

2020 – 2021 ANNUAL REPORT

June 24, 2021

Honorable Caroline Wawzonek
Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Minister Wawzonek:

I am pleased to present our Annual Report, for the year ending 31 March 2021, on behalf of the Status of Women Council of the Northwest Territories.

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

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

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

Sincerely,



Violet Camsell-Blondin
President, 2020 – 2021

Table of contents

Background

The Status of Women Board

Intimate Partner Violence

Femicide

Taxi Safety Survey

Advocacy

Missing and Murdered Indigenous Women and Girls Tree of Honour ceremonies

Family Violence Prevention Month

16 Days of Activism Against Gender-Based Violence

December 6th Vigil: National Day of Remembrance and Action on Violence
Against Women in Canada

Changing the Lens & Language around Violence

Workplace Sexual Harassment Public Education and Information

Wise Women Awards

Amazing Northern Women

Women's Self-Care Kits

Appendix 1

Appendix 2

Financial Statements

Background

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

The Status of Women Board

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

Violet Camsell-Blondin, President
Tłıchq Region Board member
Term: June 2019 – May 2022

Violet is a Tłıchq citizen, born and raised in Behchokò. Violet is married to Ted Blondin and they have two adult children and four grandchildren.

Violet has a passion for learning and attained a General Management Certificate through the University of Lethbridge. She is committed to lifelong learning as evidenced by the numerous business and community administration courses she has completed.

Violet has held a variety of executive director and coordinator positions and is currently the Manager of Lands Regulation with the Tłıchq Government. Violet demonstrates a commitment to women in leadership through her professional and personal life and to advancing the Status of Women's objectives so that women and girls may enjoy equality in all aspects of their lives.



Martina Norwegian, Vice President
Deh Cho Region Board member
Term: June 2019 – May 2022

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



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

Denise McDonald

Beaufort Delta Board member

Term: September 2020 – August 2023

Denise McDonald is Gwich'in from the Beaufort Delta region. She is a mother, grandmother, and advocate for education, wellness, healthy families, and women's issues. She is semi-retired, having worked for many years in education throughout the north.

Currently she is adjunct faculty at the University of Alberta, School of Public Health, and is working on various educational and health research projects. She also enjoys spending time at her camp with her husband, sewing, and berry picking.



Maureen Van Overliw
North Slave Board member
Term: June 2020 – May 2023

As an uninvited guest on Treaty 8 Territory, Maureen Van Overliw (she/her) is honoured to have spent the last 12 years living and raising her family in Yellowknife.

Her passion for advocating women and girls coupled with her skills as an educator and professional facilitator have led her to host a number of initiatives that move the dial in better understanding how the world is not built fairly for all and what initiatives - big and small, can be implemented to build a greater sense of community and justice.



Andrea Steed

South Slave Board member

Term: December 2017 – January 2021

Andrea Steed is a Case Manager with the Corrections Service in Fort Smith where she has worked for over 20 years.

Andrea is married with two teenage sons who are busy with hockey and as such, so is Andrea.

Andrea is an active volunteer in her community with a passion for helping others, addressing disparities, and improving the lives of women.



Catherine Mackeinzo-Taylor

Sahtu Board member

Term: December 2017 – December 2020

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



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

Intimate Partner Violence

Research & Recommendations

We concluded our three-year intimate partner research project with the release of the resulting recommendations report, *We Hear You: a call for caring co-action to improve services for women experiencing intimate partner violence in the NWT*, in the summer of 2020. The recommendations report honoured the truth shared with us by women who have experienced intimate partner violence regarding relevant services, structural and systemic issues, and the stigma they have experienced. We outlined **twenty-one (21) recommendations** for action to honour these truths and to reflect thirty (30) years of working with and advocating on behalf of women to address gender-based violence and advance equality; (see Appendix 1).

Caring collaboration, adequate resources, better communication, and adopting trauma-and violence-informed approaches are central to our recommendations and to making the necessary changes to improve services for women (and their children) experiencing intimate partner violence.

Femicide

We are a partner in the Canadian Femicide Observatory for Justice and Accountability research project. The goal of the Observatory is to bring a national focus on social and state responses to femicide in Canada. Accordingly, the Council monitors the news and are committed to sharing information about femicide and related issues in our territory with the Observatory. Femicide is rooted in inequality and is the most **extreme form of violence** on the continuum of gender-based violence.

Sadly, a woman or girl was killed **every other day**, on average, somewhere in Canada in 2020. 160 women and girls were killed by violence in Canada in 2020 – primarily by a male accused. The highest rates of femicide were in the Northwest Territories, followed by Nunavut and Nova Scotia. Tragically and unacceptably, **three (3) young women were** murdered in the Northwest Territories in 2020. Their deaths prompted us to try to identify how many females had been killed over the past few decades in the Northwest Territories. This data was difficult to secure and involved a compilation of data from Statistics Canada, the Canadian Femicide Observatory, and knowledge of recent murders in our territory. We discovered that **twenty-two females** had been murdered in the NWT between 1997 and 2020. We mourn each loss and honoured them with a display, Her Shoes, at our 2020 December 6th Vigil.



Taxi Safety Survey

We conducted a territorial-wide taxi safety survey in February – March 2021. The survey was open to all adults of the NWT and was intended to provide them with an opportunity to share their taxi experiences and identify ways to improve safety when using a taxi.

168 respondents reported over **500 incidents of not feeling safe** in a taxi in the NWT. 40% of respondents **did not think** they could report the incident and 27% **did not feel safe to report** the incident.

Almost 90% of the respondents were women and they were evenly split between Indigenous/Persons of Colour and Caucasian women. **80% of the incidents reported were of or relating to sexual harassment or sexual assault.** Almost 10% of the respondents reported being sexually touched.

These shocking statistics prove that there is still a long way to go before all women feel like they can use taxis safely, without fear of harassment and assault.

Suggestions to improve safety include:

- Provide **training** for taxi drivers
- Review relevant **by-laws**
- Have a **reporting** system in place
- Over 80% indicated they would use an online anonymous **reporting app** (and 15% said they might)

Other common responses included: CCTV in every cab, ensure driver identification is visible (and accurate), and install plexiglass dividers.



Advocacy

In 1990, the Legislative Assembly separated the Status of Women Council from the Women's Directorate to better support the Status of Women's ability to achieves its goals and objectives and to provide women with a voice – a voice not filtered or directed by the government. As a result, the NWT Status of Women has been **listening to and advocating on behalf of women for thirty (30) years.**

Sometimes this advocacy takes the form of **supporting an individual woman** as she faces barriers and/or discrimination and sometimes this advocacy takes the form of **making recommendations to** government and other public entities.

We participate in various consultations, committees, groups, and make presentations throughout the year - at the local, territorial, and national level. As a public agency, we have the unique opportunity to participate in these forums from a **feminist intersectional position.**

Our participation supports sharing of information, facilitates learning from one another, and create greater awareness of gendered issues and the positions of the NWT Status of Women.

Territorially, we have submitted written recommendations to the Government of the Northwest Territories regarding the Aurora College Transformation, changes to the *Employment Standards Act*, changes to the *Apprenticeship Act*, and in support of the Midwifery program.

Our national participation ensure a **voice for all women** of the NWT is heard in these forums and represents an opportunity to inform national policy and actions. It also helps us stay abreast of **trends and best practices**. Accordingly, we have had the opportunity to **inform** the priorities for addressing sexual violence and economic inclusion within the federal strategy to end Gender-Based Violence Strategy. See Appendix 2 for a list of committees, groups, and consultations.

The advent of the common use of virtual platforms has allowed us to have a wider reach and impact than in years past where we needed to travel to national forums to be heard.

We continue to comment and respond to media about gendered issues as part of our ongoing efforts to **work for the women** of the NWT.

Sexual Assault Investigations Review Committee

The NWT RCMP prioritized establishing a Sexual Assault Investigations Review Committee and the NWT Status of Women, along with other victim services organizations and advocates, have participated in Sexual Assault Investigations Review Committee meeting in 2019, 2020, and 2021. The committee participants review sexual assault cases in which criminal charges had not been laid. These cases are randomly selected, and the committee members provides **thoughtful and constructive feedback** on each case. The committee also has the opportunity to identify **trends** and make **recommendations** to the RCMP.

The Committee is also providing input into the Sexual Assault Investigation course that the NWT RCMP are currently developing for their officers. This course is intended to equip officers with **specialized knowledge and approaches** to sexual assault investigations. This course will also include a much-needed **cultural component** specific to the NWT – to create awareness and understanding of the effects of colonization, residential school, and intergenerational trauma and how this affects relationships and trust between Indigenous people of the NWT and the RCMP.

The NWT Status of Women supports and participates in the Sexual Assault Investigation Review Committee as we want to help improve the RCMP response to people who have experienced sexual violence. In doing so, our goal is to **reduce the potential for re-traumatization** during the investigation process, to inform the creation of **safer, more supportive, and empowering** environments for these people, and to increase the likelihood that they will **seek further help** as part of their healing journey.

Specialized sexual violence support services

The Northwest Territories had the highest rates of sexual assault in the country in 2019, a rate that was seven (7) times the national rate. Behind these numbers are real people who are suffering, who are traumatized, and need help. Despite this reality, we do not have specialized support services for people who have experienced sexual violence in the NWT. **We do not have sexual assault support workers, sexual assault crisis lines, or a sexual assault crisis centre(s) in the NWT.**

The experience of sexual violence is traumatizing and can have a long-term, negative psychological impact on the survivor. Accordingly, the response to sexual violence requires **specialized training: specific knowledge, understanding, skills, and ethical considerations** that go beyond general trauma-informed training. Sexual assault training for first responders exists in Canada.

We have recommended that the GNWT focus its efforts on **specialized support services** rather than Third Party Reporting. Third Party Reporting is a reporting option for survivors of sexual violence; an option to report their experience of sexual violence without having to speak directly to a police officer. We are concerned that the survivor of sexual violence will experience **further harm and traumatization** through this process, that it will hinder rather than support their recovery and healing. We believe the current focus should be on providing specialized support services and that we can revisit Third Party Reporting **after** said support services are in place.

HEALTH

Report calls for more collaboration to help women facing violence

Published: October 7, 2020 at 6:09am - EMILY BLAKE
LAST MODIFIED: OCTOBER 8, 2020 AT 8:36AM

Service providers in the NWT must work together more closely to support women experiencing intimate partner violence, a new report states.

The report, entitled We Hear You, is the work of the Status of Women Council of the NWT. It was compiled over three and a half years and is informed by conversations with women who have faced intimate partner violence.



"Collaborating, improving our communications, ensuring that staff are trained and know who does what and who to make referrals to – those are types of changes we can implement now."

Women 'feel blamed, shamed'

Women interviewed by the report's authors identified a need for more awareness, understanding, and non-judgmental support from all service providers. They said more help was needed in planning how to safely escape violent situations, alongside more support for children experiencing violence at home.

"Women don't feel people understand intimate partner violence," Elder said. "They feel blamed. They feel shamed. They feel powerless, often, that the decisions are being made for them."

"They're not being provided with information in a manner that they understand and in a timely manner, so they can make informed decisions that are right for them and their family."

Behchoko Tree of Honour ceremony first of many to remember missing and murdered Indigenous women and girls

'Enough is enough' says Jane Weyallon, president of the Native Women's Association of the NWT.

TOPICS: Behchoko Jane Weyallon MMWG Native Women's Association Of The Nwt Status Of Women Council Violet Cammell-blondin



Participants adorned a tree in Behchoko's cemetery to commemorate missing and murdered Indigenous women and girls. (Francis Tessen-Burns/CALB)



The ceremony, hosted by the Status of Women Council of the NWT, invited residents to tie red ribbons to a tree in Samba K'a Park in recognition of Missing and Murdered Indigenous Women and Girls (MMIWG).



Behchoko on November 1 following Yellowknife's Thanksgiving ceremony, the Status of Women Council will have events in Fort Simpson and Inuvik from Oct. 5 and 10 respectively.

Bricha Blanche, elder advisor with the Arctic Indigenous Women's Foundation, said the ceremony is a way of connecting with the women and acknowledging them for their families.

"It's come together like this in person is really, really important," she said. "It didn't start with this generation or the generation before. It's our ancestors that stepped into this land. There's been a lot of our people missing, and just the girls."

"This has been going on for centuries and centuries," she said. "It didn't start with this generation or the generation before. It's our ancestors that stepped into this land. There's been a lot of our people missing, and just the girls."

The ceremony was the second of six Tree of Honour events in the NWT starting with Yellowknife and



Advertisement

NEWS

Status of Women Council launches NWT taxi safety survey

Published: February 17, 2021 at 6:04am - EMILY BLAKE

The Status of Women Council of the NWT has launched a taxi safety survey following reports on social media from several women who say they've had troubling experiences with drivers.

6/10/2021



Yellowknife

'Words mean nothing without action': Yellowknife Tree of Honour ceremony recognizes MMWG

by NNSL MEDIA
October 7, 2020



Participants adorned a tree in Behchoko's cemetery to commemorate missing and murdered Indigenous women and girls. (Francis Tessen-Burns/CALB)



Yellowknife

Yellowknifers honour memory of murdered women in vignette-style vigil

by Blair Mc
December

People were welcome to do self-guided tours of the vigil site on Sunday afternoon.

The concept for the outdoor displays was developed partly as a way of complying with Covid measures and also to connect the Montreal Massacre with the violence experienced by women in the NWT, said Status of Women Council executive director Louise Elder.

She gestured to a station that displayed 22 pairs of shoes to represent women killed in the NWT since 1991.



Black paper cutouts contain the names of 14 women murdered in Montreal on Dec. 6, 1989.
Blair McBride/NNSL photos

Missing and Murdered Indigenous Women and Girls Tree of Honour ceremonies

We hosted six Tree of Honour Ceremonies in each region of the territory, September to November 2020. Our ceremonies recognized and honoured Missing and Murdered Indigenous Women and Girls and paid tribute to families and friends who have lost loved ones. These ceremonies created opportunities to **reflect**, to **connect**, and supported **healing**. Our ceremonies also created greater awareness of the crisis and the need for action.



We asked everyone to recommit to ending violence, beginning with recognizing and remembering the impact. Everyone was also asked to pledge to **honour, respect, and protect** the women and children in their lives and to work together to **end violence**.



Aklavik ceremony



Norman Wells ceremony

We called on each of us: to denounce and **speak out against** violence, racism, and sexism; to **decolonize yourself** by learning the true history of Canada and Indigenous history; and to become a strong ally and **promote the safety** of women, girls, and 2SLGBTQQIA people.



Yellowknife



Hay River



Fort Simpson

Family Violence Prevention Month

The Status of Women collaborated with numerous community partners to coordinate Family Violence Prevention Month activities across the territory in November 2020. **Twenty-nine** organizations were provided with funding to host events in **their communities**. Some community entities focused on youth, some focused on women or men, and some focused on the whole community.

Art contests, walks, fishing derbies, radio shows, safety planning information sessions, and more took place across the NWT as communities held covid-friendly family violence prevention activities.



The poster above was created by a 5-year-old girl in Tuktoyaktuk for their family violence prevention month poster contest.

Family Violence Prevention Month

In Yellowknife, we mailed out Moose Hide pins and family violence prevention materials to elected officials, senior bureaucrats, and school counsellors. Then, we distributed “Five ways you can **help prevent** family violence” tent cards to retailers in Yellowknife to let people know how they could help. “Consent ... as simple as tea” were also posted in Yellowknife coffee shops.



16 Days of Activism against Gender-Based Violence

The 16 Days of Activism against Gender-Based Violence is an international campaign to **end violence** against women, girls, 2SLGBTQ+ and gender diverse individuals. The campaign runs from November 25th, the International Day for the Elimination of Violence Against Women, to December 10th, Human Rights Day. Over the 16 Days, our goal is to create greater awareness and encourage a dialogue about gender-based violence which continues to prevail as a reality that impacts women, girls, 2SLGBTQ+ and gender diverse individuals worldwide and in our communities. We shared gender-based violence statistics and information, **how to be part of the change**, encouraged everyone to **believe** and be **supportive**, and highlighted that gender equality is a human right. **Freedom from violence is a human right.**

**ALL HUMAN BEINGS
ARE BORN FREE AND
EQUAL IN DIGNITY
AND RIGHTS.**

Universal Declaration of Human Rights,
Article 1

December 6th Vigil: National Day of Remembrance and Action on Violence Against Women in Canada

On December 6, 1989, a 25-year-old man murdered fourteen women at L'Université de Montréal's École Polytechnique. He murdered them because they were women. We held our annual vigil along the Frame Lake Trail in Yellowknife **to remember** these fourteen women, all the women and girls we have **lost to violence** since this act of violent **misogyny**, and all the missing and murdered Indigenous women and girls.

The vigil was a self-guided tour encouraging participants to focus on remembrance and action – to think about what role **each of us** can play to **end violence** against women.



Changing the Lens & Language around Violence

Our intimate partner violence project highlighted that women experiencing violence feel **blamed and shamed** by frontline service providers, by the media, by their neighbours, co-workers and family, and beyond. So, we developed a resource kit to change the language we use when speaking about violence. By choosing how something is framed in language, you are cuing others to think about it in a specific way. We can drastically **change someone's perspective on an issue** and those impacted by that issue, by **how we choose to talk about** and frame it.

The resource kit includes 14 information items, a PowerPoint presentation, social media posts, and more. This kit is freely available on our website, upon request, and we are also available to deliver the Changing the Lens and Language workshop.

As communicators, we need to be serving the ends of access, inclusion, and liberation, rather than maintaining oppression and the status quo. We have a **responsibility to use language in ways that describe the world we are working to create**, rather than unconsciously perpetuating bias and prejudice.



Workplace Sexual Harassment Public Education & Information

Our territorial-wide workplace sexual harassment ('WSH') project is to increase awareness and understanding of workplace sexual harassment in the Northwest Territories with the ultimate goal of eliminating it.

Public education and information resources will be developed on workplace sexual harassment, specifically targeting employers and employees, and will include information on the legal framework, rights and obligations, **how to prevent and address** WSH, and what resources are available.

This past year, we focused on conducting territorial-wide consultations and developing the first draft of the employer's resource kit.



Workplace Sexual Harassment

During our territory wide consultations, participants identified that we need to ensure that our campaign design and format is **accessible for men** as they are often the ones in decision making positions regarding the systemic change needed to **impact the changes** needed to eliminate WSH.

We also identified early on that many NWT employers do not believe that WSH occurs in their organization and that they believe the policy they have is enough to ensure it doesn't exist.

Another key issue that our consultation, with those with lived experience and those that support them, identified was that until employers create change after allegations/experiences of WSH are reported, those experiencing it will generally **not feel safe to report** it.



Wise Women Awards

The NWT Status of Women Council's Wise Women Awards program was created in 1992 to **recognize Northern women** for their achievements and contributions to improving the lives of women, advancing equality, and building strong communities. Since then, we have recognized **131 Wise Women** – strong women, building strong communities and a strong North.



The Status of Women hosted six (6) award ceremonies across the Northwest Territories in March 2021 to celebrate Wise Women. Our Wise Women Award recipients were Winnie Gruben, Camilla Tutcho, Doreen Arrowmaker, Tammy Roberts, Lucy Simon, and Jan McNeely.

Wise Women Awards

Beaufort Delta Wise Woman

Winnie Gruben has been a leader in her community for many years. She is a former social worker and is an ardent volunteer, fundraiser, and helper within her community. Winnie is **passionate about helping women** and organizes monthly meetings and invites them to her spring camp to share and support one another.



Winnie is incredibly kind and giving. She often provides support to community members who have experienced loss and grief as well as encouraging youth to make positive choices and to stay in school to get their education. Her **compassion has no bounds**, and she is always willing to listen and help those in need.

Wise Women Awards

Sahtu Wise Woman

Camilla Tutcho has a generous and beautiful heart. She is **committed to sharing** her language, Dene Kedi, and culture with younger generations and during sewing circles too. Since 1999, Camilla has taken young mothers out on the land to teach them traditional ways.



Camilla is a **strong and giving woman**. She sits as an advisor on the Environmental Committee as she believes in healthy land, animals, water, and air. Camilla recently joined the Justice Committee so that she could help young people too.

Camilla is a residential school survivor and has demonstrated endless resiliency by walking through life with an open heart, a helping hand and **a smile that lights up every room** she walks into.

Wise Women Awards

Tłıchq Wise Woman

Doreen Arrowmaker is a motivated, strong, and positive person who is committed to her family and her community. She is a **lifelong learner**. Doreen has a Masters of Global Management, is working towards her second master's degree, and hopes one day to pursue a PhD. She is a recipient of the Royal Roads University Founder's Award (2019) for recognition of having exemplified the qualities of leadership, sustainability, and personal development.

Doreen believes we need more **women in leadership** to create change, so in 2017 she ran for Chief. She displayed integrity and dignity throughout the campaign and is committed to supporting women in leadership.

Doreen is an avid volunteer in her community and runs a sewing group where people can gather, share, and connect with one another. Doreen is a **positive role model for our youth** and has great respect for her culture and traditions.



Wise Women Awards

North Slave Wise Woman

Tammy Roberts has been a foster parent since 1991 and has provided emergency and long-term care to almost 250 children. She is a **pillar of hope and light** to many whom work, provide care, and live through the foster care system.

Advocating for the rights of these vulnerable children and caregivers has been her mission since 2009 when she became the executive director of the Foster Family Coalition of the NWT.



Tammy sits on numerous committees and her pursuit to understand FASD has led to training and programs in the North that have allowed for equitable care for these children. Tammy is a mentor and role model to many – **she is unapologetically herself and stands firm in what she believes** while still being approachable and ensuring other people’s safety and comfort.

Wise Women Awards

Deh Cho Wise Woman

Lucy Simon and her husband, Isadore, raised a family of five and taught them to speak and understand Dene Zahti and the importance of education. Lucy also **shared her teachings of language and culture** with her community as she has emphasized maintaining and preserving the history and culture of Jean Marie River through on the land practices and art.



Lucy worked for Dehcho Health and Social Services as a Community Health Worker for 25 years and continues to mentor those who work there. She is a successful businesswoman having managed her own B&B for the past 18 years.

Lucy is a very talented artist known throughout the NWT and nationally with some of her work displayed in the National Art Centre in Ottawa. Her **passion for creation** started as a young girl – she was inspired by her elders and the land around her. Lucy brings a breath of positivity everywhere she goes and reminds us always to **appreciate what we are given and recognize what we can give** to the world.

Wise Women Awards

South Slave Wise Woman

Jan McNeely has become an integral part of Hay River since she moved there 25 years ago. She is a much-loved staff person at the Diamond Jenness Secondary School and is **the go-to** for anyone experiencing difficulties. She is a **calming presence** for anyone in distress. Jan is often volunteering and organizing multiple events and fundraisers for the community as well as taking the lead on social initiatives at the school. Jan is a passionate leader within her community and many youth seek her support and guidance daily.

Jan's big heart, openness, calm, and acceptance for those around her make her truly an outstanding person – and someone we can look to as an **example of kindness**. She is humble and modest and so deserving of this award and recognition for all that she does for Hay River's youth and her community. Jan credits her mom for everything she is today.



Amazing Northern Women

International Women's Month 2021

March 8th is International Women's Day - a global day to **celebrate** the social, economic, cultural, and political achievements of women and girls. It is a day to **recognize** women who inspire us. It is also a day to **reflect and renew our commitment** to advancing gender equality.

In 2021, we celebrated International Women's Day for the entire month of March. We partnered with the NWT Chamber and TrueNorth 100.1 FM to feature ten (10) amazing northern women.

MYRNA POKIAK

Myrna Pokiak, was born & raised in Tuktoyaktuk in a family business and from a young age she was given the hands-on experience for what it takes to be successful: dedication, 24/7 commitment, and the most challenging of all, self-confidence.



SUSAN WRIGHT

NORTH-WRIGHT AIRWAYS

Susan is formally responsible for ensuring the highest compliance to all health and safety regulations and legislation as well as administering the company's safety program at North-Wright Airways. She is also widely responsible for managing opportunities for the company to grow, be sustainable and maximize on the service to customers. Susan is a director on the Norman Wells Chamber of Commerce and a past chair of the Northwest Territories Tourism Board.



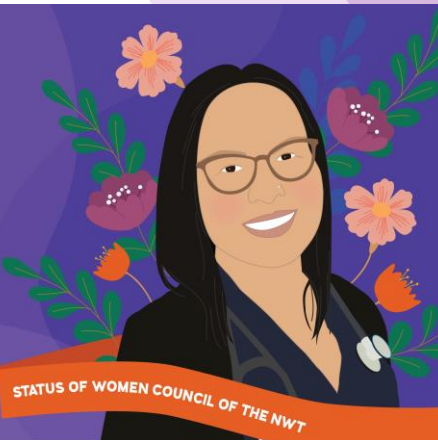
Amazing Northern Women

International Women's Month 2021

LIANNE MANTLA

Lianne Mantla is a Registered Nurse from Behchoko, NT. She has a diploma in Nursing from Aurora College and a Bachelor of Science in Nursing from the University of Alberta.

Throughout her life, Lianne's parents instilled a strong sense of cultural identity. Her mother works as a Tłı̄ch'o culture and language coordinator, and during his lifetime her father was a traditional hunter and trapper.



NWT Chamber of Commerce 100% True North

STATUS OF WOMEN COUNCIL OF THE NWT

THOLA RUSIKE

Thola Rusike is co-founder and CFO at Northern Security Services INC. Although her journey as an entrepreneur began in Zimbabwe, she has launched a total of 5 businesses in Canada. Thola has built Northern Security into the only security company across all three territories. She has been involved with the local soup kitchens, seniors programs and is a very active member of Yellowknife Rotary Club, YK Chamber of Commerce and other community organizations.



NWT Chamber of Commerce 100% True North NORTHERN SECURITY SERVICES

STATUS OF WOMEN COUNCIL OF THE NWT

MARLISA BROWN

Marlisa Brown is Gwich'in First Nation, originally from Inuvik, NT. She is an Implementation Advisor with the Government of the Northwest Territories and part of the 5th cohort of the Jane Glassco Northern Fellowship - Gordon Foundation. The North is Marlisa's home and where she is passionate about supporting Indigenous self-determination and governance.



NWT Chamber of Commerce 100% True North

STATUS OF WOMEN COUNCIL OF THE NWT

Amazing Northern Women

International Women's Month 2021

APRIL GLAICAR

APRIL GLAICAR STUDIOS

April Glaicar is a circumpolar photographer and mixed media artist from Hay River, Northwest Territories, Canada. Her work has a strong connection to the northern world and arctic conservation while embracing traditional knowledge and cultures. As the first Northwest Territories team member named to the Sedna Epic Expedition, April will travel to Norway in late 2021 as the co-chair of arts programming for the Women's Leadership event in Tromsø and on board the expedition vessel. Visit April at www.aprilglaicar.com



STATUS OF WOMEN COUNCIL OF THE NWT

LEA BARBOSA-LECLERC

I am currently the President of the Philippine Cultural Association of Yellowknife (PCAY). Despite my 5'1" stature, I have a strong voice, a no non-sense attitude and receive a reputation for leading by example. Today, my strong personal purpose and passion lies in helping newcomers make Canada, especially the North their new home. As an active member of the Canadian Race Relations Foundation and NWT Immigration Strategy Working Group, I am determined to preserve the culture, history & memories of the Philippines within the four walls of Canada's north.



STATUS OF WOMEN COUNCIL OF THE NWT

ASHLEY OKRAINEC

Ashley OkraineC was born and raised on the traditional territory of the Lílilí Kue First Nation (in Fort Simpson) and currently lives in Inuvik where she works for Aurora College as a Student Life & Wellness Coordinator. As a Jane Glassco Northern Fellow, Ashley's research is on the meaning of home and how that can be reflected in housing policy to work better for the North.



STATUS OF WOMEN COUNCIL OF THE NWT

Amazing Northern Women

International Women's Month 2021

BRENDA DRAGON

Brenda Dragon of Dënēsüliné and French ancestry is an innovative entrepreneur who grew up in Fort Smith where she currently resides. In 2015, Brenda founded Aurora Heat Inc. with the intention of continuing her family heritage by preserving and revitalizing wild fur harvesting. With a focus on sustainable fur for warmth, she initially developed hand and foot warmers to replace the widespread use of single-use, chemical-based and battery-operated warmers.



STATUS OF WOMEN COUNCIL OF THE NWT

JOSIANE GALLANT

Josiane Gallant is originally from New Brunswick, moving up North five years ago to teach. She is proud to live in such a wonderful community and be able to share her teaching passion and make a difference in children's lives. Josiane believes that every student of any background can succeed. She tries to provide educational opportunities, encouragement, and support to all students.



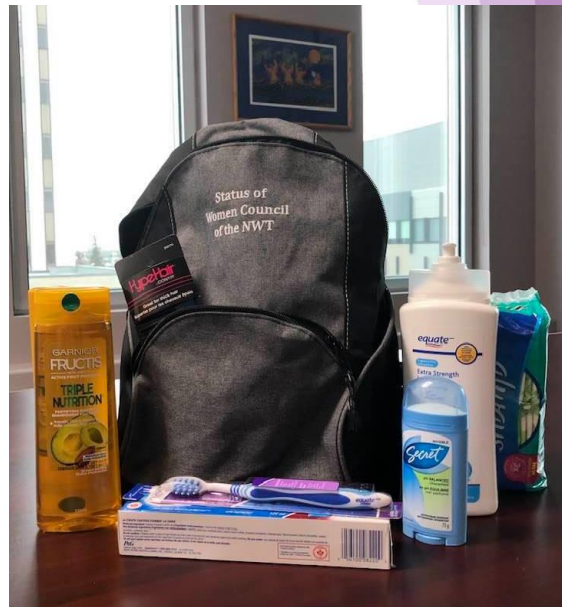
STATUS OF WOMEN COUNCIL OF THE NWT

We hold space for all those identifying as women who have not yet found their voice, who are not able to choose to challenge... just yet. We welcome you. We will wait.

STATUS OF WOMEN COUNCIL OF THE NWT

Women's Self-Care Kits

With the help of community partners, we compiled approximately 250 self-care kits to be distributed to Women's Shelters, Victim Services, RCMP Detachments, and Health Centres across the territory. These self-care kits are intended to help **meet basic self-care needs** of women fleeing violence and to **send a message that we care**. Based on feedback and reflecting concerns that distribution during the cold winter months may freeze some of the contents of the kits, we postponed distribution of most of the kits until spring. The NWT RCMP offered to distribute most of the boxes of the self-care kits, which meant we could reallocate transportation savings to create and distribute more self-care kits.



Appendix 1

The Status of Women Council of the Northwest Territories recognizes that **no single entity, group, or individual can alone** improve the services available to women experiencing intimate partner violence nor reduce the stigma. There are many services providers involved across the intimate partner violence service continuum including:

- Health care workers, counsellors, social workers, and mental health workers
- RCMP, victim services, shelters, and other women's organizations
- Housing and income support

We know that caring collaboration cannot merely be a tagline or a dream; instead, it must become the reality in the Northwest Territories. To make this a reality, here are twenty-one (21) recommendations for everyone to consider:

Recommendation 1: Encourage government leaders and policy-makers in the Northwest Territories to identify intimate partner violence as a public health issue and adopt a public health approach to address, reduce, and prevent intimate partner violence in the territory.

Recommendation 2: Encourage government leaders and policy-makers, in collaboration with relevant partners and stakeholders, including the women's organizations, to develop and implement a family violence strategy and action plan for the Northwest Territories.

Recommendation 3: Encourage the Government of the Northwest Territories to establish a multi-sectoral working group, consisting of relevant service providers, women's organizations, government and community representatives and decision-makers, and Elders, to review practices and models from other jurisdictions that could be adopted and adapted to the Northwest Territories to reduce the stigma and improve intimate partner violence services.

Recommendation 4: Encourage the service providers, who are involved across the intimate partner violence service continuum, to adopt a collaborative, long-term, holistic approach to the provision of services to women experiencing intimate partner violence and their children.

Recommendation 5: Encourage relevant stakeholders, partners, women's organizations, and governments to adopt a collaborative, inter-agency approach to ensure that women experiencing intimate partner violence have timely access to safety resources. These resources should include safe phones, safe transportation, and safe homes or family violence shelters in all communities in the territory. These efforts should also ensure that women and their male children aged fifteen (15) or older have access to safe shelter when leaving a violent home.

Recommendation 6: Encourage governments to increase the availability of second stage housing, public housing, and affordable housing so that women and their children are not forced to return to their abuser out of the necessity for shelter.

Recommendation 7: Encourage relevant service providers and women's organizations to collaborate to improve the accuracy, timeliness, as well as the safe and discrete accessibility of safety planning information. This information should include, but should not be limited to, information that helps to improve the safety of women and their children in their home, when they are planning to leave their home, and once they have left their home.

Consideration should also be given to piloting a Circles of Safety and Support approach to safety planning for women who are at a high risk of intimate partner violence.

Recommendation 8: Encourage stakeholders and partner organizations to work together to provide consistent and coordinated intimate partner violence training and trauma- and violence-informed training to service providers. Consistent and coordinated training supports a comprehensive and similar understanding of intimate partner violence and the consistent and informed use of trauma- and violence-informed approaches when interacting with women and their children experiencing intimate partner violence.

This training should impress upon the service providers the need to maintain the privacy and confidentiality of the women they are helping, and support providing services in a non-judgmental manner.

This training must be complemented by community-based cultural safety and cultural competency training to reflect the diverse cultures, cultural practices, and norms of those living in the Northwest Territories.

Recommendation 9: Pilot collaborative, inter-agency response teams to intimate partner violence and to intimate partner violence involving children in the territory's larger centres. The proposed inter-agency response teams could involve RCMP and Victim Services responding jointly to intimate partner violence or RCMP, Social Services, and Victim Services responding jointly to intimate partner violence involving children.

Alternatively, consideration should be given as to whether a Specialized Response Unit to domestic violence, sexual violence, and child welfare might be a better fit with the resources and needs of the Northwest Territories. The Yukon RCMP adopted this type of mobile response unit in 2013 and it continues to operate with four (4) plain-clothed police officers who have received specialized training.

Recommendation 10: Provide specialized services to women who have experienced intimate partner violence; services that are women-centred, trauma- and violence-informed, and holistic. These services should include access to specialized counsellors/mental health professionals.

Consideration should also be given to incorporating navigational and advocacy services to negotiate the various government systems including justice, securing housing, income support, education, and training, as well as access to childcare to support these efforts.

Women may also require long-term, wrap-around services and support to aid their healing and ability to lead full and productive lives.

Recommendation 11: Mitigate the effects of exposure to intimate partner violence and/or experiencing family violence on children and youth, and help children and youth heal, to lead full and productive lives, and to end the cycle of violence by:

- Identifying, implementing, and evaluating early intervention activities to prevent and/or mitigate trauma to children and youth.
- Providing specialized, trauma- and violence-informed counselling/mental health services to children and youth to support healing and breaking the cycle of violence.

Recommendation 12: Ensure families who have experienced family violence have access to specialized family counselling/mental health services so that they can heal as a family unit.

Recommendation 13: Encourage the Government of the Northwest Territories to establish an independent, non-partisan Child and Youth Advocate Office to support and protect our young people, to ensure their voices are heard, and to promote the rights of our young people especially in relation to government programs, services, and legislation.

Recommendation 14: Enhanced intimate partner violence awareness, education, and prevention efforts across the territory to be undertaken at the local and territorial level by community partners, service providers, and government entities. These efforts should include, but are not limited to:

- Awareness and education activities to address victim blaming, shaming, and to counter the normalization of intimate partner violence.
- Engaging with the general public, including men and boys, and decision-makers to create greater awareness and understanding of intimate partner violence, its causes, and the solutions as a means of creating individual and social change to reduce violence and create equality.
- Providing healthy relationship, conflict resolution, and violence awareness and prevention education to children and youth within the education system and through other community-determined means to empower them to live violence free and healthy lifestyles and in doing so, to break the cycle of violence.

Recommendation 15: Encourage the following activities to mitigate the fear of losing one's child or children as a barrier to leaving a violent relationship:

- The development and implementation of pre-charging police interventions.
- The development and implementation of primary aggressor policies to help police identify the primary offender.
- Factoring in which parent is the primary offender and the actual intimate partner violence into child custody and visitation decisions.

Recommendation 16: Conduct further research to identify what the justice system can do to provide supports and services to woman who have experienced intimate partner violence with the intent of meeting their needs and to balance the supports and services offered to the offender

Recommendation 17: Conduct further research and related efforts focused on improving the coordination of the criminal, family, and child protection systems.

Recommendation 18: Conduct further research to evaluate the effects of the current justice system on the victim* and the efficacy of the justice system from the perspective of the victim.

(*Please note that the use of the term victim is used here to reflect the terminology of our laws and the justice system.)

Recommendation 19: Conduct further research with women who have experienced intimate partner violence and the justice system continuum to identify the specific gaps in the continuum, to determine how to address these gaps and improve services and how best to factor in relationships dynamics and coercive control in separation, divorce, and custody proceedings.

We are recommending that a **gender lens, a trauma- and violence-informed lens, and an Indigenous lens** are incorporated into the research efforts identified in Recommendations 16, 17, 18, and 19.

Recommendation 20: Encourage a collective effort to build the body of knowledge regarding intimate partner violence in the Northwest Territories through data collection and dissemination, and further research through the following activities:

- Data collection and dissemination of relevant statistics to an agreed to group of government and non-government entities, including women's organizations, to increase awareness and understanding, to improve relevant programs, services, and strategies, and to engage decision-makers.
- Conduct further research in the Northwest Territories with women who have experienced intimate partner violence, but at the five (5) year or ten (10) year mark from when they escaped their violent situation. Such research could provide valuable information about the gaps and challenges along the service continuum as it relates to helping women lead whole and independent lives and identify necessary changes to legislation, policies, and procedures.

Recommendation 21: Collectively explore, develop, and continue to offer opportunities, support, and activities that promote the social, political, and economic empowerment of women and girls – to address root causes and prevent violence in the Northwest Territories.

Appendix 2

Below is a list of committees, groups, and consultations we've participated in over the past fiscal year. This list is by no means exhaustive.

Committees/Groups

Advisory Council, Equal Futures Network, Canadian Partnership for Women and Children's Health

Coalition Against Family Violence

Government of Canada – Policy Community Group

Missing and Murdered Indigenous Women and Girls Territorial Group

National Framework Advisory Council, Economic Abuse International Network

National Working Group for Economic Justice

NWT Anti-Poverty Roundtable

NWT Network to Prevent Abuse of Older Adults

Policy Development Committee, Canadian Centre for Women's Empowerment

Surviving Financial Abuse International Network

Women in Leadership Working Group

YK Integrated Case Management

Presentations

Family Violence in the Northwest Territories – presentation to the GNWT Family Violence Working Group

Gender-based Violence in the North/Men and Boys as Allies – presentation to Men’s Ally group in Yellowknife

Personal Safety on Campus – presentation to Aurora College campuses and learning centres

NWT Status of Women and Leadership for Women – presentation to Women in Leadership Canada

Consultations

Conference Board of Canada Regional Consultation – Gender issues and poverty in Canada

Conference Board of Canada Regional Consultation – Impact of COVID on business and the economy

Conference Board of Canada – National Roundtable on Poverty Reduction

Ending Violence Canada – National Action Plan Priorities for Addressing Sexual Violence

STATUS OF WOMEN COUNCIL OF THE NWT
Yellowknife, NT

FINANCIAL STATEMENTS
For the year ended March 31, 2021

TABLE OF CONTENTS

	Page
Management's Responsibility for Reporting	
Independent Auditor's Report	
Statement of Financial Position	1
Statement of Operations	2
Statement of Changes in Fund Balances	3
Statement of Cash Flows	4
Notes to the Financial Statements	5 - 13
Schedule of Core	14
Schedule of Family Violence Prevention Month	15
Schedule of Gender Equity	16
Schedule of NGO Stabilization Fund	17

Schedule of Leadership Forums	18
Schedule of Wise Women Awards	19
Schedule of Workplace Sexual Harassment	20
Schedule of Crime Week	21
Schedule of Campaign School	22
Schedule of Vigil	23
Schedule of Elimination Of Violence	24
Schedule of Lens and Language	25
Schedule of Missing and Murdered Indigenous Women And Girls	26
Schedule of Women's Gatherings	27
Schedule of Expenses by Object	28

MANAGEMENT'S RESPONSIBILITY FOR REPORTING

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

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

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



Executive Director

June 23, 2021



AVERY COOPER & CO. LTD.

Chartered Professional Accountants

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

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

INDEPENDENT AUDITOR'S REPORT

To the Members of
Status of Women Council of the NWT

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Status of Women Council of the NWT (the "Council"), which comprise the Statement of Financial Position as at March 31, 2021, and the Statements of Operations, Changes in Fund Balances, and Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2021, and its results of operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

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

Emphasis of Matter

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

Other Information

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

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

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

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

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

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

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

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

INDEPENDENT AUDITOR'S REPORT, continued

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

INDEPENDENT AUDITOR'S REPORT, continued

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

Report on Other Legal and Regulatory Requirements

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

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

Avery Cooper & Co. Ltd.

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

June 23, 2021

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF FINANCIAL POSITION

March 31, 2021

ASSETS

	<u>2021</u>	<u>2020</u>
CURRENT		
Cash	\$ 8,185	\$ 136,492
Accounts receivable (note 3)	<u>114,515</u>	<u>13,835</u>
	122,700	150,327
DESIGNATED CASH	81,745	81,732
TANGIBLE CAPITAL ASSETS (note 4)	<u>7,601</u>	<u>8,878</u>
	<u>\$ 212,046</u>	<u>\$ 240,937</u>


LIABILITIES

CURRENT		
Trade payables and accruals (note 5)	\$ 28,354	\$ 64,983
Wages and benefits payable (note 6)	36,367	35,258
Deferred revenue (note 7)	28,057	59,049
Government remittances payable	<u>16,129</u>	<u>11,110</u>
	<u>108,907</u>	<u>170,400</u>
CONTINGENCIES (note 8)		

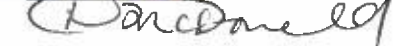
FUND BALANCES

UNRESTRICTED SURPLUS (DEFICIT) per page 3	13,806	(20,073)
INVESTED IN TANGIBLE CAPITAL ASSETS per page 3	7,601	8,878
CONTINGENCY FUND per page 3	51,732	51,732
BENEFITS FUND per page 3	<u>30,000</u>	<u>30,000</u>
	<u>103,139</u>	<u>70,537</u>
	<u>\$ 212,046</u>	<u>\$ 240,937</u>

Approved:



Member



Member

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF OPERATIONS

For the year ended March 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUES		
Core - Schedule 1	\$ 515,693	\$ 475,108
Family Violence Prevention Month - Schedule 2	53,000	53,000
Gender Equity - Schedule 3	48,468	83,115
NGO Stabilization Fund - Schedule 4	-	22,262
Leadership Forums - Schedule 5	-	39,613
Wise Women Awards - Schedule 6	23,456	22,225
Workplace Sexual Harassment - Schedule 7	255,530	8,338
Crime Week - Schedule 8	-	8,500
Campaign School - Schedule 9	-	419
Vigil - Schedule 10	2,500	1,114
Elimination of Violence - Schedule 11	20,068	16,932
Lens and Language - Schedule 12	24,150	-
Missing and Murdered Indigenous Women and Girls - Schedule 13	70,250	-
Women's Gatherings - Schedule 14	-	625
	<u>1,013,115</u>	<u>731,251</u>
EXPENSES		
Core - Schedule 1	483,104	478,159
Family Violence Prevention Month - Schedule 2	53,000	53,000
Gender Equity - Schedule 3	48,468	83,115
NGO Stabilization Fund - Schedule 4	-	22,262
Leadership Forums - Schedule 5	-	39,613
Wise Women Awards - Schedule 6	23,456	22,225
Workplace Sexual Harassment - Schedule 7	255,525	8,338
Crime Week - Schedule 8	-	8,500
Campaign School - Schedule 9	-	419
Vigil - Schedule 10	2,499	1,114
Elimination of Violence - Schedule 11	20,068	16,932
Lens and Language - Schedule 12	24,143	-
Missing and Murdered Indigenous Women and Girls - Schedule 13	70,250	-
Women's Gatherings - Schedule 14	-	625
	<u>980,513</u>	<u>734,302</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>\$ 32,602</u>	<u>\$ (3,051)</u>

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF CHANGES IN FUND BALANCES

For the year ended March 31, 2021

	2021				
	Unrestricted Surplus (Deficit)	Invested in Tangible Capital Assets	Contingency Fund	Benefits Fund	Total
BALANCE, opening	\$ (20,073)	\$ 8,878	\$ 51,732	\$ 30,000	\$ 70,537
Excess of revenues over expenses	32,602	-	-	-	32,602
Amortization of tangible capital assets	<u>1,277</u>	<u>(1,277)</u>	<u>-</u>	<u>-</u>	<u>-</u>
BALANCE, closing	<u>\$ 13,806</u>	<u>\$ 7,601</u>	<u>\$ 51,732</u>	<u>\$ 30,000</u>	<u>\$ 103,139</u>
	2020				
	Unrestricted Deficit	Invested in Tangible Capital Assets	Contingency Fund	Benefits Fund	Total
BALANCE, opening	\$ (7,978)	\$ 12,684	\$ 38,882	\$ 30,000	\$ 73,588
Deficiency of revenues over expenses	(3,051)	-	-	-	(3,051)
Transfers	(12,850)	-	12,850	-	-
Amortization of tangible capital assets	<u>3,806</u>	<u>(3,806)</u>	<u>-</u>	<u>-</u>	<u>-</u>
BALANCE, closing	<u>\$ (20,073)</u>	<u>\$ 8,878</u>	<u>\$ 51,732</u>	<u>\$ 30,000</u>	<u>\$ 70,537</u>

STATUS OF WOMEN COUNCIL OF THE NWT

STATEMENT OF CASH FLOWS

For the year ended March 31, 2021

	<u>2021</u>	<u>2020</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash receipts from contributions and donations	\$ 810,430	\$ 632,192
Cash paid for materials and services	(550,910)	(308,027)
Cash paid for wages and benefits	<u>(387,814)</u>	<u>(321,080)</u>
	(128,294)	3,085
CASH FLOWS FROM INVESTING ACTIVITY		
Decrease in marketable securities	<u>-</u>	<u>81,732</u>
(DECREASE) INCREASE IN CASH	(128,294)	84,817
CASH, opening	<u>218,224</u>	<u>133,407</u>
CASH, closing	<u><u>\$ 89,930</u></u>	<u><u>\$ 218,224</u></u>
 REPRESENTED BY:		
Cash	\$ 8,185	\$ 136,492
Designated cash	<u>81,745</u>	<u>81,732</u>
	<u><u>\$ 89,930</u></u>	<u><u>\$ 218,224</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

1. NATURE OF OPERATIONS

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

The objectives of the Council are:

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

The Council may:

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

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

2. SIGNIFICANT ACCOUNTING POLICIES

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

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

2. SIGNIFICANT ACCOUNTING POLICIES, continued

(a) Cash and cash equivalents

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

(b) Financial instruments

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

(c) Tangible capital assets

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

Equipment	20%
Computer equipment	30%

(d) Employee future benefits

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

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

(e) Revenue recognition

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

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

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

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

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

2. SIGNIFICANT ACCOUNTING POLICIES, continued

(f) Contributed materials and services

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

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

(g) Allocated expenses

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

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

(h) Measurement uncertainty

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

3. ACCOUNTS RECEIVABLE

	<u>2021</u>	<u>2020</u>
GNWT - Health & Social Services	\$ 25,076	\$ 13,000
Canada - Justice Partnership and Innovation Program	<u>89,439</u>	<u>835</u>
	<u>\$ 114,515</u>	<u>\$ 13,835</u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

4. TANGIBLE CAPITAL ASSETS

			<u>2021</u>	<u>2020</u>
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net</u>	<u>Net</u>
Equipment	\$ 4,870	\$ 4,870	\$ -	\$ 645
Computer equipment	<u>58,081</u>	<u>50,480</u>	<u>7,601</u>	<u>8,233</u>
	<u>\$ 62,951</u>	<u>\$ 55,350</u>	<u>\$ 7,601</u>	<u>\$ 8,878</u>

5. TRADE PAYABLES AND ACCRUALS

	<u>2021</u>	<u>2020</u>
Trade payables	\$ 1,940	\$ 41,426
Scotiabank Visa	8,289	8,325
Accrued liabilities	<u>18,125</u>	<u>15,232</u>
	<u>\$ 28,354</u>	<u>\$ 64,983</u>

6. WAGES AND BENEFITS PAYABLE

	<u>2021</u>	<u>2020</u>
Wages payable	\$ 12,449	\$ 6,971
Severance liability	5,365	10,142
Vacation and lieu payable	<u>18,553</u>	<u>18,145</u>
	<u>\$ 36,367</u>	<u>\$ 35,258</u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

7. DEFERRED REVENUE

Deferred revenue as at March 31, 2021, consists of the following:

	<u>2021</u>	<u>2020</u>
Elimination of Violence	\$ -	\$ 68
Government of Canada - Gender Equity	-	48,468
Wise women	8,819	7,275
NGO Stabilization	<u>19,238</u>	<u>3,238</u>
	<u>\$ 28,057</u>	<u>\$ 59,049</u>
Deferred revenue, opening	\$ 59,049	\$ 102,628
Receipts	41,000	25,568
Funding expended	<u>(71,992)</u>	<u>(69,147)</u>
	<u>\$ 28,057</u>	<u>\$ 59,049</u>

8. CONTINGENCIES

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

9. CONTRACTUAL RIGHTS

As at March 31, 2021, the Council had entered into contribution agreements with the GNWT - Department of Status of Women with the term April 1, 2021 - March 31, 2026, and Canada - Justice Partnership and Innovation Program with the term January 6, 2020 - March 31, 2024. The future maximum contributions are as follows:

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

9. CONTRACTUAL RIGHTS, continued

	GNWT - Department of Status of Women	Canada Justice Partnership and Innovation Program	Total
2022	\$ 444,000	\$ 310,218	\$ 754,218
2023	444,000	503,426	947,426
2024	444,000	490,615	934,615
2025	444,000	-	444,000
2026	444,000	-	444,000
	<u>\$ 2,220,000</u>	<u>\$ 1,304,259</u>	<u>\$ 3,524,259</u>

10. ECONOMIC DEPENDENCE

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

11. REVENUES BY OBJECT

	<u>2021</u>	<u>2020</u>
Government grants and contributions	\$ 892,579	\$ 644,029
Contributed rent	71,000	71,000
Sponsorship, donations and events	2,986	6,115
Administration fees	46,538	9,054
Interest income	12	1,053
	<u>\$ 1,013,115</u>	<u>\$ 731,251</u>

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

12. COMMITMENT

As at March 31, 2021, the Council has outstanding quarterly commitments of \$1,356 with respect to an office equipment lease expiring March 31, 2026 as follows:

2022	\$	5,424
2023		5,424
2024		5,424
2025		5,424
2026		<u>5,424</u>
	\$	<u>27,120</u>

13. BENEFITS FUND

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

	<u>2021</u>	<u>2020</u>
Benefits Fund	<u>\$ 30,000</u>	<u>\$ 30,000</u>

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

14. CONTINGENCY FUND

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

	<u>2021</u>	<u>2020</u>
Contingency Fund	\$ 51,732	\$ 38,882
Transfer from unrestricted surplus	<u>-</u>	<u>12,850</u>
Contingency Fund, closing	<u>\$ 51,732</u>	<u>\$ 51,732</u>

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

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

15. FINANCIAL INSTRUMENTS

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

As March 31, 2021, the Council has a \$20,000 (2020 - \$20,000) credit card facility with the Bank of Nova Scotia.

16. RELATED PARTY TRANSACTIONS

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

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

	<u>2021</u>	<u>2020</u>
Revenue		
GNWT - Executive & Indigenous Affairs	\$ 417,456	\$ 431,780
GNWT - Department of Justice	47,067	44,000
GNWT - Health & Social Services	50,150	26,000
GNWT - Municipal & Community Affairs	-	22,262
GNWT - Infrastructure (Contributed rent)	71,000	71,000
GNWT - Women's Initiative Grant	<u>-</u>	<u>7,375</u>
	<u>\$ 585,673</u>	<u>\$ 602,417</u>
Expenses		
GNWT - Infrastructure (Contributed rent)	\$ 71,000	\$ 71,000
GNWT - Financial Shared Services	3,077	7,269
Northwest Territories Health and Social Services Authority	<u>1,250</u>	<u>1,250</u>
	<u>\$ 75,327</u>	<u>\$ 79,519</u>

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

STATUS OF WOMEN COUNCIL OF THE NWT

NOTES TO THE FINANCIAL STATEMENTS

March 31, 2021

17. COMPARATIVE FIGURES

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

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

SCHEDULE - CORE

Schedule 1

	<u>2021</u>	<u>2020</u>
REVENUES		
GNWT - Executive & Indigenous Affairs	\$ 393,999	\$ 394,000
GNWT - Infrastructure - Contributed Rent	71,000	71,000
Administration Recovery	46,538	7,907
Miscellaneous	<u>4,156</u>	<u>2,201</u>
	<u>515,693</u>	<u>475,108</u>
EXPENSES		
Advertising & Promotion	2,970	453
Amortization	1,277	3,806
Catering	-	1,048
Computer Services	7,498	7,015
Contributed Rent	71,000	71,000
Equipment Rental	7,554	9,066
Honoraria	7,250	12,550
Interest & Bank Charges	77	154
Mail Service	995	1,320
Meetings	1,996	169
Professional Development - Staff	7,441	7,094
Professional/Contract Services	39,004	32,505
Resources/Subscriptions	2,198	2,245
Supplies	5,253	2,051
Technology	1,927	4,413
Telecommunications	10,050	8,168
Travel	5,500	18,402
Wages & Benefits	<u>311,114</u>	<u>296,700</u>
	<u>483,104</u>	<u>478,159</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>\$ 32,589</u>	<u>\$ (3,051)</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

SCHEDULE - FAMILY VIOLENCE PREVENTION MONTH

Schedule 2

	<u>2021</u>	<u>2020</u>
REVENUES		
GNWT - Justice	\$ 27,000	\$ 27,000
GNWT - Health & Social Services	<u>26,000</u>	<u>26,000</u>
	<u>53,000</u>	<u>53,000</u>
EXPENSES		
Administration	3,169	3,045
Community Events	34,545	34,950
FV Resource Package	9,828	6,825
Marketing & Communications	2,605	4,495
Postage & printing	1,752	2,669
YK Event	<u>1,101</u>	<u>1,016</u>
	<u>53,000</u>	<u>53,000</u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

SCHEDULE - GENDER EQUITY

Schedule 3

	<u>2021</u>	<u>2020</u>
REVENUES		
Government of Canada	\$ -	\$ 50,000
Deferred Revenue	<u>48,468</u>	<u>33,115</u>
	<u>48,468</u>	<u>83,115</u>
EXPENSES		
Administration	5,105	6,103
Facility Rental	2,500	-
Marketing & Communications	30,640	-
Materials & Supplies	223	103
Professional Fees	-	5,000
Project Management	-	25,000
Project Travel	-	28,909
Wages & Benefits	<u>10,000</u>	<u>18,000</u>
	<u>48,468</u>	<u>83,115</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - NGO STABILIZATION FUND

Schedule 4

	<u>2021</u>	<u>2020</u>
REVENUE		
GNWT - Municipal & Community Affairs	\$ -	\$ 25,500
Deferred Revenue	<u>-</u>	<u>(3,238)</u>
	<u>-</u>	<u>22,262</u>
EXPENSES		
Professional Fees	-	20,000
Project Travel	<u>-</u>	<u>2,262</u>
	<u>-</u>	<u>22,262</u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - LEADERSHIP FORUMS

Schedule 5

	<u>2021</u>	<u>2020</u>
REVENUE		
INAC	\$ -	\$ 36,738
Grants	<u>-</u>	<u>2,875</u>
	<u>-</u>	<u>39,613</u>
EXPENSES		
Catering	-	2,888
Facility Rental	-	2,865
Honoraria	-	1,001
Marketing & Communications	-	484
Materials & Supplies	-	632
Printing & Postage	-	379
Professional Fees	-	23,000
Project Travel	-	8,104
Volunteer Appreciation	<u>-</u>	<u>260</u>
	<u>-</u>	<u>39,613</u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - WISE WOMEN AWARDS

Schedule 6

	<u>2021</u>	<u>2020</u>
REVENUES		
Deferred Revenue	\$ 7,275	\$ 12,725
Grants, Sponsorships	<u>16,181</u>	<u>9,500</u>
	<u>23,456</u>	<u>22,225</u>
EXPENSES		
Awards & Recognition	4,372	3,146
Catering	9,816	3,886
Freight/Transportation	168	-
Marketing & Communications	6,139	4,003
Materials & Supplies	15	-
Print/Publication & Distribution	50	-
Program Delivery	1,000	-
Project Travel	<u>1,896</u>	<u>11,190</u>
	<u>23,456</u>	<u>22,225</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - WORKPLACE SEXUAL HARASSMENT

Schedule 7

	<u>2021</u>	<u>2020</u>
REVENUE		
Justice Canada	\$ 255,530	\$ 8,338
EXPENSES		
Accounting & Legal	5,000	2,000
Administration	33,330	1,088
Honoraria	3,000	-
Marketing & Communications	20,000	-
Office Equipment	8,820	-
Operating	5,220	250
Print/Publication & Distribution	1,840	-
Professional Fees	43,500	-
Program Delivery	69,000	-
Project Travel	415	-
Wages & Benefits	<u>65,400</u>	<u>5,000</u>
	<u>255,525</u>	<u>8,338</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ 5</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - CRIME WEEK

Schedule 8

	<u>2021</u>	<u>2020</u>
REVENUE		
Justice Canada	<u>\$ -</u>	<u>\$ 8,500</u>
EXPENSES		
Administration	-	132
Catering	-	3,636
Marketing & Communications	-	2,243
Materials & Supplies	-	775
Printing & Postage	-	231
Speaker Fees	<u>-</u>	<u>1,483</u>
	<u>-</u>	<u>8,500</u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - CAMPAIGN SCHOOL

Schedule 9

	<u>2021</u>	<u>2020</u>
REVENUE		
Deferred Revenue	\$ -	\$ 419
EXPENSES		
Administration	<u>-</u>	<u>419</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - VIGIL

Schedule 10

	<u>2021</u>	<u>2020</u>
REVENUE		
Sponsorship, Donations & Events	\$ 2,500	\$ 1,114
EXPENSES		
Catering	16	-
Facility Rental	-	300
Marketing & Communications	1,175	557
Materials & Supplies	<u>1,308</u>	<u>257</u>
	<u>2,499</u>	<u>1,114</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ 1</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - ELIMINATION OF VIOLENCE

Schedule 11

	<u>2021</u>	<u>2020</u>
REVENUE		
GNWT - Justice	\$ 20,000	\$ 17,000
Deferred Revenue	<u>68</u>	<u>(68)</u>
	<u>20,068</u>	<u>16,932</u>
EXPENSES		
Administration	1,000	1,700
Catering	-	4,124
Freight/Transportation	680	167
Marketing & Communications	-	298
Materials & Supplies	18,388	8,259
Project Travel	<u>-</u>	<u>2,384</u>
	<u>20,068</u>	<u>16,932</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - LENS AND LANGUAGE

Schedule 12

	<u>2021</u>	<u>2020</u>
REVENUE		
GNWT - Health and Social Services	\$ 24,150	\$ -
EXPENSES		
Administration	1,150	-
Marketing & Communications	3,993	-
Professional Fees	4,000	-
Program Delivery Costs	<u>15,000</u>	<u>-</u>
	<u>24,143</u>	<u>-</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ 7</u>	<u>\$ -</u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - WOMEN'S GATHERINGS

Schedule 14

	<u>2021</u>	<u>2020</u>
REVENUES		
GNWT - Executive & Indigenous Affairs	\$ -	\$ 2
Deferred Revenue	<u>-</u>	<u>623</u>
	-	625
EXPENSES		
Administration	<u>-</u>	<u>625</u>
EXCESS OF REVENUES OVER EXPENSES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

STATUS OF WOMEN COUNCIL OF THE NWT

SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2021

Schedule - EXPENSES BY OBJECT

Schedule 15

	<u>2021</u>	<u>2020</u>
Advertising & Promotion	\$ 76,552	\$ 12,533
Amortization	1,277	3,806
Administration Fees	50,104	13,689
Awards/Volunteer Appreciation	4,372	3,146
Computer	18,324	11,428
Community Events	64,974	58,709
Equipment Rental	7,554	9,066
Equipment Use	3,766	2,442
Freight/Postage	3,345	4,767
Office and administration	5,220	250
Honoraria	10,250	13,550
Interest & Bank Charges	77	154
Office Supplies	5,476	1,566
Print/Publication & Distribution	1,890	-
Professional/Contract Services	208,687	105,064
Resources & Subscriptions	35,828	19,004
Rent	71,000	71,300
Telecommunications	10,051	8,167
Travel and Accommodation	7,811	68,867
Wages & Benefits	<u>393,955</u>	<u>326,794</u>
	<u>\$ 980,513</u>	<u>\$ 734,302</u>

Status of Women Council of the NWT

4th Floor | Northwest Tower | PO Box 1320
5201 Franklin Avenue Yellowknife | NT X1A 2L9

statusofwomen.nt.ca

The background is a solid purple color with several large, overlapping, abstract shapes in a slightly darker shade of purple, creating a layered, organic effect.

STATUS OF WOMEN COUNCIL

OF THE NORTHWEST TERRITORIES