



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

Annual Report 2016-17





June 30, 2017
Honorable Caroline Cochrane
Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Minister Cochrane,

On behalf of the Status of Women Council, I am pleased to present our Annual Report for the year ending March 31, 2017.

This year has been a busy and productive year for the Council. Thanks go to all our funding partners for allowing us the opportunities to work on women's issues in the Northwest Territories.

Leadership remains a priority in our Council work. This year we held two campaign schools for women interested in running for political office and for women interested in supporting women candidates. The schools were held in Hay River and Inuvik.

Along with our core work and yearly events, we have worked on special projects in collaboration with many community organizations on issues concerning Family Violence, Economic, Political and Social Equality, Women's Health and Wellness and Leadership. I would like to thank our Council Directors and staff for their continued collaborative and coordinated efforts in our work towards women's equality.

Sincerely,

A handwritten signature in black ink that reads "G. J. Masuzumi". The signature is written in a cursive style.

Georgina Jacobson Masuzumi
President 2016-2017

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Sami, Lorraine & Annemieke

Our Mission

The Status of Women Council of the NWT is dedicated to achieving equality for all NWT women through:

- public education and awareness,
- research,
- advocacy,
- community development,
- interagency cooperation,
- advice to government, and
- identification and development of opportunities for women.

Our Vision

- Equality for women in all areas of life.
- Economic equality.
- Communities, workplaces and families free from violence against women.
- A society which respects and includes the diverse experiences and perspectives of all women.



Lorraine Phaneuf

Worked with the Status of Women Council of the NWT from January 2006 - July 2017.

Executive Director
Programs and Research Manager

Thank You Lorraine

Lorraine was with the Council for 12 amazing years. Her dedication to supporting women in the NWT was a driving force behind the Council. She created a safe space where all were welcome and helped each voice at the table be heard. It will be hard to replace her strength and kindness. Over the years the Council has been a solid team under her leadership and we are sad to see her go.

Lorraine is retiring to Winnipeg to spend time with her family and her beautiful granddaughters. She will be greatly missed but her impact in the North will not be forgotten.

Thank you Lorraine for making a difference and we know you will continue to brighten the lives around you in whatever the future holds.

*"You will always be
my favorite hello and
hardest goodbye.
~Cecelia Ahern*





Thank you Jan

Jan Fullerton was with the Council since 2014. Her guidance and inquisitive problem solving skills were an asset to the board. We will miss her and wish her well in her new life on the east coast.

Background

The mandate of the Status of Women Council of the Northwest Territories is to work for the political, social and economic equality of all women in the NWT, through advice to the Territorial government, research, public education, advocacy on behalf of women, and assistance to women's groups. The Council was created in April 1990 under the NWT Status of Women Council Act. The Government of the NWT provides core funding for the operations of the Council, while special projects have been funded by various sources.

Directors

The board for the Status of Women Council of the NWT is appointed by the Minister Responsible for the Status of Women. Board members serve for a three year term which can then be extended up to two times. During their appointment they meet face-to-face twice a year, in October and March, and hold several conference calls as required. The Board is a group of dedicated women, each representing one of the six regions of the NWT. They seek equality, change, and help direct the Council in how to follow their mandate and vision.

Paulina Roche

Deline, Appointed December 2011

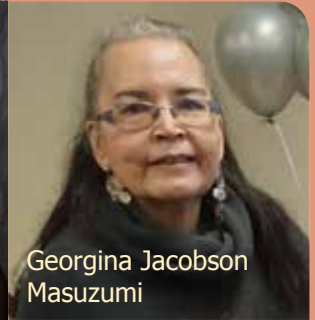
Paulina was born in Déljne. She has been married for 17 years and has 4 boys - Carson (21), Jake (19) Dallas (17) and John (15). Paulina’s early education was spent at Grollier Hall while she attended high school in Inuvik. She studied at Aurora College for her Diploma in Business Administration. Paulina has been working as a Manager for Déljne First Nation Chief and Council since 2001. For the past 6 years she has also been working with Self-Government as a transition team member. She volunteers a lot, she is president of the Native Women’s Association, and recently she won the Community Builder Award.



Paulina Roche



Arlene Hache



Georgina Jacobson Masuzumi

Arlene Hache

Yellowknife, Appointed June 2017

Arlene Hache, a person who has experienced homelessness is well known across the Northwest Territories and Nunavut 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 then the Queen Elizabeth II Diamond Jubilee Medal in 2012. Arlene has participated on several research teams and is a published author. Arlene was a founder and the Executive Director of Centre for Northern Families for 25 years. Arlene actively participated in the development, implementation and evaluation of every program offered at the Centre. She is also a past Wise Women Receptent for the year 1998.

Georgina Jacobson Masuzumi

President, Tuktoyaktuk, Appointed September 2010

Born in Tuktoyaktuk to the hunter/trapper/carver family of Jimmy & Bella Jacobson, Georgina attended Grollier Hall in Inuvik, Grandin College in Fort Smith, Mount Royal College in Calgary and Aurora College in Inuvik. She has held a variety of jobs: radio station announcer for CFCT in Tuk, flight attendant for Canmar, private business owner/operator, caterer, recreation coordinator, remote camp manager, caretaker for an elders’ facility and foster parent. Other pursuits include Hamlet Councillor, Elders’ Committee member, advocate for social justice and on the land traditional activities. She also participated in the first NWT Elders’ Parliament as the Nunakput representative.

Martina Norwegian

Fort Simpson, Appointed June 2016

Martina was born in Liidlii Kue and comes from humble beginnings. Martina is passionate about language and speaks South Slavey. Her dedication to education is strong as she is chairperson for the Dehcho Divisional Education Council and sits on the Local District Education Authority. She is dedicated to spreading the word of God and is a representative for On Eagle’s Wings a children’s ministry program. She has been involved with the historical society preserving the local history for 25 years. Martina is a strong leader that has a quiet and caring nature always helping to empower women to be their best.

Doris Camsell

Vice President, Hay River,
Appointed December 2011

Born in Ft. Providence Doris has one brother and six sisters. She is married to Doug Camsell and has two sons: Malcolm & Kyle. Doris attended Sir John Franklin & Diamond Jenness. She received her BE in 1986, a Linguistic Certificate from University of New Mexico in 1986, a BA in Anthropology and Archeology in 2005, and Master of Education in Land Based Education in 2010. Doris participated in the development of the Den K’ede Curriculum and taught at all four schools in Hay River. Doris works at Harry Camsell School teaching Dene Zhatie. Her passion is to revitalize and maintain Dene Thati in education.

Violet Camsell-Blondin

Behchoko, Appointed June 2016



Martina Norwegian



Doris Camsell



Violet Camsell-Blondin

Strategic Plan

Strategic Goals

As legislated by our Act the Council has the following strategic goals:

- To develop public awareness of issues affecting the status of women.
- To promote a change in attitudes within the community in order that women may enjoy equality of opportunity.
- To encourage discussion and expression of opinion by residents of the NWT on issues affecting the status of women.
- To advise the Minister on issues that the Minister may refer to the Council.
- To review policies and legislation affecting women and to report its findings to the relevant government department or agencies.
- To provide assistance to the Minister in promoting changes to ensure the attainment of equality of women.
- To provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

Priorities for 2016-2019

The priorities for the Status of Women Council for women and girls for 2016-2019 are:

- Address systemic barriers that affect equity and equality
- Reduce Family Violence through prevention, emergency response and healing
- Reduce Gender Based Violence through awareness, attitude change and prevention
- Champion women in political and community leadership
- Promote advocacy and awareness of women's health in body, mind and spirit
- Increase awareness of the Status of Women Council's territorial mandate through transparency, communication and partnership

Annual Report Layout

In 2016 we did a thoughtraiser where five themes came from the recommendations. This report is structured after those key themes.

The five key concerns were:

- Family Violence,
- Women's Health,
- Women's Leadership,
- Working with community women and women's groups, and
- Childcare/other concerns.



Family Violence

According to "Family Violence in Canada: A statistical profile", released by Statistics Canada on January 15, 2015 the Northwest Territories has epidemic rates of family violence that are nine times the national average, placing the NWT in second place for the highest rates of violence in Canada. It comes as no surprise that family violence was identified as the most concerning issue in our thought raisers. There are several concerns that need to be addressed under family violence such as: language, service/programming needs and how we provide healing opportunities to those that are victims, abusers and witnesses of violence.

Language and the discourse around issues such as violence is key to how we interpret what has happened and who is responsible for the violence. We know violence is normalized in the NWT; blaming and shaming is part of our reality along with community retaliation when a victim exposes a perpetrator. These attitudes and behaviours must change to make violence unacceptable. With unified messaging around family violence and examples of what healthy relationships are, society can start to model behaviours they may not have known were possible or considered normal in loving relationships. We must go even further and start reporting family violence in a respectful way and providing positive social responses to victims. By doing so we not only decrease the amount of trauma a victim feels when reporting but we create a society that no longer dismisses violence and instead really addresses the issue. We need all who are involved in helping, healing and reporting on violence to be well informed of the dynamics of family violence.

There needs to be a way to objectively look at our system of supports and constructively critique it so that we can identify gaps in services, identify the need for new supports/protocols and prevent incidences from occurring. We need to work collaboratively to come up with relevant tools that screen for violence and a consistent protocol in every community that accounts for a "typical" case of finding safety for a victim. If we are all working from the same positive response base victims will feel heard and supported, making them more likely to trust the system and seek help when needed.

Providing protocols that lead into several different healing programs for all those that are involved is imperative to stopping the cycle of pain. These programs need to be funded properly and staffed with professionals that are trained in a holistic approach that is culturally relevant to the group they serve. Staff needs to be paid competitive wages in order to retain their services and keep consistency within a service. Though healing options should be very different for victims of violence versus perpetrators or even witnesses of violence, a high level of care should be available to all. Some institutes have ways to address this collaboratively, such as the Calgary Women's Shelter (www.mcscalgary.com), Bridges (www.bridgesinstitute.org) or Warriors Against Violence (www.wav-bc.com) and there may be other methods that are more relevant but get at the heart of the issue.

Family Violence

Coalition Against Family Violence



About the Coalition

The Coalition Against Family Violence (CAFV) is a territorial interagency group that brings together individuals, non-government and government agencies to share information and undertake projects in keeping with the mandate. The Coalition meets once a month; specific project committees also meet at least monthly. The Coalition is chaired and administered by the Status of Women Council. Minutes and other documents concerning family violence are distributed by email to members. The Status of Women chairs subcommittees for annual events. Coalition events often include mail out packages to agencies across the NWT, and an event in Yellowknife during Family Violence Awareness Week.

Coalition Mandate

The Coalition Against Family Violence NWT envisions a peaceful, equitable society where all territorial residents, as individuals, members of families, communities, organizations or governments, are valued, respected, safe and free from abuse and inequalities.

Coalition Membership Review

The Coalition took some time this year to look at their structure and how best to continue as a unified group. The next year will focus on best practices and moving forward.



Family Violence

CAFV Priorities

Three Key Priorities

- 1. Prevention:** Change language, social responses and attitudes around family violence by reporting family violence in a respectful way and provide positive social responses to victims. By decreasing the amount of trauma a victim feels when reporting we create a society that no longer dismisses violence and addresses the issue.
 - a) Deliver a complete family violence campaign applying social marketing principles and an updated 2007 attitudinal survey.
 - b) Support the creation of a death review panel.
 - c) Train/inform changes to language and social responses to media, policy makers, leaders and services providers.
- 2. Emergency Response:** Consistent plans for safety for every community in the NWT. Consistency with integral emergency services that are in every community allows for a more timely response to violence.
 - a) Adequate and consistent funding for shelters and victim services.
 - b) Support the creation of 911 across the NWT.
 - c) Develop and maintain consistent screening tools to be used by all front line services that promote the disclosure of violence with protocols for follow up.
- 3. Healing:** Research and develop an inclusive justice system that includes specialized courts and culturally appropriate healing options. Addressing the needs of those that are experiencing violence or perpetrating violence with holistic and relevant options will result in improved outcomes.
 - a) Invest in permanent community based therapy programs for those who have used, experienced or witnessed violence, available across the NWT.
 - b) Work with the Law Society to provide specialized training around the dynamics of family violence for lawyers and justice professionals
 - c) Enhance specialized courts and supports, including options for the wellness court, DVTO and an information referral centre.

Family Violence

Family Violence Awareness Week (FVAW)

This event happens annually in the fall. Each year a small committee made up of CAFV members develops a resource package, an awareness strategy, a focus for the week and supports hosting several events across the NWT.

The focus this year was on Healthy Relationships and Consent. Due to popularity for a blog/video "Consent as Simple as Tea" created by RockstarDinosaurPiratePrincess the committee created several resource items for the kit including a poster and booklet. An in-depth safety planning document, poster on non-violence and several organizations pamphlets were also included.

In addition to accessing resources, communities reported new partnerships that were developed between local community agencies through the planning and coordinating for FVAW. With the support of staff the week also contributed to building capacity in creating awareness events in the communities allowing them to appropriately respond to family violence as community understanding and attitudes towards family violence changes.

This year the committee sent out small grants of \$1,000 each across the NWT for events. We received many funding inquiries and managed to fund 23 organizations from 17 communities. The results were very positive and everyone who applied would like to see this fund offered to them again.

The grants were sent to the following communities:

- | | |
|-----------------------|--------------------|
| 1. Gameti | 11. Fort Smith |
| 2. Fort Resolution | 12. Lutsel K'e |
| 3. Fort McPherson | 13. Inuvik |
| 4. Wrigley | 14. Fort Good Hope |
| 5. Tuktoyaktuk | 15. Tsiigehtchic |
| 6. Ulukhaktok | 16. Yellowknife |
| 7. Deline | 17. Aklavik |
| 8. Hay River | |
| 9. Tulita | |
| 10. Hay River Reserve | |

Hundreds more resources were sent out to other communities. This year's promotion item of a small reusable tea bag was very popular as well as the booklet which is being used in some schools to talk about consent in their health curriculum.



Fort Smith FVAW

Family Violence

Family Violence Awareness Week Events

Safety School

Last year was such a great success we continued our partnership with Aurora College and hosted the second Safety School in Yellowknife. The school opened with the launch of the new "What Will It Take?" Rant Series, followed by a presentation on the Coalition Against Family Violence. There was a panel on Family Violence Services, then there was time to look at booths from organizations around the room. A facilitated session on two short films was conducted and a presentation on the Take Back the Night March was held. Over 80 people including students and the general public were in attendance for the whole afternoon.

It was held at Northern United Place from 1:30-4:00pm. As this year's theme centred around "consent as simple as tea," a tea and refreshments were served along side the presentations and booths.



Take Back the Night Yellowknife

Take Back the Night

The March was held on the Friday in hopes to gather more attendance. There were over 200 people who gathering to end violence against women in the streets. Several marches outside of the capital happened during the week as well.

The Mayor of Yellowknife spoke at the beginning of the walk, followed by Minister Cochrane, Minister Responsible for the Status of Women. In the Ally Caroline Wawzonek, a feminist and lawyer, spoke about consent law. Our final speaker was well-known researcher Dr. Pertice Moffitt. She spoke to the importance of love and her research around Intimate Partner Violence.

Funding provided by GNWT, the Victims Assistance Fund and the Rural and Northern Community Response to Intimate Partner Violence Project.



Safety School

Family Violence

Dignity Bags

Dignity Bags

Currently women fleeing violence receive dignity bags with information on emergency numbers, victim services, housing, etc. The bag also contains items to get them through a few days at the shelter such as socks, underwear, nightdress, feminine products, brush and toiletries that are not covered under the current funds the shelters receive. The shelter directors have indicated to us that often women and children who are fleeing violence enter the shelter with only the clothes they are wearing. Women who have been in the shelter have indicated to us they felt the dignity bags offered them a small comfort during this difficult episode in their lives and was a small way of gaining some control over their lives.

Why Make Dignity Bags?

The experience of fleeing violence can be overwhelming. Research has proven that positive social responses when dealing with a crisis often determines how well individuals heal from such a traumatic event. The purpose of the project is to build on an existing project that the Council has been delivering for 4 years.

Shelters are located in

- Yellowknife 1-866-223-7775,
- Fort Smith 1-877-872-5925,
- Inuvik 1-867-777-3877,
- Tuktoyaktuk 1-867-977-2000, and
- Hay River 1-867-874-6626.



Comfort Bags

Shelter directors indicated that when children come in with their mothers they too often have very little with them. It was recommended that we provide Comfort Bags containing age appropriate items to help children heal, such as books, crafts, a teddy bear and a small gift card to buy a few essentials such as pajamas, underwear and a change of clothes.

Expected Results and Benefits to the Community

About 120 women and 240 children will be impacted by the service provided with a noted positive shift in perspective on how we treat victims of crime. Five family violence shelters will be provided with the comfort bags and the dignity bags.

Family Violence

Healthy Relationships Curriculum

Why Healthy Relationships?

Violence is normalized in the NWT and having examples of how healthy relationships are developed and maintained can be difficult to find sometimes. Even looking at pop culture and how violence is romanticized can make it difficult for people to figure out what is healthy, what is different but still healthy and what is unhealthy or could be harmful.

The Council received some funds from the Aboriginal Justice Strategy to address family violence. With this we created a resource that could be used by anyone who wanted to start the conversation around healthy relationships. We tested it in five communities in the NWT and requested feedback from CAFV members and various community supports either over the phone or while we were in their community for the community fairs. The resource is now complete and we have had a large up take by service professionals.

Communities Visited

- Tuktoyaktuk
- Behchoko
- Hay River
- Fort Resolution
- Inuvik



What's a Healthy
Relationship?

Resource Information

The resource is intended for ages 14 and up but some information can be used for younger. There are four parts to the resource: a teacher's guide that has facilitation notes and activities, a workbook to be used with the guide, a take home book that can be given anytime and handouts for the various activities.

The activities were developed from many trust exercises used in communities, workshops the Council has done, and some online research regarding specific topics. There are 10 core lessons that focus on self care, big emotions, safety, what is love, consent and other issues.

The resource is available now for free if you would like to copy please contact us.

Funding provided by the Aboriginal Justice Strategy

Family Violence

Victim Blaming Workshop

What is Victim Blaming?

It means making excuses for the person who caused harm and blaming the person who was hurt.

Crimes only happen when someone makes the decision to commit them. The only time sexual assault, family violence or any other crime happens is when someone makes the decision to hurt another person. It is not because of the person's clothes, where they are at the time, how much they have been drinking or who they are hanging out with. The only thing that causes violence is someone's choice to be violent.

The language of victim blaming is pervasive in our culture and media, and adversely affects the recovery and wellness of victims/survivors of crime.



Karen Willy

About the Workshop

With Victims and Survivors of Crime Awareness Week funding from Justice Canada, the Council hosted a full day of training on June 2, 2016. The 'Victim Blaming' workshop was provided free of charge to NWT service providers who work with victims and survivors of crime to improve the service they provide to victims.

As part of her continued learning Karen Willy developed this one-day workshop to train frontline workers and advocates how to understand and counter the nature of victim blaming. At the end of the Victim Blaming Workshop, participants were better able to understand victim blaming, what it means, what theories are used to explain why it happens, in what crimes blaming occurs, and the effect it has on the victims and society.

Funding provided by Justice Canada

Family Violence

2016 Diverse Voices - Family Violence Conference

November 16-18, 2016

In November Sami and Lorraine had a chance to attend the Diverse Voices conference. The opening film screening of "Finding Jenn's Voice" was powerful and the DVD is now in our library.

We attended several keynote addresses and workshop sessions that spoke to restorative justice, healing, cultural safety, attitudes around violence and community development.

The conference was very informative and a great space to learn about new initiatives as well and find supportive like minded individuals across the country.



Working Together

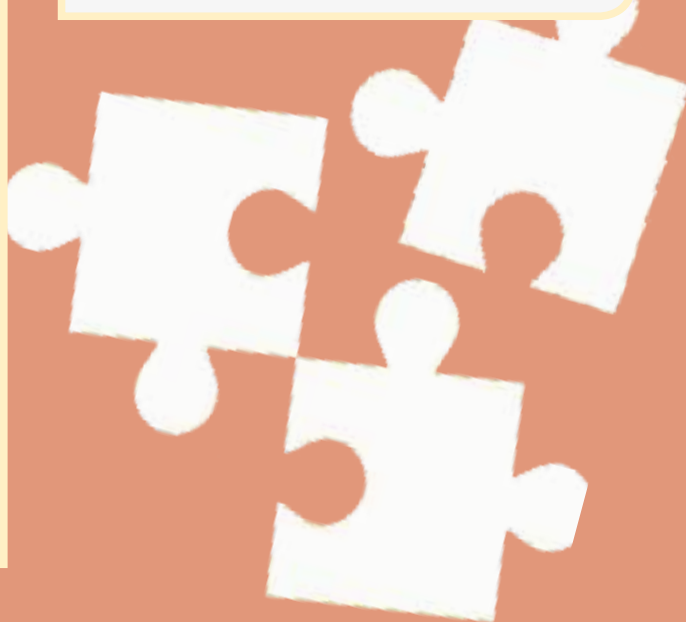
Women need to work together in order to create change. We need to work hard to hear the voices of the women that we serve across the entire NWT when most funding and services are currently based out of Yellowknife and the regional centres. The main concerns brought forward under this theme were supporting community work, working together and being informed about the reality of women's lives in the NWT.

In order to understand the everyday life of NWT women, a proper survey needs to take place that touches on what women want in their communities, how they can be better supported from afar and what services are working for them currently. The good work the wellness plans have started has allowed communities to take a solid look at their concerns and ways they can address issues within their own communities. People will benefit when they take pride in the place they live and rebuild community spirit. There is a concern that women's voices are lost at the table sometimes when these discussions happen. This can be due to lack of leadership opportunities or misogynistic beliefs that are still prevalent in our territory.

When boards are created and services are developed that serve more than one community, regional/community representation must be a priority. A person from each of the communities or regions affected must have a voice to keep the organization grounded in what the community's needs are. If the board has done due diligence and are unable to find a member from the community then it may be filled by another person, but the effort needs to be made.

There are several women's groups and/or organizations where equality is a large part of their mandate. Women need to support each other collaboratively so that key messaging around NWT women's needs are addressed and not divided. With better communication and a more strategic approach to supporting the work each group does, we could address duplicated services, better share funding efforts and be more aware of gaps that need to be addressed. Everyone on the same page and understanding each others goals will create a more cohesive direction in the end.

The final concern that we hear frequently is around lateral violence. This can either been seen as workplace harassment or bullying but can also stem from how women have been socialized. Creating workplace policies and having training around lateral violence will help and we need to take these matters seriously when they are reported.



Working Together

National Coalition of Provincial and Territorial Advisory Councils on the Status of Women



Coalition P/T on Status of Women

The National Coalition of Provincial and Territorial Advisory Councils on the Status of Women held its annual meeting in Ottawa on September 26 and 27, 2016. The meetings provided the Coalition with an opportunity to meet with Honourable Patty Hajdu, the Federal Minister of Status of Women, to share and discuss issues related to women's equality across the country as well as to highlight how the Coalition can advance the interests of women.

"We were very pleased to hear from Minister Hajdu," said Linda Ross, President/CEO of Newfoundland and Labrador's Advisory Council and current Chairperson for the Coalition. "We were impressed by the Minister's comprehensive and helpful update on Status of Women Canada's work, especially on gender-based violence. Violence against women and girls affects all of our communities. It was heartening to hear the voices of women from across Canada were heard in consultations. The themes from these consultations are very familiar from what we hear from women in our provinces and territories."

Ross said, "Minister Hajdu was also open to concerns at the table about how the National Inquiry on Murdered and Missing and Indigenous Women will hear Inuit women's stories in their own language and provide appropriate support for families." Added Ross, "The Coalition is a national voice for women. We are very happy to have had this opportunity to share with Minister Hajdu the work of Coalition members individually and together as a collective voice for women's equality."

During their time in Ottawa, members also met with the Federation of Canadian Municipalities and Equal Voice National to discuss opportunities to increase women in leadership. Other national gender-equality issues we share in common include sexual assault response, the need for respectful workplace policies and codes of conduct that are effective and that apply to employees as well as elected officials at all levels of government.

The Coalition of Provincial and Territorial Advisory Councils on the Status of was formed after the federal government eliminated the Canadian Advisory Council of the Status of Women in 1995.

Working Together

Community Health Fairs

About the Fairs

Council staff were able to participate in the Community Health Fairs that happened throughout the north this year. The fairs were successful and offered the Council an opportunity to meet and speak with women in the communities outside of Yellowknife. Information on workshops, publications and upcoming work we are developing was shared. There was also an additional day added to each fair where we got to learn cultural activities such as making dry meat, beading, and skinning. Resource packages were sent to many of the communities.



Communities Visited

- NDilo/Dettah
- Fort McPherson
- Fort Liard
- Wrigley
- Fort Resolution
- Deline
- Kakisa
- Tulita
- Sambaa K'e
- Fort Good Hope



Fort Resolution



Kakisa



Fort McPherson



NDilo/Dettah

Working Together

Other Women's Groups

Native Women's Association

To provide training and educational programs for native women in the Western Arctic, so they can function more effectively in areas that affect their lives economically, socially, educationally, emotionally, culturally and politically.

YWCA

Women and girls empowered in safe and equitable communities.

Yellowknife Women's Society

The mission statement of the YWS is to support and assist women and their families in empowering themselves so that they can develop their goals, achieve wellness, enjoy equality and be recognized for the contribution they make in the community,

- To recognize the needs of women and their children, identify the means to meet those needs through program development and funding initiatives, and
- To provide a safe and nurturing physical place for women and their families to meet and access programs and services.

"I can promise you that women working together - linked, informed and educated - can bring peace and prosperity to this forsaken planet"

~Isabel Allende



Commitment to Inclusion

The Council continues to brainstorm different ways on how we can better support other womens organizations. We are hoping to showcase our joint endeavors in the coming year on media releases, events, publications and training.

Women's Leadership

There is a distinct lack of visible female leaders in power roles such as MLAs, Chiefs and community leadership. The top concern women have with women's leadership is that we needed more women leaders. We also need to address building strong foundations with self-esteem, training for leadership roles, healthy respectful role modeling and mentorship.

We need to work from the ground up to raise children and youth in such a way that young girls understand self-esteem and feel like they are included in discussions and goals around leadership. Many women identified mentoring as a key factor in changing how they approached leadership. This system works two ways with leadership training provided to the one mentoring and then passed on through support to the mentee. Though not always focused on women's leadership when mentoring if we identify community mentors that could help focus several mentees achieve their personal goals this would foster leadership within that relationship. There would be support provided to the person volunteering as a mentor and they could use their contacts as an elder, person on a board, community helper, etc. to integrate someone from the younger generation or someone interested in entering a new field. This could be as extensive as the mentor wished and key exercises in life coaching and mentoring would be developed. A small support meeting every so often between mentors could happen so that they could network and discuss different strategies that work in other communities.

The key to women running for political office is first knowing it can be done and second having support to get there. In the NWT there are many challenges to campaigning, getting elected and once elected being effective in the role. Gender issues are alive and well. With only two women in the Legislative Assembly, it is clear how underrepresented we are at that level.

By providing campaign schools or workshops that focus on all levels of government we are reaching out to women and letting them know that it is possible and that people think they would be good at it. Schools have been held in the past and women have stated that it empowered them to do more. Some ran and won. They found the opportunity a powerful tool giving them the words and concepts to more thoroughly understand politics and leadership as a whole. The two criticisms that came from those schools were that they needed to be held in/for every community and that there needed to be several run over a longer period of time, such as yearly scheduled training. This training would focus on all orders of government and also all facets of women's leadership such as campaigning, policy, what different orders address, how to network, etc.

Change cannot occur unless we have all sides working together and showing how to respectfully work together as equals. We need men that are in visible political and leadership roles to model respect towards the females in their lives and towards their female colleagues.

Women's Leadership

Wise Women Awards



WWA Winners 2017

About the Awards

The Status of Women Council has been hosting this award since 1992. The Council has been recognizing women for their time, commitment and work in improving the lives of women and families in their communities through the Wise Women Awards. The awards are meant to honor women who are role models in their communities. It recognizes the advocacy work, support and dedication to improving the status of women and is meant to encourage women to continue their great work.

Agenda

MC - Gail Cyr

Blessing - Gerri Sharpe

Welcome - Georgina Jacobson Masuzumi
President of the Status of Women Council

Opening Remarks -
Honorable Caroline Cochrane, Minister
Responsible for the Status of Women

Opening Remarks -
Lynn Brooks
Past President, Past ED of the Status of
Women Council and Wise Women Winner

Bread & Roses March -
Dawn Lacey past Wise Women Winner

Presentation of Awards -
by Status of Women Board Members

Women's Leadership

2016 Wise Women Award Winners



Jenny Jacobson
Beaufort Delta Region

To say that Jenny loves children would be an understatement. A wonderful mother of 6 and fostering up to 5 children she doesn't stop there as she is also a special needs teacher. She is always working to better the lives of the young ones around her. She fundraises and works for the church each year so that children can go to bible camp. Her cooking skills are without measure as she bakes for fundraisers and with love she creates specialty cakes such as bible cakes for those that have lost a loved one. Jenny is a role model and leads a healthy life both drug and alcohol free. She loves berry picking, teaching kids to sing in the choir and being on the land. Her true calling is always with children and supporting her community with kindness.



Ernestine Lennie
Sahtu Region

Ernestine is a well respected elder that made Tulita her home. She always has something encouraging to say and a smile on her face. The people of Tulita see her as a strong traditional woman who speaks her language, practiced her culture and used traditional medicine. She is always willing to share her knowledge with humor, a warm heart and an openness that makes everyone feel safe. When she was able she opened her home to people in need. In her day she would visit the elders and help them with wood, ice and kindness. She is a great story teller and keeps the oral traditions alive. She would give every last bit of herself to help others. Ernestine promoted native values and culture through her crafts and belonged to the Fort Norman's Native Society. She believes in the power of education and sees a strong future for the people of Tulita.

Women's Leadership

2016 Wise Women Award Winners



Linda Ann Mabbitt
South Slave Region

Linda is the driving force for so many activities, services and supports in Fort Smith. She has volunteered most notably for the Fort Smith Disability Society and the NWT Disabilities Council. She is a founding member of the food bank and truly the example of seeing a need in the community and filling it. Born and raised in Fort Smith, Linda dedicated her work and now her retirement to building strong foundations and advocating for those that are in need. One of her nominators even attributed Linda to saving her life through her persistent support advocating through the medical system. Linda's historical knowledge regarding the old hospital, the church and the families of the community has given her the understanding to recognize families' needs and connect them with the right supports to improve the community as a whole. She is a true blessing to many and makes Fort Smith a better place for all.



Lydia Bardak
North Slave Region

Everything Lydia has done in her professional and volunteer life has benefited the community. She has had many roles in Yellowknife from working at CNIB, the Council for Persons with Disabilities and what she is most known for the John Howard Society. She has been an active member on the homelessness coalition and the coalition against family violence. She started a yoga and meditation program in the correctional facility that is still going today. Lydia's philosophy has always been the people come first. She believes you need to meet the people where they are and work with them in mutual respect. She knows every homeless person in Yellowknife and their story. She started the original Day Shelter and continues to offer support in whatever way she can. Walking down the street with her is humbling as she is constantly stopped by those in need or distress and she has seemingly endless patience and support for them. She is a previous Queen's Jubilee recipient and served two terms on City Council. She continues to volunteer for many organizations including the Rotary Club and northern arts and cultural centre. Lydia is a powerful voice and role model for all women in the NWT.

Women's Leadership

2016 Wise Women Award Winners



Jane Grossetete
Deh Cho Region

Jane has done a lot to improve the lives of women and the younger generations in Fort Simpson and the whole Deh Cho region. She keeps her culture alive by teaching the Dene Zhati Slavey language and demonstrating traditional sewing. She aided in the cultural school events which are now called cultural camp. She has patience with new learners and teaches young ladies to carry on in making traditional items such as mukluks and mitts. Jane is a positive role model and a well respected elder being described as a true dene lady. She is a story teller and shares her experience being brought up in the traditional ways. Jane is always willing to share, teach and keep the traditional knowledge alive in any way she can.



Lucy Lafferty
Tlicho Region

Lucy believes in women leaders and encourages women to take risks, further their education and embrace their culture and language. She leads by example and has enriched her background by studying and researching everything about her people. She has lived in Behchoko her whole life with the exception of leaving for her studies. Being a respected elder that lives a healthy life, Lucy always makes the most out of her opportunities to speak to the public and educate people on her culture. She accepts any challenge in her way and gives others the confidence to be "strong like two people" in the words of Elizabeth Mackenzie. Lucy teaches her language, spreads traditional knowledge and teaches traditional crafts. Through her untiring efforts and contributions she has been the school principal, teacher and volunteers on the parish church Council. She has many publications with the Tlicho Community Board and strives to encourage the development of strong future leaders.

Women's Leadership

Campaign Schools

Women gathered in Hay River on January 28th-29th and Inuvik on March 18th-19th to attend Campaign Schools for women interested in running in a political race, or helping women who are running in a political race. This is the first time the Council received funds to deliver the workshop in a community other than Yellowknife. They were attended by women from Hay River, Fort Smith, Fort Providence, Inuvik, Fort McPherson and Yellowknife. Funding was provided by a grant from the Women's Initiative fund (GNWT).

Notable speakers were:

- Minister Responsible for the Status of Women, Caroline Cochrane and MLA Julie Green both had attended a previous campaign school in Yellowknife and the experience assisted them not only making the decision to run as a candidate but have effective campaigns.
- In Hay River, retired MLA Jane Groenewegen, who served five terms over twenty years.
- In Inuvik, retired MLA, former Cabinet Member and Speaker of the House Jeannie Marie-Jewell, who served two terms.
- Nicole Latour, Chief Electoral Officer for NWT Elections Office provided information on the legislation that governs NWT elections, stressing the importance of the role of the Official Agent and the rules.
- Megan Holsapple, communications advisor led an inter-active workshop on developing a campaign brand for candidates.
- Former political candidates Gail Cyr and Denise McDonald were M.C.'s for the school.



Caroline, Juile and Jane in Hay River

Women's Leadership

Campaign Schools

Cabinet Ministers Wally Shumann and Alfred Moses, and MLA R.J. Simpson from both Hay River and Inuvik constituencies attended portions of the workshops.

Planning, planning and more planning was important advice given at the schools. Once the election has officially begun, there is virtually no time to put these structures in place without a loss of valuable time talking to people who could vote for you.

Your brand, as a person and candidate is important so people know who you are and how you would work for their issues. Important lessons included: time off work to run; travel for some; childcare; funds; having resources ready to go. Start planning and building your team early. Get pledges and commitments early and **just do it!**



Inuvik School

"Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence."

~Sheryl Sandberg



Hay River School

Funding provided by the Women's Initiative Grant



Nicole Latour in Hay River

Women's Health

Creating an environment where mental health and addictions are recognized and properly supported in a timely manner allows for a healthier NWT for all. It is very difficult to create a culture of caring and support when individuals are not accessing a level of care that meets their full health needs in a positive way. Some of the main concerns that were identified under health were around addictions, aftercare options, emergency services, mental illness and moving forward from past traumas.

It is apparent that most health approaches or interventions are largely based on "Western/European" beliefs, methods and philosophies. As the NWT is still experiencing direct effects from residential school and colonization, we need to look at services that appropriately address intergenerational trauma. By asking those that have been identified as community experts in traditional healing to identify programming and supports that would best serve true intergenerational healing a more comprehensive strategy may be identified. These experts may also be able to shed light on specific policies or protocols that are creating unintended consequence in the system.

Programs need to be more than just regular counselling or on the land programming to be seen as effective. They must be well managed with built in after care components so that when women go home they have a support in their community that can continue on the changes that were made during the program. By having a 24 hour service that is populated with well trained people from the

NWT we can help elevate immediate need. This service would then need to be able to refer or have a list of community supports that might work for that individual. This could be counselling, tele-health, a sponsor, a self help group, even a hunting group, anything that would provide a direction to a support that promotes healthy choices.

Having programming available and ready for people to access is all well and good but we also need to make sure people are aware of services and a ready to make a change. If we train frontline workers in Motivational Interviewing (MI) they will have the skills to prepare their clients for changes ahead. MI is not a counselling technique but a way to have very direct conversations with clients, their focus in on their needs and goals and really talk about what they want to see in their lives. If done correctly clients will feel more heard and will be willing to work on whichever aspect on health they identify. We know that if the change comes from the client and not the service provider there is a higher chance the client will follow through with treatment and maintain a healthier state of being.

When it comes to women's health specifically, gendered programming might be of benefit. Due to the high levels of heterosexual domestic violence in the NWT women might not feel safe enough during mixed gender programming to address main concerns in their life. Also a huge part to mental wellbeing is centred on self-worth and self-esteem which in oppressed populations can be an area that needs more attention.

Women's Health

Friendly Calls to Seniors

*"I've made a real friend
through this program"*
~Volunteer



With funding from the New Horizons for Seniors fund (Service Canada), the Council piloted a one-year project NWT that matched seniors in the NWT for regular phone calls.

Inspired by local seniors who felt there was a need for this type of program, the program provided support and social contact for all participating seniors.

Volunteers were recruited, trained and offered support from the Council throughout the program. As part of the sunseting plan, the program was successfully taken over by the Yellowknife Seniors' Society in June 2017.



Funding provided by New Horizons

Women's Health

Advocacy and Community Development

Personal Advocacy

The Council is mainly a referral agency but does provide advocacy in many different ways. Services that are offered are fax, phone and internet use for clients to locate jobs or help their particular case along. Staff can accompany individuals to appointments such as medical, legal, court, human rights, income support, housing or other. On occasion if the issue fits with our mandate we will lobby on behalf of clients as well.

We do not provide counseling on legal services. At times, staff may use motivational interviewing and other forms of listening to help move a client in the direction they want to go. Staff can assist with writing or formatting letters or resumes. Whatever the issue may be the Council is here to listen and find the best path in order to resolve/help the issues that women in the NWT face.

Community Development

The Council provides a wide range of community services to help other community groups that focus on women. We have had an increase in requests for design services including posters, web, facebook, pamphlets, media packages, commemorative booklets, annual reports and many other material development.

The Council is always open to helping small communities with their events by providing support and advice when possible. We have donated door prizes and provided speeches at several events this past year. We also provide support letters to causes that support our mandate.

Resource and Video Library

The Council provides resources to community agencies throughout the Northwest Territories by request through the Council's free video and resource lending library, which serves all NWT communities. A video catalogue is available on our website. Drop by the Council's office to check out the resource library, and the large selection of research reports on various topics. Occasionally staff receives requests for these resources outside of the territory and we do our best to accommodate these requests.

In 2016-2017, we added the following mail outs and new resources to the library:

- Newsletters
- Family Violence Awareness Week Kit & Take Back the Night information
- Annual Report
- Healthy Relationship Workshop
- Wise Women Nomination Form
- Friendly Calls to Seniors



Childcare

Quality affordable childcare remains a high priority for the Council. Women identified many areas of concern specific to childcare ranging from access and availability to supports and different forms of care. There is still an overall lack of affordable childcare across the NWT and in a lot of cases there is a lack of spaces available.

We need to find a way to provide proper educational opportunities for residents to receive training in how to run a day home and early childhood development. These programs could run through Aurora College. As a practicum, students could run a small childcare program within the College for those in need of those services. One of the biggest barriers to women entering the work force or accessing education is childcare. This is especially true for women wishing to go into fields that require shift work or fly in work. There are no facilities that are open in the evenings and no childcare services are offered 24 hours for women wishing to work in the mining industry. This is where cooperative parenting or parent support groups may come into play allowing for one parent the look after children while others receive respite are go to work and vice versa.

Those who look after our children need to be paid a fair and living wage. It is very hard for a single income family to survive in the current economic climate and some families have had to resort to two or three jobs just to maintain housing. This takes its toll on those providing childcare and may result in dangerous situations or unstable staff turnover. If quality childcare is a goal for the future of our children we need to

have facilities or homes that not only run with a high standard in their operations (and nutrition) but also in the way they treat their employees.

Parents need options that range from basic quality care for their children to specific services or requirements based off of the care they choose (bilingual based, traditional based, etc.). Safety and health should never be compromised. Other options that parents may want to access are programs that teach traditional parenting and speak to reconnecting with healthy traditional practices in raising children. If there were workshops or after work sharing circles for parents this might help rekindle family bonds and address some of the trauma of colonization.

Living wage is both important for childcare workers and also for those paying for childcare. It is almost impossible to live off a single income in the current economic state. This forces parents to utilize childcare facilities even if they would rather care for their children at home. More supports should be offered to allow one parent to stay home at least until a child is of school age.

When we look after our children we have a chance to change our future. If we teach children respect, love and the importance of their culture before they go to school there is a high chance they will adopt those values as they grown older.

Other Concerns

There were four other concerns that did not really fit in the major five that were identified at the beginning. They were equality in general, poverty, housing and the environment. Here is a little further insight to each of these concerns with their corresponding recommendation.

Equality

Both men and women make positive long lasting contributions to society. They affect their children's lives, help shape the world we live in and together can create a world that is fair to all genders. We need to reconnect people with the Dene Laws and teach how women and men can work together with respect and in partnership with one another: not seeing one as more important or more powerful but as equals that contribute to their society. When women can be seen as leaders and men can be seen as nurturing, society wins.

Housing

Every person should have some form of shelter option open to them if they choose to seek it. At least a few of these options should focus on harm reduction models or housing first models and meet people where they are at. The current access to shelter for the homeless is very minimal and requires a certain level of sobriety to access some forms of care. This can lead to women choosing to couch surf in places that may be unsafe. There is a particular lack of senior housing available in communities.

Poverty

Many women suffer from poverty and are forced into situations that they do not want to be in because of financial security for their children. Relying on maintenance enforcement payments that are sporadic, income assistance and food hampers to get by sometimes feels more overwhelming than just putting up with abuse. There is also a stigma attached to women who access these services and do not seem appreciative enough or deserving enough to receive the support. Often times the most traumatized people are not the kindest in their approach. Having staff that is trained consistently in understanding trauma and multiple issues to help refer them to other agencies is key in removing barriers from clients. The ultimate goal is to never have to help that client again for they no longer require the service.

Environment

We all have to share the earth and the resources that are cultivated from it. Women are concerned about the environment that their children and grandchildren will grow up in. Protecting the land and water so that future generations can enjoy a healthy planet is important. A balance between resource development and conservation and/or reclamation needs to be developed with women at the heart of the discussion.

Other Concerns

Conclusion

In order to positively impact the lives of women in the NWT we need both women and men working together to create that change. There are many concerns that need to be addressed and with the direction from NWT women we know what help is most needed and where to start. If we focus on creating healthier families that include diverse childcare options our society can thrive. If we work together with strong leadership from all genders to achieve our goals instead against of each other we can achieve much more. Women have identified where society is lacking. It is now up to us to find strength collaboratively and change the NWT into the place we all feel safe, productive and know that we matter.

Website

New Design

Same website but new design. The Council was give some funds from the NGO stabilization fund in order to redesign and improve the functionality of the website. Now we have online forms, video and audio spots and our social media can be connected all in one spot.

A big thank you to Soaring Tortoise for their help in making an easy transition. The staff will be fully training in updating the site to make sure it stays current.

Calendar and Funding Feature

On the new website there is also a new calendar section where community groups are welcome to share information about their upcoming events. There is also a funding section. Though the Council does not normally provide funding itself we do have contacts to other funding sources and will be posting calls for proposals and other sources for funding on that page.

www.statusofwomen.nt.ca

Funding provided by the NGO Stabilization Fund

Other Concerns

Violence Against Women

December 6th Vigil

A Vigil was held at the Prince of Wales Heritage Centre in remembrance of the women killed in Montreal because they were women trying to access a male dominated sector (engineering).

Over 80 people attended the ceremony where a rose was placed for each women lost and a white rose was placed for women in the North still experiencing or lost due to gender violence.

This event is always powerful. This year bookmarks were created and people were invited to make a personal commitment to change gender violence in their lives.

Hot Chocolate Give Away

In preparation for the December 6th Vigil the Council and several members from the Coalition Against Family Violence stood outside the post office in Yellowknife offering hot chocolate and asking what people could do to end gender violence.

They were given a hot chocolate and a book mark, then asked to attend the Vigil the following day.

Homicide Booklet

In collaboration with Victim Services the Council provided input and design expertise for their new resource on homicide and the loss of a loved one.

The book focuses on practical things a person may have to go through or process if they loss a loved one due to homicide. It looks at the RCMP, Victims Services and Coroners Roles during an investigation.

The book provides space for a person the check in with themselves or write important information down about the case. It also speaks to what may happen with media if they call and want information. To access this resource place contact the Yellowknife Victim Services Office.

Consultations and Committees

Consultations

The Council was part of many consultations throughout the year. Here is a list of a few:

- Humane rights (Federal and Territorial meetings)
- Voting Referendum - Federal Government
- Sexual Assault Hush Hush Research - YWCA
- Food Security
- Disabilities Consultation - Federal Government
- MLA Code of Conduct - In Inuvik and in Yellowknife
- Anti-Poverty

Committees

The Council is on many other committees and acts as an advisor for many other groups. Here is a list of a few of them:

- "What Will It Take?" Social Media Committee
- Elder Abuse Network
- Homicide Booklet
- Community Justice Committee
- Coalition Against Family Violence
- National Coalition of Provincial and Territorial Advisory Councils on the Status of Women

Community Events/Support

We also supported and attended many community events:

- Day of Mourning - Union
- Victim and Survivors of Crime BBQ - NWA
- Budget Address
- Sisters in Spirit - NWA
- Alternatives North meeting
- YWCA Celebration of the 50th

Other Workshops

We also presented at other events:

- NWT Skills Expo
- Aurora College Career Fair
- Centre for Northern Families Poster workshop
- Victim Services Worker Training on Victim Blaming and family violence
- Open House
- "What Will It Take?" Workshop

Meeting with Minister

Questions Asked Oct. 2016 Meeting with the Honorable Caroline Cochrane

1. Will the Minister commit to involving the Status of Women Council of the NWT at the earliest stages of review of the SWC Act and continue this engagement throughout the review/ amendment process?
2. Will the Minister support the alignment of our budget and contribution agreements with our strategic plan?
3. Fear of Retaliation remains a factor for women if they come forward with any issues regarding income support. Is there a plan in place to offer support and training to income support workers across the territories to review systemic barriers that lead to inconsistencies in the income support payments?
4. When issues arise in specific departments is there an ability for Status of Women Board and staff to meet with those Ministers at Face to Face Meetings?
5. Fostering of children in the territories continue to be in high numbers. Are provisions in place to shelter children in culturally appropriate settings?

Questions Asked Mar. 2017 Meeting with the Honorable Caroline Cochrane

1. Supporting women with children who are wanting to go to school is a priority for the Council. Unfortunately, too often child care is a barrier and women are forced to withdraw from their courses. Childcare facilities at the college could be utilized for spaces for children but could also be part of a one year childcare program at Aurora College. Would you support childcare facilities and a one-year childcare worker program in our NWT college campuses?
2. In the Act under section 2D/2E we can seek alternative funding. Behchoko wants to start a women's group and wants us to assist in start up. A charitable status number would allow the Council additional opportunities for funding. Does our Act prohibit us from applying for charitable status? Would you support us receiving charitable status if we are able?
3. Our Wise Women Award and ceremony are an integral part of the profile of the Council. It is an opportunity to showcase the many accomplishments of northern women. Would the Minister consider either funding or working with the Council on how we can keep this important event for the upcoming years?

Meeting with Minister

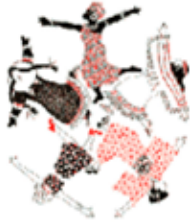
4. Housing shortages create social issues that affect women and children. Would the Minister support additional transitional housing units for women and children fleeing violent and abusive relationships?
5. Due to the of wellness and health care options in smaller communities some residents may need to relocate due to physical or mental ailments. Would the Minister support waiving the residency rule to allow for families and caregivers to stay together in the same community?
6. Given that women make up the majority of our elder population, elder care is of great importance to the Council. Most communities do not have long term care or support that elders can access and many wish to remain in their homes. This not only increases the elder's life span but enriches the community. Would the Minister consider looking at specific training for home service workers that focus on elder care that could be provided in the NWT? Could the GNWT support the expansion of home services by funding community-based elder support programming that would help with basic home needs?
7. Our aging population will require long term care, assisted housing and self-contained housing. Unfortunately, elders are often faced with leaving their communities for care. Their partners would like to follow them but in order to get help with any public housing they must have first lived in that community for six months. Would the Minister support waiving that residency rule to allow elder couples to stay together in the same community?

**Status of Women Council
of the Northwest Territories
Yellowknife, NT**

**Financial Statements
March 31, 2017**

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

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

MANAGEMENTS'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The accompanying financial statements of the Status of Women Council of the Northwest Territories are the responsibility of the management and have been approved by the directors.

The financial statements have been prepared by the management in accordance with generally accepted accounting principles for the public sector and include some amounts that are necessarily based on management's best estimates and judgment. Financial information presented elsewhere in the annual report is consistent with that contained in the financial statements.

The Council maintains systems in internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and that the Council's assets are appropriately accounted for and adequately safeguarded.

The directors are responsible for ensuring that management fulfills its responsibilities for financial reporting and are ultimately responsible for reviewing and approving the financial statements. The directors carry out this responsibility principally through review of the annual budgets, comparison of actual results to budgets on a periodic basis, approval of the financial statements, and engagement of the external auditor.

The auditor annually provides an independent, objective audit for the purpose of expressing an opinion on the financial statements in accordance with generally accepted auditing standards.

Lorraine Phaneuf
Executive Director

Yellowknife, Northwest Territories
July 4, 2017

Independent Auditor's Report

To the Directors of Status of Women Council of the Northwest Territories

I have audited the statement of financial statements of The Status of Women Council of the Northwest Territories, which comprise the statements of financial position as at March 31 2017, and the statements of operations, changes in net financial assets, 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 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.

Auditor's responsibility

My responsibility is to express an opinion on these financial statements based on my audits. I conducted my audits 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 financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparations and fair presentation of the 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 financial statements.

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

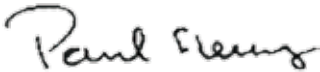
Opinion

In my opinion these financial statements present fairly, in all material respects, the financial position of the Status of Women Council of the Northwest Territories as at March 31, 2017, and the results of its operations, changes in net financial assets, and cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Other matter

As required by the Financial Administration Act of the Northwest Territories, I report that, in my opinion, the accounting principles in Canadian public sector accounting standards have been applied.

Further in my opinion, proper books of account have been kept by the Status of Women Council of the Northwest Territories and the financial statements are in agreement therewith. In addition, the transactions of the Status of Women Council of the Northwest Territories that have come to my notice during my audits of the financial statements have, in all significant respects, been in accordance with Part 1X of the Financial Administration Act of the Northwest Territories and regulations; the *Status of Women Council Act (Act)* and regulations; the by-laws of the Council; and any directives issued to the Council by the Minister under the FAA or the Act.

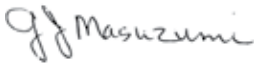
A handwritten signature in black ink that reads "Paul Fleury". The signature is written in a cursive, flowing style.

Paul Fleury, CGA
Yellowknife, NWT
July 4, 2017

**Status of Women Council of the Northwest Territories
Statement of Financial Position**

As At March 31,	2017	2016
	\$	\$
Financial assets		
Cash and cash equivalents (Note 2b & 3)	125,037	128,465
Accounts receivable (Note 4)	9,114	39,600
Prepaid Expense	981	-
	135,132	168,065
Liabilities		
Accounts payable and accrued expenses (Note 5)	17,113	36,785
Vacation payable	16,459	16,004
Employee deductions payable	2,018	8,518
Benefits Fund (Note 6)	38,402	38,367
Contingency Fund (Note 7)	42,930	42,891
	116,922	142,565
Net Financial assets	18,210	25,500
Non-Financial assets		
Tangible capital assets-Council (Note 8)	2,913	3,913
-Projects (Note 8)	386	552
	3,299	4,465
Accumulated Surplus (Note 9)	21,509	29,965

Approved on behalf of the Board



President



Vice President

The accompanying notes and supplementary schedules are an integral part of the financial statements
Contingencies (Note 11)
Commitments (Note 13)

**Status of Women Council of the Northwest Territories
Statement of Operations**

Year ended March 31,	Budget (unaudited)	2017 Actual	2016 Actual
REVENUE	\$	\$	\$
Contributions			
Government of the NWT	394,000	498,600	490,200
Government of Canada	-	86,800	11,274
Deferred revenue	-	-	2,000
Other Revenue			
Administration fees & miscellaneous	-	6,865	6,131
Contributed Rent	70,870	70,870	70,870
	464,870	663,135	580,475
EXPENDITURES			
Core	464,870	477,869	474,294
Donations	-	2,156	4,175
Community Response	-	-	10,500
Family Violence Week	-	46,250	44,000
Leadership	-	40,000	28,738
Victim Awareness Week	-	6,000	2,774
What Will It Take	-	-	37,200
Dignity Bags	-	22,800	-
FV Educational Series	-	42,000	-
New Horizons	-	25,000	-
NGO Stabilization Fund	-	9,350	-
	464,870	671,425	601,681
EXCESS REVENUE (EXPENDITURES)	-	(8,290)	(21,206)

The accompanying notes and supplementary schedules are an integral part of the financial statements

**Status of Women Council of the Northwest Territories
Statement of Change in Net Financial Assets**

Year ended March 31,	2017	2016
	\$	\$
Annual (deficit) surplus	(8,290)	(21,206)
Effect of change in tangible capital assets		
Amortization of tangible capital assets	1,000	981
Increase (decrease) in net financial assets	(7,290)	(20,225)
Net financial assets at beginning of year	25,500	45,725
Net financial assets at end of year	18,210	25,500

The accompanying notes and supplementary schedules are an integral part of the financial statements

**Status of Women Council of the Northwest Territories
Statement of Cash Flows**

Year ended March 31,	2017	2016
	\$	\$
Operating Activities		
Excess revenue/ (expenditure)	(8,290)	(21,206)
Interest earned	74	70
Amortization	1,000	982
	(7,216)	(20,154)
Accounts receivable	30,486	35,375
Prepaid expenses	(981)	-
Payables	(19,672)	(9,374)
Vacation Payable	455	6,810
Employee deductions payable	(6,500)	7,246
Deferred revenue	-	(2,000)
Change in cash position	(3,428)	17,903
Cash and cash equivalents, beginning of year	128,465	110,562
Cash and cash equivalents, end year	125,037	128,465
Represented by		
Cash in bank	31,926	35,428
Investment in cash account	93,111	93,037
	125,037	128,465

The accompanying notes and supplementary schedules are an integral part of the financial statements

**Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2017**

1. AUTHORITY AND MANDATE

The Council was established by the consolidation of *Status of Women Council Act*, S.N.W.T. 1990(1).c.6. that was proclaimed in force on April 4, 1990 by SJ-006-90 by the Government of the Northwest Territories.

The objectives of the Council are:

- a) to develop public awareness of issues affecting the status of women;
- b) to promote a change in attitudes within the community in order that women may enjoy equality;
- c) to encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women;
- d) to advise the Minister on issues that the Minister may refer to the Council for consideration;
- e) to review policies and legislation affecting women and to report its findings to the relevant government departments or agencies;
- f) to provide assistance to the Minister in promoting changes to ensure the attainment of equality of women; and
- g) to provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

The Council may:

- a) receive and hear submissions and suggestions from individuals and groups concerning the status of women;
- b) research matters relating to the status of women;
- c) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;
- d) recommend and participate in programs concerning the status of women;
- e) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;
- f) publish any reports, studies or recommendations that the Council considers advisable;
- g) present reports to the Minister to be laid before the Legislative Assembly;
- h) contract and be contracted in the name of the Council; and
- i) make bylaws to regulate the affairs of the Council.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards ("PSAS") as established by the Public Sector Accounting Board of the Canadian Institute of Chartered Accountants. The significant accounting policies are detailed as follows:

a) Funding accounting

The Council follows the restricted fund method of accounting for contributions.

The General Fund accounts for the organization's program delivery and administrative activities. This fund reports unrestricted resources and restricted operating grants.

The Capital Asset Fund reports the assets, liabilities, revenues and expenses, related to the Council's capital assets.

b) Cash and cash equivalents

Cash equivalents are comprised of highly liquid deposits that are readily convertible to cash.

c) Financial instruments

The Board classifies its financial instruments at cost or amortized cost. The Board's accounting policy for this financial instrument is as follows:

This category includes accounts receivable, accounts payable and accrued liabilities. They are initially recognized at cost and subsequently carried at amortized cost using the effective interest rate method, less any impairment losses on financial assets.

Transaction costs related to financial instruments in the amortized cost category are added to the carrying value of the instruments.

Write-downs on financial assets in the amortized cost category are recognized when the amount of a loss is known with sufficient precision, and there is no realistic prospect of recovery. Financial assets are then written down to net recoverable value with the write-down being recognized in the statement of operations.

d) Capital assets

Capital assets are recorded at cost. Capital assets are amortized following the declining balance method at the following annual rates.

Equipment	20%
Computers	30%

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

e) Measurement uncertainty

The preparation of financial statements in accordance with PSAS requires the Status of Women Council of the Northwest Territories to make estimates and assumptions that affect the amounts of assets, liabilities, revenues and expenses reported in the financial statements. By their nature, these estimates are subject to measurement uncertainty. At the time of preparation of these statements, the Council believes the estimates and assumptions to be reasonable. Some of the more significant management estimates relate to amortization, non-monetary transactions, and revenue accruals.

f) Employee future benefits

Employees are entitled to severance benefits, as provided under labour contracts and conditions of employment, based upon years of service. The benefits are paid upon resignation, retirement or death of an employee. The cost of severance benefits are recorded as expenses in the year paid.

g) Revenue recognition

Restricted contributions related to general operations are recognized as revenue of the General Fund in the year in which the related expenses are incurred. All other restricted contributions are recognized as revenue of the appropriate restricted fund.

Unrestricted contributions are recognized as revenue of the General Fund in the year received or receivable if the amount to be recorded can be reasonably estimated and collection is reasonably assured.

h) Contributed services

Any time contribute by volunteers to assist the Council in carrying out its service delivery activity are not recognized in the financial statements because of the difficulty in determining their fair value.

i) Government contributions-services received without charge.

The Government of the Northwest Territories provided the Council with office premises. The estimated value of these rental premises are recognized as expenses with an offsetting credit to revenues in order to reflect the full cost of the Council's operations in the financial statements.

**Status of Women Council of the Northwest Territories
Notes to Financial Statements**

March 31, 2017

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

j) Contract services

Contract services acquired by the Council are recognized as expenses in the year the services are rendered.

k) Allocation of expenditures

The Council allocates expenditures 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. Office administrative costs are allocated based on the percentage of staff time required to fulfill that contribution agreement.

l) Funds and reserves

Certain amounts, as approved by the Board, are set aside in accumulated surplus for future operating and capital purposes. Transfers to and from funds and reserves are an adjustment to the respective fund when approved.

m) Income taxes

The Council is exempt from income taxes under section 149(1) (e) of the Income Tax Act.

**Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2017**

3. CASH AND CASH EQUIVALENTS

Cash balances are made up as follows:	<u>2017</u>	<u>2016</u>
	\$	\$
Cash	31,926	35,428
Investment Cash Account	93,111	93,037
<hr/>		
Total cash and cash equivalents	125,037	128,465

4. ACCOUNTS RECEIVABLE

	<u>2017</u>	<u>2016</u>
	\$	\$
Department of Justice Canada	4,200	39,600
RCMP	3,800	-
PSAC	300	-
GNWT	510	-
Reimbursement	304	-
<hr/>		
Total accounts receivables	9,114	39,600

5. ACCOUNTS PAYABLE

	<u>2017</u>	<u>2016</u>
	\$	\$
Suppliers	188	21,650
Wages Payable	5,925	4,635
Accrued Audit Fees	11,000	10,500
<hr/>		
Total accounts payable	17,113	36,785

6. BENEFITS FUND

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of its annual unexpended core contribution to a maximum of \$ 40,000.00.

Information about the fund is as follows:

	<u>2017</u>	<u>2016</u>
	\$	\$
Benefits Fund, beginning of year	38,367	38,334
Interest earned	35	33
<hr/>		
Benefits Fund, end of year	38,402	38,367

**Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2017**

7. CONTINGENCY FUND

The Council created a contingency fund to protect against funding cutbacks.

Information about the fund is as follows:

	<u>2017</u>	<u>2016</u>
	\$	\$
Contingency Fund, beginning of year	42,891	42,854
Interest earned	39	37
Contingency Fund, end of year	<u>42,930</u>	<u>42,891</u>

8. TANGIBLE CAPITAL ASSETS- ASSOCIATION

Council assets

	Cost	Accumulated Amortization	Net Book Value	
			2017	2016
	\$	\$	\$	\$
Furniture	4,870	3,479	1,391	1,739
Projector	1,125	1,060	65	92
Computer	30,517	29,060	1,457	2,082
Total Council Assets	<u>36,512</u>	<u>33,599</u>	<u>2,913</u>	<u>3,913</u>

Project assets

Computers	13,664	13,278	386	552
Total assets	<u>50,176</u>	<u>46,877</u>	<u>3,299</u>	<u>4,465</u>

9. ACCUMULATED SURPLUS

	<u>2017</u>	<u>2016</u>
	\$	\$
Balance, opening April 1,	29,965	49,613
Operating surplus (deficit)	(8,290)	(21,207)
Tangible capital asset addition	-	1,795
Amortization tangible capital assets - projects	(166)	(236)
Balance, closing March 31,	<u>21,509</u>	<u>29,965</u>

**Status of Women Council of the Northwest Territories
Notes to Financial Statements**

March 31, 2017

10. FINANCIAL INSTRUMENTS

The Council uses risk management to monitor and manage its risk arising from financial instruments. These risk include credit risk, interest risk, liquidity risk, and market risk.

The Council does not use any derivative financial instruments to mitigate these risks.

Credit Risk

Credit risks arise from three sources: cash and cash equivalents, investment in interest bearing securities and accounts receivable. Cash and cash equivalents are deposited with reputable major financial institutions to limit the credit risk exposure. Investment in interest bearing securities are with high-credit quality financial institutions. The credit risk from counter parties not paying accounts receivable is not considered to be significant.

Interest Rate Risk

The Council is exposed to interest rate risk with respect to the following financial instruments: cash and cash equivalents, investments in interest bearing securities. Changes in interest rates can affect their fair value of investments and the cash flows relating to interest income and expense.

Liquidity Risk

Liquidity risk exposure is dependent on the receipts of funds from the Government of the Northwest Territories and other sources to enable the Council to pay its liabilities as they become due. History has shown that funding from the Government of The Northwest Territories and other funders to be consistent. Nevertheless, Council has established a reserve to protect against funding cut-backs.

Market Risk

The Council is not exposed to market risk as it has no investment in publicly traded companies.

11. CONTINGENT LIABILITIES

Management is not aware of any contingent liabilities outstanding against the Status of Women Council.

**Status of Women Council of the Northwest Territories
Notes to Financial Statements**

March 31, 2017

12. RELATED PARTIES

The Council receives contributions from the Government of the Northwest Territories and services provided without or with charge.

	2017	2016
	\$	\$
Operating contributions received	394,000	394,000
Other project contributions	104,600	96,200
Operating premises received without charge	70,870	70,870
	<hr/>	<hr/>
	569,470	561,070
	<hr/>	<hr/>
Mail support services received with charge	9,141	7,010

13. COMMITMENTS

The Council is committed to office equipment leases of \$ 2,379.86 per quarter with the following remaining payments:

		\$
	2018	9,519
	2019	9,519
	2020	9,519
	2021	4,761
	<hr/>	<hr/>
		33,318

14. COMPARATIVE FIGURES

Certain prior year figures have been reclassified for comparative purposes to conform to current year figures.

15. BUDGET

The budget figures presented are unaudited, and are those approved by the Board.

16. GOING CONCERN

The Council is dependent on government funding for continued operation.

**Status of Women Council of the Northwest Territories
Notes to Financial Statements**

March 31, 2017

17. EXPENSES BY OBJECT

The following is a summary of expenses by object.

Year ended March 31,	2017	2016
	\$	\$
Wages and benefits	310,846	306,594
Professional development, staff	2,825	1,680
Contracted Services	9,424	4,565
Honoraria	13,300	7,375
Office supplies & photocopies	6,303	7,562
Supplies and workshops	42,380	30,988
Travel	68,681	62,060
Food service special events	15,278	4,444
Facility rental	5,655	15,768
Contributed rent	70,870	70,870
Bank charges	1,325	1,167
Audit, Legal and accounting	11,000	10,600
Advertising	17,406	23,502
Meetings and conferences	6,969	3,050
Dues & fees	2,325	3,367
Telephone, fax, internet & website	9,007	6,297
Postage & courier	9,141	7,010
Design & printing	35,795	8,705
Project management	25,330	20,000
Amortization	1,000	981
Administration fees	6,565	5,096
	671,425	601,681

**Status of Women Council of the NWT
Schedule 1 - Core**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
GNWT - DAAIR Core Funding	394,000	394,000	394,000
Contributed Rent	-	70,870	70,870
	394,000	464,870	464,870
Expenditures			
Wages & Benefits	305,604	302,502	306,594
Professional Development - Staff	3,000	1,025	1,680
Professional Development - Board	4,500	1,800	-
Facilitators/Contractors	1,600	5,566	1,275
Honoraria	7,500	12,100	7,375
Books	700	-	-
Office Supplies	8,900	4,769	6,444
Facility/Equipment Rental	-	1,750	5,759
Travel Council Directors	14,600	-	492
Travel Community Worker	3,000	-	184
Travel F/P/T	5,400	36,611	32,975
Bank Charges	800	1,325	1,167
Audit	9,000	8,900	10,500
Advertising & Promotion	7,806	528	3,915
Telephone & Fax	5,600	5,471	5,210
Postage, Courier, mail service	5,500	1,400	1,851
Meeting Expenses/Conference Fees	-	450	1,287
Food Service Special Events	1,490	6,859	3,444
Materials, Resources/Subscriptions	-	8,557	1,260
Workshop Expenses	-	2,094	4,387
Design & Printing	3,500	2,561	3,276
Computer Services and Internet	5,500	1,731	3,367
Amortization	-	1,000	982
Contributed Rent	-	70,870	70,870
	394,000	477,869	474,294
Excess revenue (expenditures)	-	(12,999)	(9,424)

**Status of Women Council of the NWT
Schedule 2 - Donations**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
Service Revenue	-	6,565	1,896
Donations, Events Grants	-	300	3,835
	-	6,865	5,731
Expenditures			
Meeting Expenses	-	-	320
Travel Expenses - General	-	-	35
Advertising and promotion	-	1,059	-
Materials, Resources/Subscriptions	-	107	1,618
Workshop Expenses	-	70	522
Food Service - Special Events	-	920	-
Contract/Research Fees	-	-	1,680
	-	2,156	4,175
Excess revenue (expenditures)	-	4,709	1,556

**Status of Women Council of the NWT
Schedule 3 - Community Response**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
RCMP	-	-	8,500
Deferred Revenue	-	-	2,000
	-	-	10,500
Expenditures			
Project Management	-	-	5,000
Advertising and promotion	-	-	703
Meeting Expenses	-	-	46
Mail Service	-	-	443
Materials, Resources/Subscriptions	-	-	1,879
Workshop Expenses	-	-	2,429
	-	-	10,500
Excess revenue (expenditures)	-	-	-

**Status of Women Council of the NWT
Schedule 4 - Family Violence Week**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
GNWT - HSS	-	24,750	20,000
GNWT - Justice (Victims Assistance Fund)	-	21,500	19,000
GNWT - DAAIR	-	-	5,000
	-	46,250	44,000
Expenditures			
Office supplies - Small Equipment	-	1,014	787
Design and Printing	-	7,308	5,429
Project Management	-	19,750	2,000
Advertising and promotion	-	9,593	14,499
Meeting Expenses	-	-	105
Telecommunications	-	242	1,087
Mail Service	-	4,162	3,930
Materials, Resources,/Subscriptions	-	903	10,441
Facility/Equipment Rental	-	215	3,722
Food Services - Special Events	-	1,840	-
Administration Fees	-	1,223	2,000
	-	46,250	44,000
Excess revenue (expenditures)	-	-	-

**Status of Women Council of the NWT
Schedule 5 - Leadership**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
GNWT - DAAIR	-	40,000	15,000
Donations, Events, Grants	-	-	400
	-	40,000	15,400
Expenditures			
Office supplies - Small Equipment	-	-	430
Advertising and promotion	-	3,814	4,386
Telecommunications	-	707	-
Mail Service	-	219	408
Travel Expenses - General	-	19,959	8,330
Salaries & Wages	-	90	-
Honoraria Board	-	1,200	-
Materials, Resources/Subscriptions	-	707	4,173
Workshop Expenses	-	1,134	1,964
Computer Service	-	181	200
Meeting Expenses	-	6,511	-
Research and Contract Fees	-	-	1,610
Facility/ Equipment Rental	-	-	6,237
Food Services - Special Events	-	5,163	1,000
Awards & Gifts and Hospitality	-	315	-
	-	40,000	28,738
Excess revenue (expenditures)	-	-	(13,338)

**Status of Women Council of the NWT
Schedule 6 - Victim Awareness Week**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
Department of Justice Canada	-	6,000	2,774
	-	6,000	2,774
Expenditures			
Workshop Expenses	-	2,962	-
Meeting Expenses	-	-	828
Facility/ Equipment Rental	-	1,310	50
Administration fees	-	1,728	1,896
	-	6,000	2,774
Excess revenue (expenditures)	-	-	-

**Status of Women Council of the NWT
Schedule 7 - What Will It Take**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
GNWT - HSS	-	-	37,200
	-	-	37,200
Expenditures			
Project Management	-	-	13,000
Mail Service	-	-	378
Travel Expenses - General	-	-	20,045
Materials, Resources/Subscriptions	-	-	10
Workshop Expenses	-	-	2,304
Meeting Expenses	-	-	263
Administration fees	-	-	1,200
	-	-	37,200
Excess revenue (expenditures)	-	-	-

**Status of Women Council of the NWT
Schedule 8 - Dignity Bags**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
RCMP	-	13,800	-
GNWT - Justice	-	9,000	-
	-	22,800	-
Expenditures			
Design and Printing	-	1,136	-
Travel Expenses - General	-	696	-
Materials, Resources/Subscriptions	-	18,025	-
Mail Service	-	1,316	-
Salaries & Wages	-	613	-
Administration fees	-	1,014	-
	-	22,800	-
Excess revenue (expenditures)	-	-	-

**Status of Women Council of the NWT
Schedule 9 - FV Educational Series**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
Department of Justice Canada	-	42,000	-
	-	42,000	-
Expenditures			
Design and Printing	-	18,612	-
Meeting Expenses	-	59	-
Mail Services	-	1,825	-
Accounting & Legal	-	2,100	-
Computer Services	-	181	-
Travel Expenses - General	-	11,435	-
Materials, Resources/Subscriptions	-	5,700	-
Workshop Expenses	-	706	-
Telecommunications	-	612	-
Research and Contract Fees	-	175	-
Facility/Equipment Rental	-	595	-
	-	42,000	-
Excess revenue (expenditures)	-	-	-

**Status of Women Council of the NWT
Schedule 10 - New Horizons**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
Government of Canada ESDC	-	25,000	-
	-	25,000	-
Expenditures			
Office Supplies - Small Equipment	-	520	-
Design and Printing	-	1,935	-
Project Management	-	5,000	-
Advertising and Promotion	-	2,413	-
Telecommunications	-	1,346	-
Mail Services	-	219	-
Computer Services	-	181	-
Salaries & Wages	-	7,641	-
Materials, Resources/Subscriptions	-	610	-
Workshop Expenses	-	489	-
Facility/Equipment Rental	-	1,785	-
Food Services - Special Events	-	496	-
Administration Fees	-	2,365	-
	-	25,000	-
Excess revenue (expenditures)	-	-	-

**Status of Women Council of the NWT
Schedule 11 - NGO Stabilization Fund**

Year ended March 31,	2017 Budget (Unaudited)	2017 Actual	2016 Actual
	\$	\$	\$
Revenue			
GNWT - Municipal & Community	-	9,350	-
	-	9,350	-
Expenditures			
Design and Printing	-	4,243	-
Telecommunications	-	629	-
Research/Contract Fees	-	4,243	-
Administration Fees	-	235	-
	-	9,350	-
Excess revenue (expenditures)	-	-	-

Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see without extra supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.