed three (3) questions to each candidate was posed with three (3) questions, (please see Appendix 2 for the questions), and their responses were posted to our website.

[Territorial Election Forums](#)

The Status of Women partnered with Alternatives North, Ecology North, and the NWT Federation of Labour to host two (2) in-person public Territorial Election Forums in Yellowknife mid-September. Reflecting our commitment to be the voice of women and to advance equality, we asked the following three (3) questions to the MLA candidates:

1. What do you see as the GNWT's role in increasing access to affordable, quality childcare in communities across the territory?
2. As a Member of the 19th Legislative Assembly, what will you do to advance women's economic security in the NWT?
3. How will you ensure that women's voices are incorporated into the political and decision-making processes of the 19th Legislative Assembly?

Wise Women Awards

The Status of Women created the Wise Women Awards program in 1992 to celebrate the achievements and contributions of women in our territory and we have been hosting the Wise Women Awards annually since then. This award program was developed to recognize women for their time, commitment and contribution to improving the lives of women and families in their communities, and to building a stronger territory. It is intended to recognize role models and leaders, in particular those who contribute to the Status of Women's mandate of advancing the equality of women in the territory.

The Status of Women hosted the Wise Women Awards in October in recognition and celebration of Women's History Month and the historical election of nine (9) women to our Legislative Assembly. The NWT went from having the lowest proportion of women legislators in Canada to the highest – over night!

Since 1992, 119 women have been recognized as Wise Women including Margaret Thom, current Commissioner of the NWT, Frieda Martselos, current Member of the Legislative Assembly for Thebacha, and Ethel Blondin-Andrew, former Member of Parliament. Six (6) equally deserving women, women who have made their mark, who are leaders and role models in their communities were recognized as Wise Women during our 2019 ceremony.

Beaufort-Delta Wise Woman Award

Eunice Nasogaluak is an active Elder and role model in her home community of Tuktoyaktuk. She volunteers in the schools, teaching her language, Inuvialuktun, and traditional culture including traditional foods, sewing, and drum dancing. Eunice is an active singer, dancer, and drummer and is happy to share her skills and knowledge with the youth in her community and to perform at local community events. Did we mention that she also plays the bass guitar? Eunice is also the Chair of the Elders Committee and volunteers with the Tuktoyaktuk Music Festival. Eunice also remains physically active, regularly participating in the Walk to Tuk challenge, and encourages everyone else to do be active.

Sahtu Wise Woman Award

Vicky Orlias is an active Elder and role model in her home community of Fort Good Hope. She is a tireless advocate for women, children and youth, and she also advocates on behalf of the homeless population in her community. She bakes bread for the elderly and regularly cooks hot meals for people without family support. Vicky takes the time to listen to the people in her community and to provide them with meaningful advice, in particular, to the young mothers who need support. Vicky sits on the Elder's Council, speaks her language, and teaches youth out on the land about traditional knowledge and crafts. She is also actively involved in promoting awareness and discussion about traditional medicines that can be found on the land as Vicky is a two-time cancer survivor. Vicky is passionate about her language, her culture, and her home community. Please join us in congratulating Vicky Orlias, our Sahtu Wise Women.

Tłı̨chǫ Wise Women Award

Bertha Rabesca Zoe is a Tłı̨chǫ Citizen from Behchoko and speaks Tłı̨chǫ fluently. She serves as a role model to the youth and women in her community., Bertha was involved in community development work in the culture, social, and recreation life of her community. She also served on the Mackenzie Valley Environmental Impact Review Board from 1997 – 2003. She then received her law degree from the University of Alberta in 2003 and is the sole practitioner and legal counsel to the Tłı̨chǫ Government. She assisted in the negotiation of the Tłı̨chǫ Agreement Implementation Plan and was lead counsel on the negotiation and implementation of the Northwest Territories Lands and Resources Devolution Agreement on behalf of the Tłı̨chǫ Government. Bertha currently serves as the Laws Guardian for the Tłı̨chǫ Government, sits on the Tłı̨chǫ Agreement Implementation Committee, the Finance Committee, the Secretariat to the Leaders Council (Devolution) and on the Technical Working Group of the Land Claims Agreement Coalition. For the past 3 years, Bertha has been working with other self-governing Indigenous Governments and the Government of Canada on collaboratively drafting fiscal policy.

North Slave Wise Woman Award

Betty Harnum is a linguist and was the NWT's first Languages Commissioner in the 1990s. Since moving to the North, Betty has advocated for and supported women in maintaining their culture and traditional knowledge through language. She has learned northern Indigenous languages and taught them across the North; helping Elders and communities realize their vision of maintaining their traditional languages, knowledge, and skills. Betty is currently the CBC's Indigenous languages archives project lead. Thousands of stories are coming to light as a result of this project with seventeen (17) people in Yellowknife, Iqaluit, Whitehorse, Montreal, and Toronto working on archiving 75,000 hours worth of recorded stories and legends collected over six decades in eight Indigenous languages: Gwich'in, Inuvialuktun, Tłı̨chǫ, North Slavey, South Slavey, Denesuline, Cree and Inuktitut.

Dehcho Wise Women Award

Lois Phillip is a Dene woman from Fort Providence. She is an educator and entrepreneur with a passion for youth, her community, and traditional culture and knowledge. Lois has worked with the Elders to ensure the continuity of the local language, culture and way of life. She has worked tirelessly with the youth through the school and on-the-land programs to ground them in their culture, language, and traditions – to encourage healthy people, healthy relationships, and healthy communities. She has also mentored numerous young people to complete post-secondary school. Recently, Lois established her

own consulting business and is currently splitting her time between a family business and the Deh Gah School. Lois is a role model and an inspiration to many. Please join us in congratulating Lois Phillip, our Dehcho Wise Women.

South Slave Wise Women Award

Tina McNeill has dedicated her life and career to the children, youth, women and Elders of the Fort Smith community. She has been involved in various community programs over the course of her career including on-the-land youth programs, community drum circles, and matriarchal healing gatherings to name a few. Tina has also been part of the friendship centre movement, which supports Indigenous women, children and families, for 40 years. She has worked in the ‘helping field’ for most of her life and continues to speak up and to speak for those without a voice. Tina is also a champion for inclusion and improving accessibility. Please join us in congratulating Tina McNeill, our South Slave Wise Women.



Photo: Eunice Nasogaluak, Lois Phillip, Bertha Rabesca Zoe, Vicky Orlas, and Betty Harnum. Tina McNeill is missing from this photo.

We would like to thank Dominion Diamond – our Presenting Sponsor, Diavik Diamond Mine Rio Tinto and Executive and Indigenous Affairs, GNWT – our Wise Women Award Partners, and De Beers Group – Friend of the Wise Women Award – for supporting the 2019 Wise Women Awards.

Leadership Gatherings for Women

The Status of Women hosted six (6) Leadership Gatherings for Women from September 2019 to March 2020 to provide women with an opportunity to explore leadership, to learn from and support one another, and to connect. These gatherings were held in Behchokò, Fort Simpson, Aklavik, Fort Smith, Norman Wells, and Yellowknife. A little over 200 women and girls attended the gatherings to hear the speakers and participate in the dialogue. We appreciate the guidance provided by the Elders for each gathering and the participation of the women and girls who attended. We were honoured to include the following women leaders in our gatherings:

Tammy Steinwand, Nora Doig, and Bertha Rabesca Zoe spoke at our Leadership Gathering in Behchokò.

Darlene Sibbeston and Valerie Gendron spoke at our Leadership Gathering in Fort Simpson.

Grand Chief Bobbie Jo Greenland-Morgan and Rita Arey spoke at our Leadership Gathering in Aklavik.

The Honourable Ethel Blondin-Andrew and Councillor Alexis Peachey spoke at our Leadership Gathering in Norman Wells.



Photo: Leadership Gathering in Norman Wells

Ursula Vogt, Lesley Paulette, and Mayor Lynn Napier spoke at our Leadership Gathering in Fort Smith.

Mayor Napier highlighted how each of us can be a leader, the importance of listening to and valuing diverse perspectives, of supporting and encouraging one another, of connecting and building

relationships, and mentorship. She talked about being courageous and making tough decisions, decisions that were right for her community. Mayor Napier gave us permission to share her speech in its entirety, so it can be found on our website.

MLA Caitlin Cleveland, Councillor Lena Black, and Mayor Rebecca Alty spoke at our Leadership Gathering in Yellowknife which was held as close to International Women's Day as possible. Their speeches were rich and authentic and touched on the importance of: listening and being an effective communicator with an open-mind; developing one's leadership abilities; the critical role of mentors and supporting and encouraging one another; integrity and courage; creating space for women to become and be leaders; their commitment to the people they represent and serve, getting things done, and so much more.



Photo: MLA Caitlin Cleveland, Councillor Lena Black, and Mayor Rebecca Alty

The Leadership Gatherings for Women were a wonderful opportunity to discuss leadership and to listen and learn from women leaders and one another. They were an opportunity to celebrate our achievements and discuss how to sustain the change. Most important were the connections made, the encouragement and support for one another, and the realization and assertion that women are leaders and that we need to continue to develop our potential and assume leadership positions.



Photo: Leadership Gathering in Aklavik



Photo: Leadership Gathering in Yellowknife

Funded by: Government of Canada and Government of the Northwest Territories

Leadership Profiles

The Status of Women profiled strong women who are helping to build the Northwest Territories. We featured the following women and links to their podcasts can be found on our website: Tina McNeill who is a senior living with a disability who has shown tremendous dedication and leadership in Fort Smith. Inuvik Mayor Natasha Kulikowski discussed her 2018 election win and the importance of having more women sit at the political table. We featured Ella Kokelj for the International Day of the Girl as Ella is a youth leader and climate change activist in Yellowknife. Joanne Speakman discussed how growing up in the North influenced her decision to go into science. She talked about the value of traditional knowledge and her ongoing relationship with NASA.



International Women's Day

The United Nations recognized March 8 as International Women's Day in 1975 and celebrations are typically held annually around the world. International Women's Day is a day to create awareness, highlight accomplishments, and to acknowledge the work yet to be done as we strive to achieve gender equality. This year, we hosted our Leadership Gathering in Yellowknife on March 4th and held an early celebration of International Women's Day. This was followed by attending the Legislative Assembly on Thursday, March 5th to hear the International Women's Day speeches given by the Premier, Ministers, and regular Members of the Legislative Assembly. Many of these speeches reflected the 2020 theme, Because of You, and as such, were dedicated to loved ones, individuals who were working to advance equality, and change-makers. Then, on Sunday, March 8th, the Status of Women Board met with Minister Nokleby for a lunch meeting. This meeting gave the Board members an opportunity to identify priorities and concerns to the Minister.

Intimate Partner Violence Research Project

The Status of Women secured federal funding for a three (3) year research project focused on intimate partner violence in the territory. The purpose of the project was to provide an opportunity for women who had experienced intimate partner violence to tell us why they were not using the services available to them or the challenges they experienced when trying to access these services, suggestions for improvement to these services, and how to reduce the stigma associated with intimate partner violence. Accordingly, the Status of Women secured an ethics approval and research licence from the Aurora Research Institute and conducted interviews with NWT women who are, or have been, victims of intimate partner violence. Twenty-four (24) findings and five (5) conclusions resulted from an analysis of the data collected.

Summary of findings

These findings are based on the lived experiences of the participants and reflect their thoughts and feelings. This project did not make any attempt to interpret or reflect on the intent of the comments shared, but rather present the information gained.

1. Women who are or were actively experiencing intimate partner violence do many things to try to keep themselves safe at home as well as things that give them a feeling of protection.
2. Women seek help from family and friends, the RCMP, Victim Services, Shelters, Elders, and Counselling Services.
3. Women often didn't know about all of the relevant services and what services were provided by whom.
4. Women want service providers to have accurate information about programs and services available locally, regionally and territorially.
5. Women identified shame, fear and feeling trapped and unsure of how to build a new life as personal barriers to leaving their abusers.
6. Some women identified a lack of support from family, friends and their community, and/or victim blaming as barriers to accessing relevant services.
7. Women fear losing their children.
8. Some women expressed concerns about accessing counselling because they did not want the community knowing about their situation.
9. All the women wanted emergency shelters or safe homes to be available in all communities.

10. Women want to have ready access to safe transportation in their community on a 24/7 basis.
11. Women would like to have the security of knowing that there is a phone in a safe location in the community that they can use any time of the day or night.
12. Most women reported that the lack of affordable housing and availability of public housing units are important factors for women who are experiencing intimate partner violence and want to leave the home. A few women expressed a wish for safe second stage housing.
13. Women believe children are suffering long-term effects from the violence they experience and witness in their homes. Women want appropriate and specialized counselling/mental health services made available to their children and youth.
14. A few women said they would like to be able to access family violence counselling programs either in the NWT or elsewhere.
15. Women want direct and immediate in-person access to victim services when they are in crisis.
16. Women stated that access to specialized and stable counselling services should be provided and that the current waiting lists are a barrier to healing.
17. Women want service providers to be knowledgeable about intimate partner violence, relevant approaches and practices, and to be treated with respect and kindness.
18. Women want to receive information about services in a safe way, not in a public space and not as a take home brochure.
19. Women suggested many discreet ways to share information about intimate partner violence and relevant services.
20. Women identified women-only groups as a safe space where intimate partner violence and relevant service information could be shared.
21. Women want children and youth to be educated about appropriate behaviors and healthy families in the school system.
22. Nearly all the women indicated that the physical violence they experienced at the hands of their partners was but one part of a whole set of coercive behaviours used by their partners to control them. Most women felt that abusive partners often enlist others, knowingly or unknowingly, to help them exert power and control over their partners.
23. Drugs and alcohol were identified as making their situation worse.
24. Women want to be protected from violence in their homes.

Additional findings of note

- Nearly all the women indicated that the physical violence they experienced at the hands of their partners was but one part of a whole set of coercive behaviours used by their partners to control them.
- Most women felt that abusive partners often enlisted others, knowingly or unknowingly, to help them exert power and control over their partners.
- Drugs and alcohol were identified as making their situation worse.
- Women want to be protected from violence in their homes.
- There was an evident general feeling from the participants that the criminal justice continuum is focused on the law, not the victim.

Summary of conclusions

Results of this project point to the need for a greater emphasis on the following in programs and services for women who have experienced intimate partner violence:

1. Intimate partner violence is more than a women's issue, it's a Public Health issue.
2. Women experiencing intimate partner violence need understanding and support from their families and friends, their community, and the system.
3. Women need help to be safe.
4. The mental health and wellness of women experiencing intimate partner violence must be addressed immediately and over the long-term.
5. Children are hurt in many ways by intimate partner violence and need help too.

The next step for this project is to review the findings and conclusions and generate recommendations to improve the intimate partner violence service continuum and reduce the associated stigma in the territory. The resulting recommendations report is to be published and distributed in the summer of 2020.

Funded by: Women and Gender Equality Canada (formerly the Status of Women Canada)

Gender-Based Violence

Women and girls in the Northwest Territories experience amongst the highest rates of sexual violence and domestic violence in Canada. Behind these unacceptably high statistics are people who are suffering and scared; who are enduring trauma. Ending this violence has been a priority for the Status of Women and we are always working to create awareness and change – through events, through information, and through advocacy. We know that violence is rooted in the social, economic, and political inequality of women. We know that violence is about establishing and maintaining power and control. We know that violence reflects the barriers and discrimination women and girls encounter daily. Women and girls will not achieve equality as long as they experience violence in their homes, workplaces or schools, and in their communities. We assert that each of us has a role to play to address and end gender-based violence.

[Victims and Survivors of Crime Week](#)

Violent crime is a serious problem in the Northwest Territories. The NWT's Crime Severity Index in 2017 was the highest in Canada and increased from 2016 due to an increase in the rate of sexual assault and sexual violations against children (2017 Crime Statistics). The statistics are alarming, and the lived experience is so much worse and often results in serious health and social problems for the victims and



survivors of crime. Accordingly, the Status of Women, in collaboration with community partners, hosted Tree of Honour and Remembrance ceremonies in seven (7) communities throughout the territory for Victim and Survivors of Crime Week, May 26 to June 1, 2019. The purpose of the ceremonies was to bring us together to recognize and support victims and survivors of crime, to create awareness about existing issues and services, and to break down the barriers to meaningful supports that victims need. Our ceremonies were open to the public and involved local speakers, an invitation to tie ribbons onto a designated tree to honour and remember survivors of crime, followed by a moment of silence, and an appreciation lunch for volunteers, service providers, and the larger community.

Photo: Norman Wells

Funded by: Justice Canada and the Family Information Liaison Unit, GNWT

Family Violence Awareness Month

The Status of Women collaborated with numerous community partners who coordinated family violence awareness activities across the territory throughout the month of November 2019. Twenty-two communities participated and the broader public was reached through newspaper and social media advertising. It Starts with Me was the theme for the 2019 Family Violence Awareness Month. The theme reflected our belief that each of us has a role to play in addressing and ending family violence. Awareness activities included family fun afternoons/nights, sharing circles, Elders storytelling, healthy relationship presentations and discussions, What Will It Take workshops, marches, family skates and sliding parties, Elder Abuse workshops, community information sessions, and poster contests.



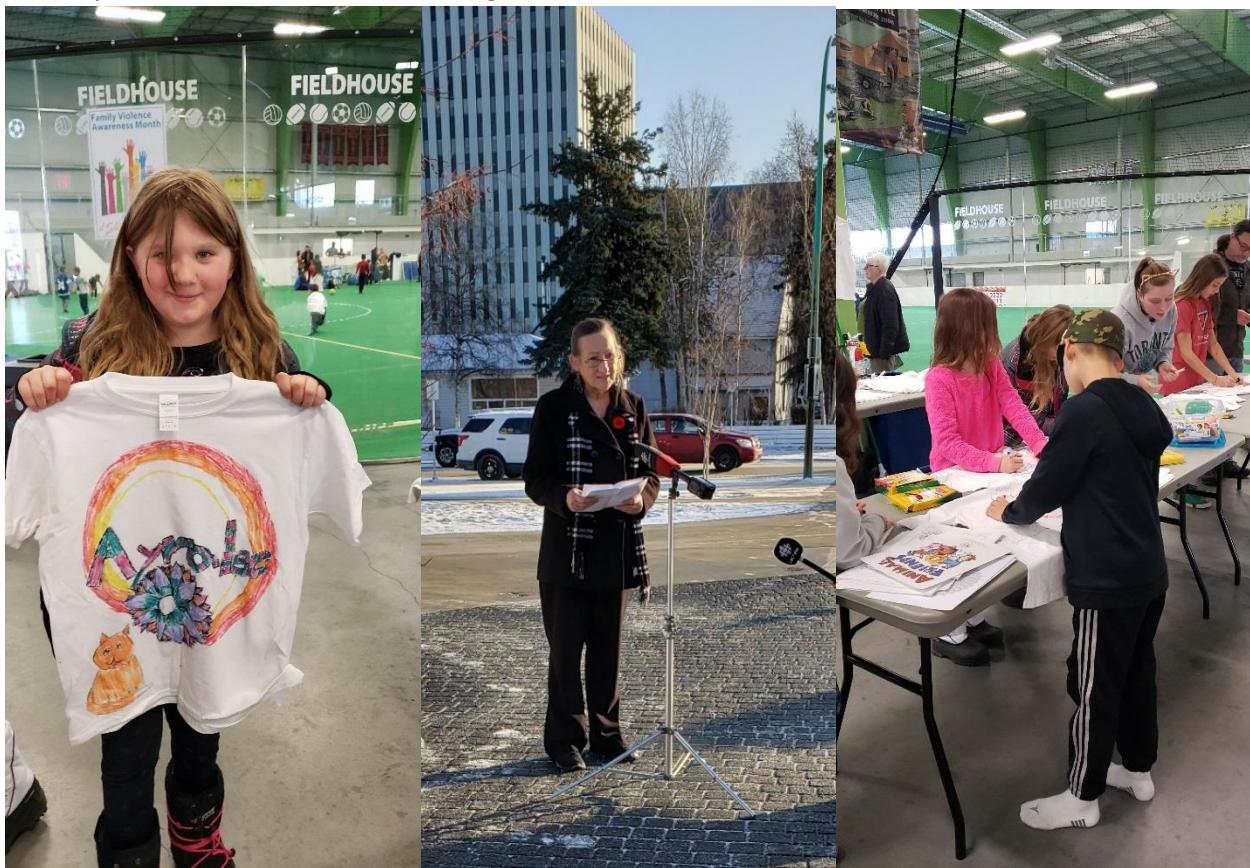
Photo above: Family Violence Awareness Night in Tuktoyaktuk

Photo to the right: from the Creating Safe Communities for Older Adults workshop in Deline

The Status of Women and local community partners also hosted family violence activities in Yellowknife.

We partnered with the RCMP, the NWT Disabilities Council, and the City of Yellowknife to hold a Prevention of Family Violence – Family Fun Day at the Fieldhouse on November 1. Approximately 200 people joined us for fun on the field and expressed themselves by drawing on t-shirts. All the family violence promotional items and many of the awareness and prevention hand-outs were taken home, too.

The Status of Women hosted a solidarity march on November 6. Premier Cochrane kicked-off the march with a powerful speech which was complimented by speeches from the NWT Disabilities Council, the Status of Women, and Mayor Alty. Approximately forty people and local media participated in the march. The media provided additional coverage including broadcasting the Premier's speech across the territory and various news articles throughout the month.



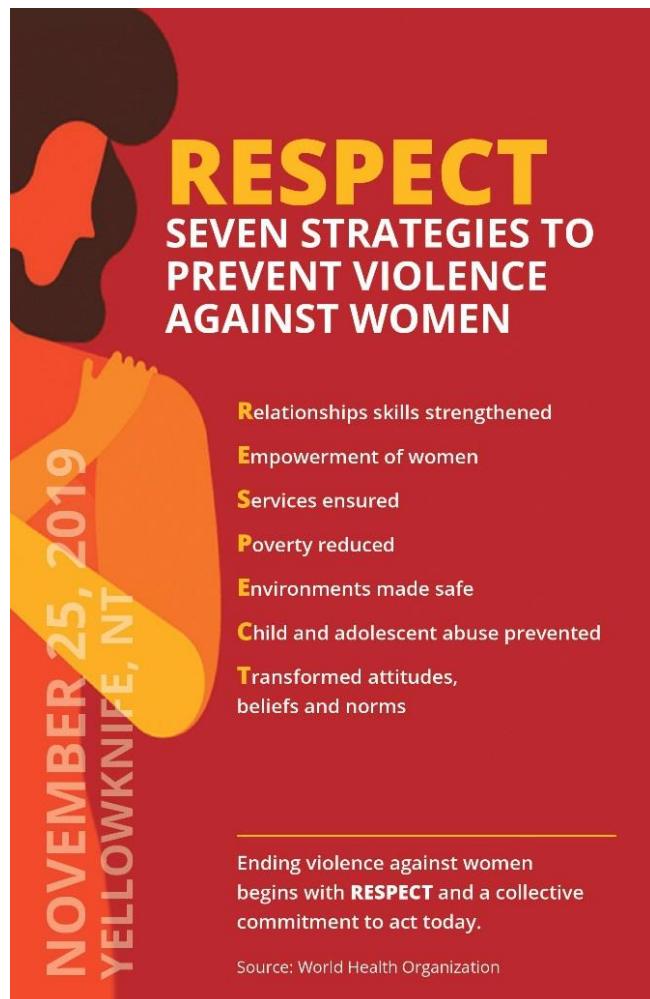
Funded by: Health & Social Services and Victim Assistance Fund, Department of Justice, GNWT

16 Days of Activism Against Gender-Based Violence

16 Days of Activism Against Gender-Based Violence is an international campaign to challenge violence against women and girls around the world. The campaign starts on November 25 with the International Day for the Elimination of Violence Against Women and runs to Human Rights Day on December 10. Accordingly, each year, the Status of Women conducts a 16-day social media campaign to increase awareness, to encourage a dialogue, and to promote change. On day one of the campaign, we also hosted a luncheon and highlighted RESPECT: Seven Strategies to Prevent Violence Against Women.

International Day for the Elimination of Violence Against Women

The Status of Women hosted a luncheon on November 25 to create awareness of the International Day for the Elimination of Violence Against Women and to encourage a dialogue around how to address and eliminate violence against women. Approximately 90 women and men attended the luncheon. Minister Wawzonek gave the Opening Remarks and Dr. Colleen Varcoe was our keynote speaker. Dr. Varcoe is a researcher and professor with UBC and her research focuses on violence and inequity. Dr. Varcoe spoke about the value of adopting trauma and violence informed care, cultural safety, and harm reduction in our approach to policy and practice as it relates to violence against women.



Luncheon and Women's Self-care Kits were funded by: Victim Assistance Fund, Department of Justice,
Government of the Northwest Territories



Photo: International Day for the Elimination of Violence Against Women luncheon

Women's self-care kits

The Status of Women and community partners created 250 kits which were then distributed to Women's Shelters, Victim Services, Health centres, and RCMP detachments across the territory. These kits are then provided to women experiencing violence. These self-care kits are intended to help meet basic self-care needs of women fleeing violence and to send a message that we care. The RCMP distributed most of the boxes containing the self-care kits, which meant we could reallocate transportation savings to create and distribute more self-care kits; (these savings covered the costs of about 50 kits).



December 6th Vigil: National Day of Remembrance & Action on Violence Against Women

The Status of Women hosted the annual December 6th Vigil on the National Day of Remembrance and Action on Violence Against Women as we marked the 30th anniversary of the Montréal Massacre. The December 6th Vigil brought us together to remember the fourteen women who lost their lives in the Montréal Massacre in 1989 and all the women and girls we have lost to violence since then.



The vigil began with a blessing from our President, Violet Camsell-Blondin and then Minister Thom gave the opening remarks. This was followed with a speech by Natalie Plato who is a professional engineer. Natalie was attending university in Kingston when the massacre took place in Montréal; she shared her memories and the impact of that fateful day. Fourteen roses were then placed in a vase by women, young women, and girls from our community to remember each of the women who lost their lives in the Montréal Massacre. A fifteenth rose was placed in the vase to symbolize the missing and murdered Indigenous women in this country. A final rose was then placed in the vase to represent all the women and girls who have been hurt or lost their lives due to gender-based violence. Two songs, *Blackbird* and *Montréal*, were performed by Keith Shergold, Kim Galbaransingh, and Chris Pyke to give those in attendance time to light a candle, to reflect, and to remember.

Funding: MLA Katrina Nokleby, NAPEG, and PSAC North NWT Women's Regional Committee



Status of Women Council of the N.W.T.

P.O. Box 1320, Yellowknife, NWT X1A 2L9

Ms. Julie Green, MLA

Chair of the Standing Committee to Increase the Representation of Women in the Legislative Assembly

Government of the Northwest Territories

3 May 2019

Dear Ms. Green:

RE: Measures to support the full participation of women in our political system and to increase the representation of women in the Legislative Assembly

The Status of Women Council of the Northwest Territories ('the Council') fully supports the seven recommendations in the Interim Report on Increasing the Representation of Women in the Legislative Assembly (March 12, 2019). The Council was also pleased that the Members of the Legislative Assembly ('MLAs') unanimously supported the implementation of these recommendations. The Interim Report and the recommendations are consistent with what the Council has heard from women in the territory at our recent Women in Leadership Gatherings, Campaign Schools, and in discussions with women over many years. The Council appreciates the research that informed the report and resulted in the seven recommendations. However, the Council would prefer to have been given a more significant role, per our Act, and the requisite resources, rather than being treated as a stakeholder, amongst many. Furthermore, the Council would like to have seen the report and the recommendations go further than they did.

Please see the Council's additional recommendations for changes that should be implemented as a means of removing barriers to women participating in the political system and increasing the representation of women in the Legislative Assembly below:

1. Revise the structure and processes of the Legislative Assembly to remove systemic barriers to women becoming MLAs

 - o The most significant barrier to women becoming MLAs is that the current structures and processes require MLAs to spend significant time in Yellowknife, away from their family and community, unless said MLA represents a Yellowknife riding. Accordingly, measures that reduce the time away from their family and community would address this significant barrier. These measures would include, but are not limited to:
 - The option of MLAs participating in session, committee meetings, and more via teleconference or videoconference from their home community. This option would reduce the time a MLA spends away from their family and community. It would also make the MLA more accessible to their constituents and has the potential for cost-savings.
 - Change the sitting hours of the Legislative Assembly to a four-day week schedule; this would allow MLAs to return to their home communities for a long weekend and would support a more family-friendly work environment and work-life balance.
 - Revise the practices of the Legislative Assembly such that evening sittings would either be eliminated or the frequency of evening sittings would be reduced. This would support a more family-friendly work environment and work-life balance.

2. Research and identify more than one reserved seats for women in the Legislative Assembly model, with said research including a Gender-Equal Legislative Assembly model

 - o The Council would like to see the Legislative Assembly explore models that reserve seats for women beyond the proposed Temporary Special Measures ('TSM') model identified in the Discussion paper prepared by the Office of the Speaker of the Legislative Assembly (May 31, 2018). The Council has reservations about the TSM model and would like to take this opportunity to express concern about presenting the TSM model only in a plebiscite to be held in October 2019; (in conjunction with the territorial election, per the relevant discussion paper).

- In particular, the Council would like to see the Legislative Assembly fully explore a Gender-Equal Legislative Assembly as this model is consistent with gender equality and involves a democratic process: female and male candidates are voted for by their constituents and one female and one male candidate are elected to the Legislative Assembly per district.
- 3. Legislate public funding, in the form of the partial reimbursement of election expenses, as a means of addressing the financial risks and barriers to seeking elected office
 - Examples include: Manitoba, Saskatchewan and British Columbia's Reimbursement of Election Expenses, as well as, the Government of Canada (see Reimbursements and Subsidies, Elections Canada)
 - Public funding for election expenses, in the form of partial reimbursements (which would be provided after the election), would not eliminate the need for election fundraising as a reimbursement threshold and criteria would be established. However, public funding would reduce the financial risk and burden of seeking elected office.
- 4. Fund more Women in Leadership training in the NWT
 - The Council fully supports Recommendation 3 that the Government of the Northwest Territories fund external organizations to provide more than two (2) campaign school for women workshops per fiscal year. The Council also supports offering these workshops within and outside of the regional centres to build capacity throughout the territory. Furthermore, the Council would like to have the opportunity (and funding) to provide such training given our mandate and our history of offering such training. Of course, we are not opposed to similar other organizations providing such training, too.
 - The Council supports the government funding the exploration and development of additional leadership training for women with the goal that said training is offered in the NWT for women in the NWT.

5. Address the gendered process of colonization

- The Interim Report states the following: “Indigenous women’s experiences of colonization have had particularly negative impacts on their ability to achieve positions of power within Canadian and Indigenous government or organizations” (p.7).
- The Council supports further exploration of “the gendered process of colonization” with the intent of this research identifying how to address the negative impacts of colonization on Indigenous women’s ability to achieve positions of power and the development of an associated evaluative framework to measure for efficacy of the relevant programs and/or services.

The Interim Report and more specifically, Recommendations 4 and 5 speak to the importance of political education for the public and in the school system. The Council supports expanding the political education within and outside of the school system. However, the Council would like to see this education introduced in middle school as a means of building the political knowledge and skills, such as public speaking, of our youth as they are our future leaders.

We appreciate the opportunity to provide these comments and recommendations to the Special Committee to Increase the Representation of Women in the Legislative Assembly and look forward to the Final Report. Please do not hesitate to contact us for more information or clarification.

Sincerely,



Violet Camsell-Blondin

President, Status of Women Council of the Northwest Territories

Cc: Honourable Caroline Cochrane, Minister Responsible for the Status of Women

Appendix 2

Status of Women Council of the Northwest Territories

3 questions to the 2019 Territorial Election Candidates

The rate of police-reported family violence in the NWT is the second highest in the country; second only to Nunavut. The rate of family violence against children and youth is nearly four times the national average; 75% of these child and youth victims are female. Police-reported family violence against seniors is more than 19 times the national average and of these seniors, 59% are female. Intimate partner violence increased by 12% in the NWT from 2016 to 2017, with associated rates being 9 times higher than the national average and the second highest in the country. 80% of the victims of intimate partner violence in the NWT are female. (Source: Statistics Canada)

1. Will you commit to identifying a Family Violence Strategy and Action Plan, to be developed by the Government of the Northwest Territories in collaboration with relevant partners and stakeholders, as a Priority of the 19th Legislative Assembly? Yes or No
(please circle either yes or no and feel free to provide a written response in 100 words or less)

Considering the 2018 Auditor General's Report on the Child & Family Services in the NWT, as well as the Calls for Justice, specifically 12.9, in the Final Report of the National Inquiry into Missing and Murdered indigenous Women and Girls which states the following:

"We call for the establishment of a Child and Youth Advocate in each jurisdiction with a specialized unit with the mandate of Indigenous children and youth."

2. Will you work to ensure the territorial government implements this Call for Justice in the NWT during the first year of the 19th Legislative Assembly? Yes or No
(please circle either yes or no and feel free to provide a written response in 100 words or less)

3. As a Member of the 19th Legislative Assembly, please identify three (3) concrete actions you will take to advance the equality of women and girls in the Northwest Territories?

Please answer this question with 150 words or less.

Answers to our questions can be e-mailed, mailed, or faxed to the Status of Women Council of the NWT:

e-mail: louise@nwtwomen.ca

mail: PO Box 1320, Yellowknife, NT X1A 2L9

fax: 867.873.0285

Please submit your answers no later than **1pm, Friday, September 20**. Your answers will be posted on our website, Facebook, and may be published elsewhere. For those who do not respond, we will publish your answer as a “No Response”.

We appreciate your time and look forward to your answers to our questions.

STATUS OF WOMEN COUNCIL OF THE NWT
Yellowknife, NT

FINANCIAL STATEMENTS
For the year ended March 31, 2020

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Status of Women Council of the N.W.T.

P.O. Box 1320, Yellowknife, NWT X1A 2L9

MANAGEMENT'S RESPONSIBILITY FOR REPORTING

The accompanying financial statements have been prepared by management, which is responsible for the reliability, integrity and objectivity of the information provided. They have been prepared in accordance with Canadian public sector accounting standards applicable to government not-for-profit organizations. Where necessary the statements include amounts that are based on informed judgements and estimates by management, giving appropriate consideration to reasonable limits of materiality.

In discharging its responsibility for the integrity and fairness of the financial statements and for the accounting systems from which they are derived, management maintains the necessary system of internal controls designed to provide assurance that transactions are authorized, assets are safeguarded and proper records are maintained. These controls include quality standards in hiring and training employees, written policies and procedures manuals, and accountability for performance within appropriate and well-defined areas of responsibility. The Board's management recognizes its responsibility for conducting the Board's affairs in accordance with the requirements of applicable laws and sound business principles, and for maintaining standards of conduct that are appropriate.

Avery Cooper & Co. Ltd., Chartered Professional Accountants annually provides an independent, objective audit for the purpose of expressing an opinion on the financial statements in accordance with Canadian generally accepted auditing standards.

Karen Elder.

Executive Director

June 29, 2020

4918—50th Street, P.O. Box 1620
Yellowknife, NT X1A 2P2
www.averycooper.com

Telephone: (867) 873-3441
Facsimile: (867) 873-2353
Toll-Free: 1-800-661-0787

INDEPENDENT AUDITOR'S REPORT

To the Members of
Status of Women Council of the NWT

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Status of Women Council of the NWT (the "Council"), which comprise the Statement of Financial Position as at March 31, 2020, and the Statements of Operations, Changes in Fund Balances, and Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

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

Emphasis of Matter

Without modifying our opinion, we draw attention to note 10 to the financial statements, concerning the worldwide spread of a novel coronavirus known as COVID-19 prior to year-end and its effect on the global economy. Our opinion is not modified in respect of this matter.

Other Information

Management is responsible for the other information. The other information comprises:

- Annual Report, but does not include the financial statements and our auditor's report thereon

The other information is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the other information, if we conclude that there is a material misstatement of this other information, we are required to report the matter to those charged with governance..

INDEPENDENT AUDITOR'S REPORT, continued

Responsibilities of Management and Those Charged with Governance for the Financial Statements

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

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



INDEPENDENT AUDITOR'S REPORT, continued

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the *Financial Administration Act* ("FAA Act") of the Northwest Territories, we report that, in our opinion, the accounting principles in the Canadian public sector accounting standards have been applied.

Further, in our opinion, proper books of account have been kept by the Council and the financial statements are in agreement therewith. In addition, the transactions of the Council have, in all significant respects, been in accordance with the FAA Act and regulations; the *Status of Women Council Act* (the "Act") and regulations; the by-laws of the Council; and any directives issued to the Council by the Minister under the FAA or Act.

Avery Cooper & Co. Ltd.

Avery Cooper & Co. Ltd.
Chartered Professional Accountants
Yellowknife, NT

June 29, 2020



AVERY COOPER IS A MEMBER OF MSI, AN INTERNATIONAL ASSOCIATION OF INDEPENDENT PROFESSIONAL FIRMS

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF FINANCIAL POSITION

March 31, 2020

ASSETS

	<u>2020</u>	<u>2019</u>
CURRENT		
Cash	\$ 136,492	\$ 133,407
Accounts receivable (note 3)	<u>13,835</u>	<u>30,405</u>
	150,327	163,812
DESIGNATED CASH	81,732	-
INVESTMENTS (note 4)	-	80,679
TANGIBLE CAPITAL ASSETS (note 5)	<u>8,878</u>	<u>12,685</u>
	<u>\$ 240,937</u>	<u>\$ 257,176</u>

LIABILITIES

CURRENT		
Trade payables and accruals (note 6)	\$ 64,983	\$ 40,305
Wages and benefits payable (note 7)	35,258	30,395
Government remittances payable	11,110	10,260
Deferred revenue (note 8)	<u>59,049</u>	<u>102,628</u>
	<u>170,400</u>	<u>183,588</u>

CONTINGENCIES (note 9)

FUND BALANCES

UNRESTRICTED SURPLUS (DEFICIT) per page 3	(7,223)	(7,978)
INVESTED IN TANGIBLE CAPITAL ASSETS per page 3	8,878	12,684
CONTINGENCY FUND per page 3	38,882	38,882
BENEFITS FUND per page 3	<u>30,000</u>	<u>30,000</u>
	<u>70,537</u>	<u>73,588</u>
	<u>\$ 240,937</u>	<u>\$ 257,176</u>

Approved:

Member

Member

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF OPERATIONS

For the year ended March 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUES		
Core - Schedule 1	\$ 475,108	\$ 474,699
Gender Equity - Schedule 2	83,115	110,391
Family Violence Awareness Month - Schedule 3	53,000	47,155
Leadership Forums - Schedule 4	39,613	-
Wise Women Awards - Schedule 5	22,225	-
NGO Stabilization Fund - Schedule 6	22,262	13,695
Elimination of Violence - Schedule 7	16,932	15,000
Crime Week - Schedule 8	8,500	-
Workplace Sexual Harassment - Schedule 9	8,338	-
Vigil - Schedule 10	1,114	596
Women's Gatherings - Schedule 11	625	11,502
Campaign School - Schedule 12	419	17,581
Take Back the Night - Schedule 13	-	553
	<u>731,251</u>	<u>691,172</u>
EXPENSES		
Core - Schedule 1	478,159	483,294
Family Violence Awareness Month - Schedule 3	53,000	47,155
Gender Equity - Schedule 2	83,115	110,391
NGO Stabilization Fund - Schedule 6	22,262	13,695
Leadership Forums - Schedule 4	39,613	-
Wise Women Awards - Schedule 5	22,225	-
Workplace Sexual Harassment - Schedule 9	8,338	-
Crime Week - Schedule 8	8,500	-
Campaign School - Schedule 12	419	17,581
Take Back the Night - Schedule 13	-	553
Vigil - Schedule 10	1,114	670
Elimination of Violence - Schedule 7	16,932	15,000
Women's Gatherings - Schedule 11	625	11,502
	<u>734,302</u>	<u>699,841</u>
DEFICIENCY OF REVENUES OVER EXPENSES	<u>\$ (3,051)</u>	<u>\$ (8,669)</u>

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF CHANGES IN FUND BALANCES

For the year ended March 31, 2020

	2020				
	Unrestricted Surplus (Deficit)	Invested in Tangible Capital Assets	Contingency Fund	Benefits Fund	Total
BALANCE, opening	\$ (7,978)	\$ 12,684	\$ 38,882	\$ 30,000	\$ 73,588
Deficiency of revenues over expenses	(3,051)	-	-	-	(3,051)
Amortization of tangible capital assets	<u>3,806</u>	<u>(3,806)</u>	<u>-</u>	<u>-</u>	<u>-</u>
BALANCE, closing	<u><u>\$ (7,223)</u></u>	<u><u>\$ 8,878</u></u>	<u><u>\$ 38,882</u></u>	<u><u>\$ 30,000</u></u>	<u><u>\$ 70,537</u></u>
	2019				
	Unrestricted Deficit	Invested in Tangible Capital Assets	Contingency Fund	Benefits Fund	Total
BALANCE, opening	\$ (2,073)	\$ 2,448	\$ 43,221	\$ 38,661	\$ 82,257
Deficiency of revenues over expenses	(8,669)	-	-	-	(8,669)
Transfers	-	-	8,661	(8,661)	-
Capital contributions	13,000	-	(13,000)	-	-
Purchase of tangible capital assets	(12,775)	12,775	-	-	-
Amortization of tangible capital assets	<u>2,539</u>	<u>(2,539)</u>	<u>-</u>	<u>-</u>	<u>-</u>
BALANCE, closing	<u><u>\$ (7,978)</u></u>	<u><u>\$ 12,684</u></u>	<u><u>\$ 38,882</u></u>	<u><u>\$ 30,000</u></u>	<u><u>\$ 73,588</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF CASH FLOWS

For the year ended March 31, 2020

	<u>2020</u>	<u>2019</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash receipts from contributions and donations	\$ 632,192	\$ 595,421
Cash paid for materials and services	(308,027)	(249,153)
Cash paid for wages and benefits	(321,080)	(304,750)
Contributions repaid	-	(41,295)
	<u>3,085</u>	<u>223</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of tangible capital assets	-	(12,775)
Decrease in marketable securities	<u>81,732</u>	<u>12,983</u>
	<u>81,732</u>	<u>208</u>
INCREASE IN CASH	84,817	431
CASH, opening	<u>133,407</u>	<u>132,976</u>
CASH, closing	<u>\$ 218,224</u>	<u>\$ 133,407</u>
REPRESENTED BY:		
Cash	\$ 136,492	\$ 133,407
Designated cash	<u>81,732</u>	-
	<u>\$ 218,224</u>	<u>\$ 133,407</u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2020

1. NATURE OF OPERATIONS

Status of Women Council of the NWT (the "Council") is a government not-for-profit organization of the Government of the Northwest Territories ("GNWT") and was established under the *Status of Women Council Act* of the Northwest Territories dated April 4, 1990.

The objectives of the Council are:

- 1) to develop public awareness of issues affecting the status of women;
- 2) to promote a change in attitudes within the community in order that women may enjoy equality;|
- 3) to encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women;
- 4) to advise the Minister on issues that the Minister may refer to the council for consideration;
- 5) to review policies and legislation affecting women and to report its findings to the relevant government departments or agencies;
- 6) to provide assistance to the Minister in promoting changes to ensure the attainment of equality of women; and
- 7) to provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

The Council may:

- 1) receive and hear submissions and suggestions from individuals and groups concerning the status of women;
- 2) research matters relating to the status of women;
- 3) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;
- 4) recommend and participate in programs concerning the status of women;
- 5) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;
- 6) publish any reports, studies or recommendations that the Council considers advisable;
- 7) present reports to the Minister to be laid before the Legislative Assembly;
- 8) contract and be contracted in the name of the Council; and
- 9) make bylaws to regulate the affairs of the Council.

The Council is exempt from income tax under subsection 149(1) of the *Income Tax Act* (Canada).

2. SIGNIFICANT ACCOUNTING POLICIES

The Council follows accounting principles generally accepted in Canada in preparing its financial statements. The significant accounting policies used are as follows:

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2020

2. SIGNIFICANT ACCOUNTING POLICIES, continued

(a) Cash and cash equivalents

Cash and cash equivalents include cash and short-term investments with maturities of three months or less from their date of acquisition, which are readily convertible into a known amount of cash, and are subject to an insignificant risk to changes in their fair value.

(b) Financial instruments

The Council initially measures its financial assets and liabilities at fair value. The Council subsequently measures its financial assets and financial liabilities at amortized cost.

(c) Tangible capital assets

Tangible capital assets are recorded at cost. The Council provides for amortization using the declining balance method at rates designed to amortize the cost of the tangible capital assets over their estimated useful lives. One half of the year's amortization is recorded in the year of acquisition. No amortization is recorded in the year of disposal. The annual amortization rates are as follows:

Computer equipment	30%
Equipment	20%

(d) Employee future benefits

Employees are entitled to severance benefits, as provided under labour contracts and conditions of employment, based on years of service. The benefits are paid upon resignation, lay off or death of employee.

The cost of the severance benefits upon resignation are accrued annually based on a minimum of four years of service, to a payout of 12 weeks maximum. The additional cost of severance benefits paid upon lay off are recorded in the year paid.

(e) Revenue recognition

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

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

Contributions of materials and services are recognized in the financial statements at fair value at the date of contribution, but only when a fair value can be reasonably estimated and when the materials and services are used in the normal course of operations, and would otherwise have been purchased.

Interest income that is not externally restricted is recognized in the Statement of Operations when earned.

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2020

2. SIGNIFICANT ACCOUNTING POLICIES, continued

(f) Contributed materials and services

Directors and volunteers volunteer their time to assist in the Council's activities. While these services benefit the Council considerably, a reasonable estimate of their amount and fair value cannot be made and, accordingly, these contributed services are not recognized in the financial statements.

The GNWT provides the Council with office premises without charge. The estimated value of these rental premises are recognized as expenses with a corresponding credit to revenues to reflect the full cost of the Council's operations in the financial statements.

(g) Allocated expenses

The Council allocates certain general support expenses according to the contribution agreement to which the expenditure relates. The expenditures are any direct cost related to the fulfillment of the contribution agreement. The costs are then allocated to the contribution agreement based on the actual amount of the expenditure.

Office administrative costs are allocated to contribution agreements that allow such costs to be allocated.

(h) Measurement uncertainty

The preparation of financial statements in accordance with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amount of revenues and expenses during the reporting period. These estimates are reviewed periodically, and as adjustments become necessary they are reported in income in the period in which they become known. Estimates are used when accounting for certain items such as allowance for doubtful accounts, the useful life of tangible capital assets, and employee future benefits.

3. ACCOUNTS RECEIVABLE

	<u>2020</u>	<u>2019</u>
GNWT - Executive & Indigenous Affairs	\$ -	\$ 18,000
GNWT - Health & Social Services	13,000	12,405
Canada - Justice Partnership and Innovation Program	<u>835</u>	<u>-</u>
	<u><u>\$ 13,835</u></u>	<u><u>\$ 30,405</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2020

4. INVESTMENTS

	<u>2020</u>	<u>2019</u>
Bank of Nova Scotia Cashable GIC's:		
Interest rate 1.30% per annum, due March 28, 2020	\$ -	\$ 30,000
Interest rate 1.30% per annum, due March 28, 2020	<u>-</u>	<u>50,679</u>
	<u><u>\$ -</u></u>	<u><u>\$ 80,679</u></u>

5. TANGIBLE CAPITAL ASSETS

	<u>2020</u>	<u>2019</u>		
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net</u>	<u>Net</u>
Computer equipment	\$ 58,081	\$ 49,848	\$ 8,233	\$ 11,794
Equipment	<u>4,870</u>	<u>4,225</u>	<u>645</u>	<u>891</u>
	<u><u>\$ 62,951</u></u>	<u><u>\$ 54,073</u></u>	<u><u>\$ 8,878</u></u>	<u><u>\$ 12,685</u></u>

6. TRADE PAYABLES AND ACCRUALS

	<u>2020</u>	<u>2019</u>
Trade payables	\$ 41,426	\$ 19,350
Scotiabank Visa	8,325	8,955
Accrued liabilities	<u>15,232</u>	<u>12,000</u>
	<u><u>\$ 64,983</u></u>	<u><u>\$ 40,305</u></u>

7. WAGES AND BENEFITS PAYABLE

	<u>2020</u>	<u>2019</u>
Wages payable	\$ 6,971	\$ 4,979
Severance liability	10,142	9,297
Vacation and lieu payable	<u>18,145</u>	<u>16,119</u>
	<u><u>\$ 35,258</u></u>	<u><u>\$ 30,395</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2020

8. DEFERRED REVENUE

Deferred revenue as at March 31, 2020, consists of the following:

	<u>2020</u>	<u>2019</u>
Elimination of Violence	\$ 68	\$ -
Government of Canada - Gender Equity	48,468	81,585
GNWT	-	420
Corporate	-	623
Wise women	7,275	20,000
NGO Stabilization	<u>3,238</u>	<u>-</u>
	<u>\$ 59,049</u>	<u>\$ 102,628</u>
Deferred revenue, opening	\$ 102,628	\$ 96,574
Receipts	25,568	102,209
Funding receivable	-	419
Funding expended	<u>(69,147)</u>	<u>(96,574)</u>
	<u>\$ 59,049</u>	<u>\$ 102,628</u>

9. CONTINGENCIES

Before year-end, there was a global outbreak of a novel coronavirus known as COVID-19, which has had a significant impact on organizations through the restrictions put in place by the Canadian and U.S. governments regarding travel, business operations and isolation/quarantine orders. The extent of the impact the COVID-19 outbreak may have on the Council will depend on future developments that are highly uncertain, and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, the duration of the outbreak, including the length of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are, or may, be put in place by Canada, U.S. or other countries to fight the virus. The Council's activities have not been significantly impacted thus far; however, the Council continues to assess the impact COVID-19 will have on its operations.

10. CONTRACTUAL RIGHTS

As at March 31, 2020, the Council had entered into contribution agreements with the GNWT - Department of Executive & Indigenous Affairs with the term April 1, 2018 - March 31, 2021, and Canada - Justice Partnership and Innovation Program with the term January 6, 2020 - March 31, 2024. The future maximum contributions are as follows:

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2020

10. CONTRACTUAL RIGHTS, continued

	GNWT - Department of Executive & Indigenous Affairs	Canada Justice Partnership and Innovation Program	Total
2021	\$ 394,000	\$ 255,530	\$ 649,530
2022	-	310,218	310,218
2023	-	503,426	503,426
2024	-	490,615	490,615
	<u>\$ 394,000</u>	<u>\$ 1,559,789</u>	<u>\$ 1,953,789</u>

11. ECONOMIC DEPENDENCE

The Council receives the majority of its revenues from various GNWT departments. If the GNWT ceased to fund the Council, this would significantly affect operations.

12. REVENUES BY OBJECT

	2020	2019
Government grants and contributions	\$ 644,029	\$ 609,324
Contributed rent	71,000	71,000
Sponsorship, donations and events	6,115	1,149
Administration fees	9,054	9,682
Interest income	<u>1,053</u>	<u>17</u>
	<u><u>\$ 731,251</u></u>	<u><u>\$ 691,172</u></u>

13. COMMITMENT

As at March 31, 2020, the Council has outstanding quarterly commitments of \$2,267 with respect to an office equipment lease expiring November 12, 2020 as follows:

2021 \$ 4,533

14. BENEFITS FUND

The Council, under its core contribution agreement, is allowed to create a Maternity and Parental Leave Benefits Fund, using a maximum of \$5,000 of unexpended core contribution per year, to a maximum of \$30,000. Changes during the year in the Benefits Fund are as follows:

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NOTES TO THE FINANCIAL STATEMENTS

March 31, 2020

14. BENEFITS FUND, continued

	<u>2020</u>	<u>2019</u>
Benefits Fund, opening	\$ 30,000	\$ 38,661
Transfer excess to Contingency Fund	<u>-</u>	<u>(8,661)</u>
Benefits Fund, closing	<u>\$ 30,000</u>	<u>\$ 30,000</u>

The Council maintains designated cash to cover the required fund balance. There is a sufficient balance to cover the fund balance in the current year.

15. CONTINGENCY FUND

The Council created a Contingency Fund to be fiscally responsible in discharging its responsibilities to make payments and to cover any future technology requirements. Changes during the year in the Contingency Fund are as follows:

	<u>2020</u>	<u>2019</u>
Contingency Fund, opening	\$ 38,882	\$ 43,221
Transfer for server purchase	<u>-</u>	<u>(13,000)</u>
Transfer from Benefits Fund	<u>-</u>	<u>8,661</u>
Transfer from unrestricted surplus	<u>12,850</u>	<u>-</u>
Contingency Fund, closing	<u>\$ 51,732</u>	<u>\$ 38,882</u>

The Council maintains designated cash to cover the required fund balance. There are sufficient funds to cover the balance in the current year.

16. FINANCIAL INSTRUMENTS

The Council's financial instruments consist of cash, marketable securities, accounts receivable, trade payables and accruals, and wages and benefits payable. Unless otherwise noted, it is management's opinion that the Council is not exposed to significant interest rate, market, currency, credit, liquidity, cash flow risks, nor is the Council exposed to significant concentrations of such risks. The fair value of these financial instruments approximate their carrying values, unless otherwise noted.

As March 31, 2020, the Council has a \$20,000 (2019 - \$20,000) credit card facility with the Bank of Nova Scotia.

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2020

17. RELATED PARTY TRANSACTIONS

The Council is related in terms of common ownership to all GNWT-created departments, territorial corporations and public agencies. The Council enters into transactions with these entities in the normal course of operations and on normal trade terms applicable to all parties. The amounts due to and from related parties are unsecured, non-interest bearing and due on demand.

Transactions with related parties during the year and balances at year end, not disclosed elsewhere in the financial statements, are disclosed in this note.

	<u>2020</u>	<u>2019</u>
Revenue		
GNWT - Executive & Indigenous Affairs	\$ 431,780	\$ 423,083
GNWT - Department of Justice	44,000	36,750
GNWT - Health & Social Services	26,000	25,405
GNWT - Municipal & Community Affairs	22,262	13,695
GNWT - Infrastructure (Contributed rent)	71,000	71,000
GNWT - Women's Initiative Grant	<u>7,375</u>	-
	<u>\$ 602,417</u>	<u>\$ 569,933</u>
Expenses		
GNWT - Infrastructure (Contributed rent)	\$ 71,000	\$ 71,000
GNWT - Financial Shared Services	7,269	7,320
Northwest Territories Health and Social Services Authority	<u>1,250</u>	-
	<u>\$ 79,519</u>	<u>\$ 78,320</u>

These transactions are in the normal course of operations and have been valued in these financial statements at the exchange amount which is the amount of consideration established and agreed to by the related parties.

18. COMPARATIVE FIGURES

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year.

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - CORE

Schedule 1

	<u>2020</u>	<u>2019</u>
REVENUES		
GNWT - Executive & Indigenous Affairs	\$ 394,000	\$ 394,000
GNWT - Infrastructure - Contributed Rent	71,000	71,000
Admin Recovery	7,907	8,100
Miscellaneous	<u>2,201</u>	<u>1,599</u>
	<u>475,108</u>	<u>474,699</u>
EXPENSES		
Advertising & Promotion	454	221
Amortization	3,806	2,539
Catering	1,048	1,228
Communications	8,167	8,387
Computer Services	7,015	7,065
Contributed Rent	71,000	71,000
Equipment Rental	9,066	9,066
Honoraria	12,550	11,300
Interest & Bank Charges	154	484
Mail Service	1,320	729
Meeting Expenses/Conference Fees	-	121
Meetings	169	-
Professional Development - Staff	7,094	5,919
Professional/Contract Service	32,505	22,891
Resources/Subscriptions	2,245	1,601
Supplies	2,051	5,749
Technology	4,413	2,844
Travel	18,402	17,538
Wages & Benefits	<u>296,700</u>	<u>314,612</u>
	<u>478,159</u>	<u>483,294</u>
DEFICIENCY OF REVENUES OVER EXPENSES	<u>\$ (3,051)</u>	<u>\$ (8,595)</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - GENDER EQUITY

Schedule 2

	<u>2020</u>	<u>2019</u>
REVENUES		
Government of Canada	\$ 50,000	\$ 191,974
Deferred Revenue	<u>33,115</u>	<u>(81,583)</u>
	<u>83,115</u>	<u>110,391</u>
EXPENSES		
Administration Fees	6,103	6,103
Communications	-	25
Facility Rental	-	400
Honoraria	-	3,751
Materials	103	7,521
Professional fees	5,000	-
Project Management	25,000	28,050
Travel - Projects	28,909	53,541
Wages & Benefits	<u>18,000</u>	<u>11,000</u>
	<u>83,115</u>	<u>110,391</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - FAMILY VIOLENCE AWARENESS MONTH	Schedule 3	
	<u>2020</u>	<u>2019</u>
REVENUES		
GNWT - Justice	\$ 27,000	\$ 21,750
GNWT - Health & Social Services	<u>26,000</u>	<u>25,405</u>
	<u>53,000</u>	<u>47,155</u>
EXPENSES		
Administration Fees	3,045	2,000
Communications	4,495	2,815
Community Events	34,950	26,650
Design & Printing	2,669	4,978
FVAW Resource Package	6,825	-
Materials	-	9,150
YK Event	<u>1,016</u>	<u>1,562</u>
	<u>53,000</u>	<u>47,155</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - LEADERSHIP FORUMS

Schedule 4

	<u>2020</u>	<u>2019</u>
REVENUES		
INAC	\$ 36,738	\$ -
Grants	<u>2,875</u>	<u>-</u>
	<u>39,613</u>	<u>-</u>
EXPENSES		
Catering	2,889	-
Facility Rental	2,865	-
Honoraria	1,000	-
Marketing & Communications	484	-
Materials & Supplies	632	-
Printing & Postage	379	-
Professional Fees	23,000	-
Project Travel	8,104	-
Volunteer Appreciation	<u>260</u>	<u>-</u>
	<u>39,613</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - WISE WOMEN AWARDS

Schedule 5

	<u>2020</u>	<u>2019</u>
REVENUES		
Deferred Revenue	\$ 12,725	\$ -
Grants, Sponsorships	<u>9,500</u>	<u>-</u>
	<u><u>22,225</u></u>	<u><u>-</u></u>
EXPENSES		
Awards & Recognition	3,145	-
Catering	3,886	-
Marketing & Communications	4,004	-
Project Travel	<u>11,190</u>	<u>-</u>
	<u><u>22,225</u></u>	<u><u>-</u></u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - NGO STABILIZATION FUND

Schedule 6

	<u>2020</u>	<u>2019</u>
REVENUE		
GNWT - Municipal & Community Affairs	\$ 25,500	\$ 13,695
Deferred Revenue	<u>(3,238)</u>	<u>-</u>
	<u>22,262</u>	<u>13,695</u>
EXPENSES		
Catering	-	243
Professional Fees	20,000	5,070
Project Travel	<u>2,262</u>	<u>8,382</u>
	<u>22,262</u>	<u>13,695</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - ELIMINATION OF VIOLENCE

Schedule 7

	<u>2020</u>	<u>2019</u>
REVENUE		
GNWT - Justice	\$ 17,000	\$ 15,000
Deferred Revenue	<u>(68)</u>	<u>-</u>
	<u>16,932</u>	<u>15,000</u>
EXPENSES		
Administration Fees	1,700	105
Catering	4,124	2,478
Freight/Transportation	167	766
Marketing & Communications	298	-
Materials & Supplies	8,259	11,301
Project Travel	2,384	-
Speaker Fees	<u>-</u>	<u>350</u>
	<u>16,932</u>	<u>15,000</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - CRIME WEEK

Schedule 8

	<u>2020</u>	<u>2019</u>
REVENUE		
Justice Canada	\$ 8,500	\$ -
EXPENSES		
Administration	132	-
Catering	3,636	-
Marketing & Communications	2,243	-
Materials & Supplies	775	-
Printing & Postage	231	-
Speaker Fees	1,483	-
	<u>8,500</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - WORKPLACE SEXUAL HARASSMENT

Schedule 9

	<u>2020</u>	<u>2019</u>
REVENUE		
Justice Canada	\$ 8,338	\$ -
EXPENSES		
Accounting & Legal	2,000	-
Administration	1,088	-
Operating	250	-
Wages & Benefits	<u>5,000</u>	<u>-</u>
	<u>8,338</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - VIGIL

Schedule 10

	<u>2020</u>	<u>2019</u>
REVENUE		
Sponsorship, Donations & Events	\$ 1,114	\$ 596
EXPENSES		
Advertising	-	19
Marketing & Communications	557	476
Materials & Supplies	257	175
Facility Rental	<u>300</u>	<u>-</u>
	<u>1,114</u>	<u>670</u>
DEFICIENCY OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ (74)</u>

STATUS OF WOMEN COUNCIL OF THE NWT

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For the year ended March 31, 2020

Schedule - WOMEN'S GATHERINGS

Schedule 11

	<u>2020</u>	<u>2019</u>
REVENUES		
GNWT - Executive & Indigenous Affairs	\$ 2	\$ 12,125
Deferred Revenue	<u>623</u>	<u>(623)</u>
	<u>625</u>	<u>11,502</u>
EXPENSES		
Administration	625	51
Catering	-	1,444
Facility Rental	-	1,325
Honoraria	-	1,500
Marketing & Communications	-	466
Materials & Supplies	-	943
Printing & Postage	-	39
Project Travel	-	3,513
Speaker Fees	-	300
Volunteer Appreciation	-	1,831
Wages & Benefits	<u>-</u>	<u>90</u>
	<u>625</u>	<u>11,502</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - CAMPAIGN SCHOOL

Schedule 12

	<u>2020</u>	<u>2019</u>
REVENUES		
GNWT - Executive & Indigenous Affairs	\$ -	\$ 18,000
Deferred Revenue	<u>419</u>	<u>(419)</u>
	<u>419</u>	<u>17,581</u>
EXPENSES		
Professional Fees	-	9,000
Administration	419	2,000
Catering	-	2,950
Facility Rental	-	3,000
Marketing & Communications	-	506
Materials	-	87
Printing & Postage	<u>-</u>	<u>38</u>
	<u>419</u>	<u>17,581</u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

Schedule - TAKE BACK THE NIGHT

Schedule 13

	<u>2020</u>	<u>2019</u>
REVENUE		
Sponsorship, Donations & Events	\$ -	\$ 553
EXPENSES		
Marketing & Communications	\$ -	\$ 553
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2020

SCHEDULE OF EXPENSES BY OBJECT

Schedule 14

	<u>2020</u>	<u>2019</u>
Administration Fees	\$ 13,689	\$ 11,375
Advertising & Promotion	12,533	5,082
Amortization	3,806	2,539
Communications	8,167	8,387
Computer	11,428	9,909
Conferences	58,709	43,882
Design & Printing	-	122
Equipment Rental	9,066	9,066
Equipment Use	2,442	2,271
Fees & Dues	-	400
Freight/Postage	4,767	6,550
Honoraria	13,550	16,551
Interest & Bank Charges	154	84
Miscellaneous	9,972	-
Office & Administration	250	-
Office Supplies	1,566	4,455
Professional/Contract Service	105,064	62,722
Rent	71,300	71,000
Resources/Subscription	12,178	30,851
Travel & Accommodation	68,867	82,974
Wages & Benefits	<u>326,794</u>	<u>331,621</u>
	<u>\$ 734,302</u>	<u>\$ 699,841</u>