

# 2021 – 2022 ANNUAL REPORT

June 22, 2022

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 2022, 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 activities 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 leadership in its many forms.

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, 2021 – 2022

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## Background

The Leader of the Government of the Northwest Territories ('GNWT') appointed the first Minister Responsible for the Status of Women in 1982. The following year, the GNWT enacted the NWT Advisory Council on the Status of Women Act. The first Advisory Council on the Status of Women was appointed in 1984 and two years later, the name was changed to the Women's Secretariat. In 1989, the GNWT announced its intent to establish an independent Status of Women Council that would be separate from the Women's Secretariat. In 1990, the Status of Women Council of the Northwest Territories was created through the enactment of the Status of Women Council Act. The Status of Women Council of the NWT continues to function under this legislation 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 may serve for a three-year term. The Board typically meets face-to-face twice a year and holds additional virtual meetings 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 – June 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 – June 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 – November 2021

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.

Denise left the Status of Women Council to become the President of the Native Women's Association of the Northwest Territories.

## **Priscilla Lepine**

**South Slave Board member**

**Term: March 2021 to March 2024**

Priscilla Lepine is a Chipewyan/Métis from Fort Smith. Along with learning Traditional Knowledge from family and community members, Priscilla also completed degrees in Western educational institutions.



She has a certificate in Adult Education, a certificate in Addictions Counselling, a diploma in Social Work, as well as a B.A. & M.A. in First Nations Studies. Priscilla has sat on several boards over the years, and always worked in the healing and/or education field with the goal of helping others achieve self-empowerment. She is an active member and part-time facilitator of a local sewing/crafting group where they design and create items for self, family, or gifting to community and/or national projects/events. Priscilla retired in 2017 having worked for the GNWT for 30+ years.

## **Delphine Pierrot**

Sahtu Board member

Term: June 2021 to June 2024

Delphine brings a wealth of knowledge and experience to the Board. Fort Good Hope is her home community, and she was their first female Chief. Delphine has worked as a social worker in the Sahtu for many years. She is currently the Sahtu Supervisor for the Healthy Family Program Team.



## **Shelley Browne**

North Slave Board member

Term: January 2022 to January 2025

## Board activities

The 2021/2022 fiscal year was a busy year for the governing board. They participated in the preliminary engagement sessions to inform the Government of the Northwest Territories **draft action plan** to address the *Calls for Justice in Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*. The Board members also participated in the **review of the *Status of Women Council Act***, with recommended changes making their way throughout the legislative process. Additionally, the Board conducted a review of the Wise Woman's Award program, which included a public survey to seek input into whether to continue this program and what, if any, changes should be made.

A new finance manual was developed throughout the 2021/22 fiscal year to strengthen the organization's operational capacity. The resulting **finance policies** were approved by the board during their face-to-face March 2022 board meeting. These policies complement **human resource policies** which were approved by the board in 2020. A **Research Code of Practice** was approved in 2021 and an **advocacy strategy** and **communications strategy** were finalized in 2021. The Board directed the development of these policies, procedures, and strategies in the 2019 – 2022 Strategic Plan as a means of modernizing and formalizing policies and practices, and to strengthen the **organization's operational capacity**.



## Board activities

The Board wrapped up the 2021 – 2022 fiscal year with the development of a Strategic Plan for the coming fiscal year. This plan presented an opportunity to expand on and define our values and to adopt new strategic goals. Our values now include equality and equity, diversity, inclusion, integrity, respect, compassion, and professionalism.

### 2022 – 2023 Strategic Goals:

1. Women in Leadership
2. A Safe Society
3. Women and the Economy
4. Advancing Gender Equity through Gender Mainstreaming
5. Celebrating Women – their contributions and achievements

For more information, please visit our website:  
<https://www.statusofwomen.nt.ca/about-1>

## 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-two (32) 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. (See Appendix 1 for a list of committees, groups, and consultations.)



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. 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.

Territorially, we focused our advocacy efforts on **family violence** and **sexual violence** with specific efforts related to emergency protection orders and services for people who have experienced sexual violence in the NWT. We provided recommendations to improve the administration of **emergency protection orders** in the NWT to the GNWT Department of Justice and the RCMP.

We continued our dialogue with GNWT Justice and the Department of Health and Social Services about **services for people who have experienced sexual violence**. This dialogue included clarifying the information in the NWT Guidelines for the Care of Survivors of Sexual Assault and providing specialized responses to people who have experienced sexual violence. The provision of these specialized responses **starts with specialized training** for existing frontline service providers.

The NWT Status of Women supports and participates in the Sexual Assault Investigation Review Committee (SAIRC) 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. We also want to see less sexual assault cases classified as unfounded unless they are truly unfounded. See Appendix 2 for the most recent SAIRC Annual Report which committee members inform.

We also continue to respond to media about sexual violence and other gendered issues as part of our ongoing efforts to work for the women of the NWT.



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[HEALTH](#)   [JUSTICE](#)

## Review of sexual assault cases must be followed by action, groups say

Published: April 9, 2021 at 7:34am - MEAGHAN BRACKENBURY

LAST MODIFIED: APRIL 9, 2021 AT 7:48PM

## In the media

North

### 'Gender never came into my mind,' says woman who brought N.W.T. Legislature to Canada's 1st female majority

10 out of 19 N.W.T. MLAs are women, a first for Canada

CBC News · Posted: Jul 29, 2021 8:57 AM CT | Last Updated: 21 minutes ago



Jane Weyallon Armstrong, MLA-elect for the N.W.T.'s Monfwi riding, admits that along the campaign trail, in which she competed against three men, 'A lot of people said ... that we need a woman there.' (Chantal Dubuc/CBC)

At Friday's ceremony, Status of Women's executive director Louise Elder told Cabin Radio the council was currently in the middle of a two-day engagement session with the GNWT to "help shape their action plan."



Violet Blondin-Camsell (right), president of the Status of Women Council, stands with Louise Elder, executive director. Meaghan Brackenbury/Cabin Radio

North

### N.W.T. committee reviewed how RCMP handled 7 sexual assault cases. Here's what was found

Some officers misunderstood consent law, rape myths or included irrelevant personal opinions

Avery Zingel · CBC News · Posted: Apr 06, 2021 7:00 AM CT | Last Updated: April 6



RCMP are working to improve sexual assault investigations by drawing on the expertise of victim advocates. (CBC)

North

### N.W.T. RCMP to undergo focused sexual assault training

Advocate says N.W.T. is at 'early stages' when it comes to resources for gender-based violence

Natalie Pressman · CBC News ·  
Posted: Mar 12, 2022 9:00 AM CT | Last Updated: March 12



## Leadership Gathering for Women

The Status of Women Council and the Gender Equity Division co-hosted a virtual Leadership Gathering for Women on April 27, 2021. Elder Ruth Mercredi opened the gathering with a blessing followed by Opening Remarks from Minister Wawzonek. Throughout the day, 161 women joined us for panel presentations, break-out sessions, and fabulous speeches and discussions. Premier Cochrane joined us to give the Closing Remarks, concluding an amazing gathering.

### Women leading at work

**1**  
**Tara Marchiori**  
Senior Advisor,  
Communities  
Rio Tinto

**2**  
**Dawn Skinner**  
Women's  
Committee Chair  
Public Service  
Alliance of Canada

**3**  
**Renee Comeau**  
Executive Director  
Yellowknife  
Chamber of  
Commerce

10 minutes Q&A after panel if time allows

STATUS OF WOMEN COUNCIL  
OF THE NORTHWEST TERRITORIES

### Leadership challenges, triumphs and success strategies

**1**  
**Amy Amos,**  
Executive Director  
Gwich'in  
Renewable  
Resources Board

**2**  
**Lucy Kuptana,**  
Director of  
Operations,  
Culture and  
Communications  
Inuvialuit Regional  
Corporation

**3**  
**Eleanor Young,**  
Deputy Minister,  
Department of  
Municipal and  
Community Affairs  
GNWT

30 minute panel

15 minutes Q&A

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### What is special about women as leaders?

**1**  
**Her Worship  
Mayor  
Rebecca Alty,**  
City of Yellowknife

**2**  
**Her Worship  
Mayor  
Lynn Napier,**  
Town of Fort  
Smith

**3**  
**Her Worship  
Mayor  
Natasha  
Kulikowski,**  
Town of Inuvik

30 minute panel

15 minutes Q&A

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OF THE NORTHWEST TERRITORIES

“There will be obstacles.  
These too shall pass.”

Caroline Cochrane  
13th Premier of the Northwest Territories



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OF THE NORTHWEST TERRITORIES

“Always be  
humble, be kind.”

Lucy Kuptana  
Director of Operations  
Culture and Communication  
Inuvialuit Regional Corporation



“We don't want a return  
to normal. We want to  
reset normal.”

Dawn Skinner  
NWT Women's Committee Chair,  
Public Service Alliance of Canada



“Leadership  
needs to reflect  
the society we all  
want to live in.”

Honourable Caroline Wawzonek  
Minister Responsible for the Status of Women



Funded by Women  
and Gender Equality  
Canada

## Workplace Sexual Harassment – Education & Information

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

Public education and information resources about workplace sexual harassment continue to be developed and distributed. These materials are for employers and employees and include information about the legal framework, rights and obligations, how to prevent and address WSH, and identify resources available in the NWT.

This past fiscal year, three training courses and related materials were developed and delivered: What to do if it happens to you – responding to workplace sexual harassment; How to be an ally; and WSH for employers. Three one-hour webinars and three information booklets were also developed. The booklets include Death by 1000 Cuts – responding to microaggressions, Incivility, Bullying and Harassment, and Responding to Disclosures for Employers. Consultations also identified the need for customized materials and training for specific audiences.



## Trauma and Violence-Informed Approaches Resources

Family violence, sexual violence, and all forms of gender-based violence occur daily throughout the Northwest Territories. Gender-based violence causes immediate, short-term, and long-term suffering and trauma for the person who experienced it and may also have a negative impact on their caring circle of family and friends.

This reality highlights the need for widespread adopting of trauma- and violence-informed approaches; a need and a reality identified through our intimate partner violence research project. Accordingly, Women and Gender Equality Canada provided funding to support the development of trauma and violence-informed resources for the Northwest Territories.



This project involved consultations with relevant community partners, in the gender-based violence sector, to inform the scope and development of these resources. Additionally, input was provided by consultants with the Centre for Research and Education on Violence Against Women and Children, Faculty of Education at the University of Western Ontario. Some content within these resources was also modified with permission from Equip Health Care – Equipping for Equity.

Resources developed include a comprehensive Practical Guide to Trauma and Violence-Informed Approaches available in a print and virtual format, and on a dedicated website: <https://www.walkasonetvia.com/>

This practical guide is designed to help staff and organizations deliver trauma and violence-informed services to their clients and to take better care of themselves and their staff. Training is to accompany this guide to facilitate understanding and implementation.

Below are key terms reflecting trauma and violence-informed approaches.





## Family Violence Prevention Month 2021

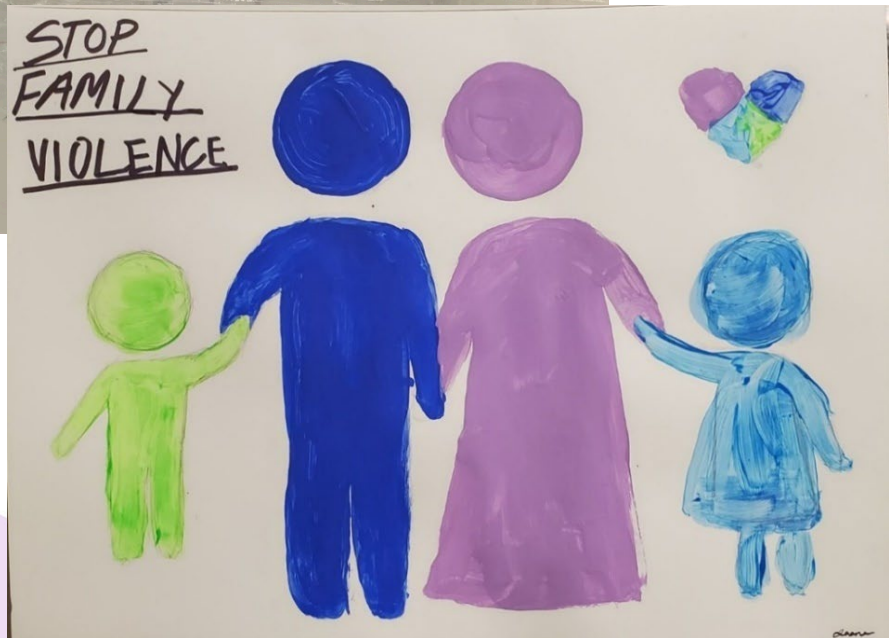
The Status of Women worked with numerous community partners to coordinate Family Violence Prevention Month activities across the territory in November 2021 (and beyond). Funding was provided to thirty community entities to host events in eighteen communities plus Yellowknife (bringing the total to 19 communities). Some community entities focused on youth, some focused specifically on women or men, and some focused on the whole community.

Scavenger hunts, community walks, family movie nights, art contests, sewing circles, workshops, training, game nights, radio shows, and more took place across the NWT as communities held covid-friendly family violence prevention/health family activities.



Photo from the Fort Liard Community Awareness Walk

The Status of Women hosted weekly public skates in Yellowknife to promote healthy relationships and healthy families. We also ran a family violence prevention month video at the local theatre. Additionally, we hosted a virtual, territorial-wide art contest. Many children submitted colouring sheets for us to feature on our Facebook. Other submissions included a video, art, and a poem featured on the next page.



Picture above submitted to our art contest by Jaana in Fort Liard

## Home

By Rachel Schooley, Inuvik

### Home sounds like

Laughter, music, little voices making big noise in echoing hallways

Words of encouragement, we apologize as needed.

### Home smells like

Warm coffee, food cooking, clean laundry and wet dogs,

The air is clear, not heavy; we breathe deep in our shared space.

### Home looks like

Laundry, LEGOs, and more indoor plants than I can realistically manage

The lights are soft, we do not need to shield our eyes.

### Home tastes like

A crisp pea from the garden plot, a kiss, my child's half-eaten apple

Sweet and sour, but nothing leaves a bad taste lingering too long.

### Home feels like

Walking onto the tundra on a warm summer night, softness beneath the feet

No need to creep cautiously on thin ice, we can plant our feet firmly.

## 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. This social media 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.**





## December 6th Vigil: the National Day of Remembrance and Action on Violence Against Women

In 2021, we were able to hold our annual vigil indoors in Yellowknife on the evening of December 6<sup>th</sup>. Due to the gathering restrictions and to include people from across the territory, we also livestreamed the vigil. Each year, we host this vigil to remember the 14 women killed at L'Université de Montréal's École Polytechnique in 1989; to remember all the women we have lost to gender-based violence; to remember the missing and murdered Indigenous women; and to remember the 22 women killed in the Northwest Territories between 1997 and 2021. We paid a special tribute to the three young women murdered in the Northwest Territories in 2020:



### Breanna Menacho

Breanna was violently killed in Yellowknife on May 5, 2020. She was 22 years old at the time of her death.

Breanna planned to go to college to become a personal support worker.

"She was sweet and kind and loving. This is why it is so hard to believe anyone would consider harming her in any way. I can't explain how broken my heart is or how empty I feel," says Menacho's mother, Lisa Zoe. "Each day is a struggle because sadly for us life goes on without Breanna."

## December 6th Vigil: the National Day of Remembrance and Action on Violence Against Women



### Meg Kruger

Meg was violently killed in Hay River on September 9, 2020.

She was 18 years old at the time of her death; mere days away from her 19th birthday.

Meg has five siblings and was the youngest child of Marnie and Jack Kruger of Hay River. Jack was a long-serving member of the RCMP. In her mother's words, Meg was "that adorable, spunky girl that brought a smile to everyone's face."

Meg is sadly missed by her family, friends, and the community of Hay River.



### Viktoria Lafferty

Viktoria was violently killed in Yellowknife on October 31, 2020.

Viktoria was 29 years old at the time of her death; a lifetime of love, laughter, and adventure ahead of her.

In the words of her mother, "A piece of my heart left with you. Forever in my heart my baby girl."

Viktoria is dearly missed by her family, friends, and community.

Each year, this vigil is also a call to action – to end violence against women. Thus, after the candles were lit for Breanna, Meg, and Viktoria, and the remaining 19 women, we observed a moment of silence. Then, we invited those in attendance to make a pledge – to identify concrete actions they or all of us working together can take to eliminate violence against women and girls.

### **National Day of Remembrance and Action on Violence Against Women**

I pledge to:

- Never stop talking about violence against women
- Believe and support those expressing violence in their relationship /life.
- Never condone jokes or slurs against women & girls
- Never justify violent acts
- Continue praying that one day violence against women & girls will end.

Premier Cochrane, NWT  
Dec 6, 2021



### **National Day of Remembrance and Action on Violence Against Women**

We pledge to:

- always face each and every situation and/circumstance with compassion to honour and be a voice against violence against women and girls.

Lisa and Chanise  
In memory of Breanna Menacho  
Dec 6, 2021



## National Day of Remembrance and Action on Violence Against Women

I pledge to:

- continue to engage men to think about their personal accountability and complicity on issues of gender-based violence and sexual assault & harassment.

Jay Boast  
Answer the Call  
Dec 6, 2021



STATUS  
OF THE

## National Day of Remembrance and Action on Violence Against Women

I pledge to:

- Listen
- Advocate
- Act
- Raise boys who stand up and do the same

Caitlin, MLA Kam Lake  
Dec 6, 2021



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## National Day of Remembrance Action on Violence Against Wo

I pledge to:

- speak out when I see violence, whether physical or mental and to be a role model with my own behaviour.

Charles Dent,  
NWT Human Rights  
Commission  
Dec 6, 2021



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Funded by NAPEG and PSAC  
NWT Women's Regional  
Committee



## Safety Planning Resources

Women who participated in our intimate partner violence ('IPV') research project told us that they needed safe and timely access to discrete and accurate safety planning resources to help them plan and make decisions to keep them and their loved ones safe.

We secured funding from Mountain Province Diamonds and De Beers Group, operator of the Gahcho Kué Mine in the NWT, and the NWT Victims Assistance Fund to support the development of these resources.

**Trying to survive in or escape a violent relationship can be exhausting and emotionally draining.**

There are a number of things you can do to help you cope in difficult times.

Always remember that safety – your own as well as the safety of your children – is what matters the most.

Get help with creating your own safety plan whether you are staying or wanting to leave your partner. Visit [safepathwaysnt.ca](https://www.safepathwaysnt.ca)

**CALL 911 IF YOU ARE IN IMMEDIATE DANGER.**

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OF THE NORTHWEST TERRITORIES

The Safety Planning print resources were distributed across the territory and at least one resource binder was provided to each community. Additionally, a dedicated Safety Planning website, <https://www.safepathwaysnt.com/>, which interacts with a web app, went live early in 2022. These resources were also advertised extensively in February 2022 with Cabin Radio and NNSL media. Bookmarks, postcards, and posters advertising SafePathways (the website and app) were distributed to an additional 80 recipients to create greater awareness of these resources.

## Responding to Economic Abuse

The Status of Women started a new project, Responding to Economic Abuse – a systemic approach to change, in the fall of 2021. This project is designed to create systemic change for marginalized women in the NWT by:

- Encouraging policy and procedure changes in government, employers, and financial services around economic abuse;
- Developing resources to educate service providers and survivors of economic abuse on signs of economic abuse, and strategies for, reclaiming economic empowerment; and
- Reducing the stigma felt by those with lived experience of economic abuse

Research and consultations were conducted in 2021/22 resulting in the identifying of specific gaps in information and resources needed in the NWT. A report will be published in the summer of 2022 capturing the research findings, consultations, and resulting recommendations.

Thank you to Women and Gender Equality Canada for providing the funding to realize this project.



Policy-Makers & Legislators



Financial Institutions & Organizations



Service Providers & Affected Individuals

# Amazing Northern Women

## International Women's Month 2022

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 2022, we celebrated International Women's Day for the entire month of March. We partnered with the NWT Chamber of Commerce and TrueNorth 100.1 FM to feature amazing northern women.



# Amazing Northern Women 2022

**DIRECTOR OF PROTECTIVE SERVICES & FIRE CHIEF  
CYNTHIA HAMMOND**  
YUKON

In 1996, Cynthia earned her first job as a volunteer fire responder in Kluane, Yukon. In 2012, she was named the Young Chief for the Yukon Fire Department. In 2015, she was named the Young Chief for the Yukon Fire Department. In 2017, she was named the Young Chief for the Yukon Fire Department. In 2019, she was named the Young Chief for the Yukon Fire Department. In 2021, she was named the Young Chief for the Yukon Fire Department.

STATUS OF WOMEN COUNCIL OF THE NWT

**LASKA NERYSOO**  
INUVIK

Laska is a proud Inuvik resident and a member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**BETH HUDSON**  
LUTHER AND FIRST NATION

Beth is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**RENEE SANDERSON**  
YELLOWKNIFE

Renee is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**MARIE SWANSON**  
INUVIK

Marie is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**DORATHY JANE**  
NORMAN WELLS

Dorothy is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**KAYLA TURNER**  
NORMAN WELLS

Kayla is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**MAHALIA YAKELYA NEWMARK**  
YELLOWKNIFE

Mahalia is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**DARLENE SIBBESTON**  
FORT SIMCOX

Darlene is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

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**SUZANNE BOUCHER-HANNA**  
INUVIK

Suzanne is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**KIERA-DAWN KOLSON**  
YELLOWKNIFE

Kiera-Dawn is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**CHARLOTTE DIGNESS**  
YELLOWKNIFE

Charlotte is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**KIRSTEN FISHER**  
INUVIK

Kirsten is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

**WESTERN ARCTIC YOUTH COLLECTIVE (WAYC)**  
INUVIK

WAYC is a proud member of the Inuvik Inuit community. She is currently working as a project manager for the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community. She is also a member of the Inuvik Inuit community.

STATUS OF WOMEN COUNCIL OF THE NWT

*"A butterfly supernova spreads its silken wings..."*

Jennifer Elise Foerster



## Appendix 1

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/Consultations**

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

Canadian Centre for Women's Empowerment – Policy Development Committee

Coalition Against Family Violence

Government of Canada – Policy Community Group

Government of the Northwest Territories – Budget Dialogue 2021

GNWT Diversity and Inclusion Framework – Stakeholder Engagement

Missing and Murdered Indigenous Women and Girls Territorial Group

National Advisory Council on Poverty

National Working Group for Economic Justice

NWT Anti-Poverty Roundtable

NWT Network to Prevent Abuse of Older Adults

## **Committees/Groups/Consultations – cont.**

PLEAC Workplace Sexual Harassment Working Group

Sexual Assault Investigation Review Committee

Women in Leadership Foundation – Bridges to Gender Equality  
Advisory Committee

## **Presentations**

Gender-Based Violence in the North – presentation to CDETNO and open to the public

Various presentations related to our Workplace Sexual Harassment project

Leadership presentation at the Yellowknife Chamber's Trailblazer event

Various presentations and webinars related to advancing gender equity

## Appendix 2 – SAIRC Annual Report



### **RCMP G Division Criminal Operations Summary - Sexual Assault Investigations Review Committee's Feedback, Recommendations & RCMP Actions - 2021**

## Appendix 2 – SAIRC Annual Report



### BACKGROUND

The NT Sexual Assault Investigations Review Committee (SAIRC) was created to provide investigative oversight to randomly selected NT sexual assault cases classified as “not cleared by charge,” including files classified as “unfounded” to ensure investigations are thorough, impartial, and properly classified as well as to identify any systemic gaps or barriers.

The NT SAIRC is comprised of territorial stakeholders, representing victim services organizations and victim/community advocates and the RCMP. The NT SAIRC is supported by the GNWT Department of Justice.

### METHODOLOGY

Since its inception, twenty-six investigations have been reviewed by the committee: two in 2019, seven in 2020, and seventeen in 2021.

In 2021, committee meetings were held on April 15th and 16th, 2021 and November 18th and 19th, 2021. The randomly selected investigations were from eight communities, varying in size from small to large. The status for these files included the clearance codes of: Insufficient Evidence to Proceed, Unfounded and Victim/Complainant Declines to Proceed. The committee completed one standardized checklist after reviewing each case. The checklist assisted the committee in navigating police investigations and will assist the NT RCMP in identifying trends, gaps and barriers in police investigations.

Included in the checklists are feedback for: the victims, subject of complaints (SOC), witnesses, evidence collection, reports, case specific findings/recommendations and the RCMP’s follow-up actions.

### RESULTS

The following information gives an overall summary of the feedback and recommendations provided by the committee; it also includes the RCMP’s follow-up actions.

Overall the committee found that NT RCMP investigations continue to improve in thoroughness, timeliness and trauma informed practices.

The NT RCMP has held five review committee meetings since 2019



## Appendix 2 – SAIRC Annual Report



The committee provided feedback on all cases reviewed and gave specific recommendations on one investigation which included steps for the RCMP to consider. The NT RCMP concurred with these recommendations and they were forwarded to investigators for follow up.

The committee identified that police reports should be consistent, objective and proofread. Victims should be referred to available community supports such as Victim Services and Medical Services and the NT RCMP should ensure that appropriate interview rooms are available.

The committee recommended that investigators should not assume a person's gender identity and that the NT RCMP should continue to improve upon interview training for its officers.

The committee also found that supervisory oversight and guidance were well documented on most investigations.

Detachment supervisors for each of the files reviewed were advised of the committee's findings with the goal of improving investigations.

Feedback from the review committee is presented to all Detachment Commanders by the RCMP Divisional SAIRC Coordinator on a yearly basis. The advocates' feedback has also contributed to the creation of a NT RCMP specific Sexual Assault Investigators Course.

### CONCLUSION

The NT RCMP is committed to continually improving its response to survivors of sexual violence and would like to thank all their partners who are committed to SAIRC.

One Yellowknife community advocate who has been involved in all five reviews stated, "It is encouraging to be able to see improvements over time in the practices we're seeing in file reviews. Our feedback is taken seriously and acted upon, and we've witnessed real changes in the way that investigations are conducted and victims are treated, supported and followed up with."

"The NT Sexual Assault Investigations Review Committee helps bring transparency and accountability to our investigations. We are committed to providing the best service possible to survivors of sexual assault," states Cpl. Jesse Aubin, NT RCMP SAIRC Coordinator.

"The importance of having concerned and engaged members of our communities involved in initiatives, such as the SAIRC, cannot be stressed enough," states Inspector Dyson Smith, Assistant Criminal Operations Officer.

**STATUS OF WOMEN COUNCIL OF THE NWT**  
**Yellowknife, NT**

**FINANCIAL STATEMENTS**  
**For the year ended March 31, 2022**

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

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

## **MANAGEMENT'S RESPONSIBILITY FOR REPORTING**

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

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

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

Executive Director

June 15, 2022





# AVERY COOPER & Co. LTD.

Chartered Professional Accountants

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Yellowknife, NT X1A 2P2  
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## 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, 2022, 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, 2022, and the results of its 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 8 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 15, 2022

# STATUS OF WOMEN COUNCIL OF THE NWT

## STATEMENT OF FINANCIAL POSITION

March 31, 2022

### ASSETS

	2022	2021
<b>CURRENT</b>		
Cash	\$ 306,457	\$ 8,185
Accounts receivable (note 3)	58,052	114,515
	364,509	122,700
<b>DESIGNATED CASH</b>	81,751	81,745
<b>TANGIBLE CAPITAL ASSETS (note 4)</b>	5,321	7,601
	<b>\$ 451,581</b>	<b>\$ 212,046</b>

### LIABILITIES

<b>CURRENT</b>		
Trade payables and accruals (note 5)	\$ 120,623	\$ 28,354
Wages and benefits payable (note 6)	66,415	36,367
Deferred revenue (note 7)	48,617	28,057
Government remittances payable	14,443	16,129
	250,098	108,907

**CONTINGENCIES (note 8)**

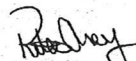
### FUND BALANCES

<b>UNRESTRICTED SURPLUS (DEFICIT) per page 3</b>	100,624	13,806
<b>INVESTED IN TANGIBLE CAPITAL ASSETS per page 3</b>	5,321	7,601
<b>CONTINGENCY FUND per page 3</b>	65,538	51,732
<b>BENEFITS FUND per page 3</b>	30,000	30,000
	201,483	103,139
	<b>\$ 451,581</b>	<b>\$ 212,046</b>

Approved:



Chairperson



Member

# STATUS OF WOMEN COUNCIL OF THE NWT

## STATEMENT OF OPERATIONS

For the year ended March 31, 2022

	2022	2021
<b>REVENUES</b>		
Core - Schedule 1	\$ 565,882	\$ 515,693
Family Violence Prevention Month - Schedule 2	57,600	53,000
Leadership Gathering for Women - Schedule 3	30,263	48,468
NGO Stabilization Fund - Schedule 4	19,238	-
Safety Planning - Schedule 5	90,000	-
Economic Abuse - Schedule 6	81,920	-
MMIWG Engagement Session - Schedule 7	8,500	-
Trauma and Violence Informed - Schedule 8	106,635	-
Vigil - Schedule 9	1,150	2,500
Wise Women Awards - Schedule 10	804	23,456
Workplace Sexual Harassment - Schedule 11	310,218	255,530
MMIWG Tree of Honour Ceremonies	-	70,250
Elimination of Violence	-	20,068
Lens and Language	-	24,150
	<u>1,272,210</u>	<u>1,013,115</u>
<b>EXPENSES</b>		
Core - Schedule 1	467,538	483,104
Family Violence Prevention Month - Schedule 2	57,600	53,000
Leadership Gathering for Women - Schedule 3	30,263	48,468
NGO Stabilization Fund - Schedule 4	19,238	-
Safety Planning - Schedule 5	90,000	-
Economic Abuse - Schedule 6	81,920	-
MMIWG Engagement Session - Schedule 7	8,500	-
Trauma and Violence Informed - Schedule 8	106,635	-
Vigil - Schedule 9	1,150	2,499
Wise Women Awards - Schedule 10	804	23,456
Workplace Sexual Harassment - Schedule 11	310,218	255,525
MMIWG Tree of Honour Ceremonies	-	70,250
Elimination of Violence	-	20,068
Lens and Language	-	24,143
	<u>1,173,866</u>	<u>980,513</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ 98,344</u>	<u>\$ 32,602</u>



# STATUS OF WOMEN COUNCIL OF THE NWT

## STATEMENT OF CHANGES IN FUND BALANCES

For the year ended March 31, 2022

	2022				
	Unrestricted Surplus (Deficit)	Invested in Tangible Capital Assets	Contingency Fund	Benefits Fund	Total
<b>BALANCE, opening</b>	\$ 13,806	\$ 7,601	\$ 51,732	\$ 30,000	\$ 103,139
Excess of revenues over expenses	98,344	-	-	-	98,344
Transfers	(13,806)	-	13,806	-	-
Amortization of tangible capital assets	2,280	(2,280)	-	-	-
<b>BALANCE, closing</b>	<u>\$ 100,624</u>	<u>\$ 5,321</u>	<u>\$ 65,538</u>	<u>\$ 30,000</u>	<u>\$ 201,483</u>
	2021				
	Unrestricted Surplus (Deficit)	Invested in Tangible Capital Assets	Contingency Fund	Benefits Fund	Total
<b>BALANCE, opening</b>	\$ (20,073)	\$ 8,878	\$ 51,732	\$ 30,000	\$ 70,537
Excess of revenues over expenses	32,602	-	-	-	32,602
Amortization of tangible capital assets	1,277	(1,277)	-	-	-
<b>BALANCE, closing</b>	<u>\$ 13,806</u>	<u>\$ 7,601</u>	<u>\$ 51,732</u>	<u>\$ 30,000</u>	<u>\$ 103,139</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## STATEMENT OF CASH FLOWS

For the year ended March 31, 2022

	<u>2022</u>	<u>2021</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Cash receipts from contributions and donations	\$ 1,278,233	\$ 834,580
Cash paid for materials and services	(617,455)	(550,910)
Cash paid for wages and benefits	<u>(362,500)</u>	<u>(411,964)</u>
<b>INCREASE (DECREASE) IN CASH</b>	298,278	(128,294)
<b>CASH, opening</b>	<u>89,930</u>	<u>218,224</u>
<b>CASH, closing</b>	<u>\$ 388,208</u>	<u>\$ 89,930</u>
<b>REPRESENTED BY:</b>		
Cash	\$ 306,457	\$ 8,185
Designated cash	<u>81,751</u>	<u>81,745</u>
	<u>\$ 388,208</u>	<u>\$ 89,930</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## NOTES TO THE FINANCIAL STATEMENTS

March 31, 2022

### 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, 2022

### 2. SIGNIFICANT ACCOUNTING POLICIES, continued

#### (a) Cash and cash equivalents

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

#### (b) Financial instruments

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

#### (c) Tangible capital assets

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

Computer equipment	30%
Equipment	20%

#### (d) Employee future benefits

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

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

#### (e) Revenue recognition

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

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

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

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

# STATUS OF WOMEN COUNCIL OF THE NWT

## NOTES TO THE FINANCIAL STATEMENTS

March 31, 2022

### 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>2022</u>	<u>2021</u>
GNWT - Health & Social Services	\$ 14,201	\$ 25,076
Canada - Justice Partnership and Innovation Program	31,022	89,439
Canada - Women and Gender Equality (WAGE)	<u>12,829</u>	<u>-</u>
	<u>\$ 58,052</u>	<u>\$ 114,515</u>



# STATUS OF WOMEN COUNCIL OF THE NWT

## NOTES TO THE FINANCIAL STATEMENTS

March 31, 2022

### 4. TANGIBLE CAPITAL ASSETS

	2022		2021	
	Cost	Accumulated amortization	Net	Net
Computer equipment	\$ 58,081	\$ 52,760	\$ 5,321	\$ 7,601
Equipment	4,870	4,870	-	-
	\$ 62,951	\$ 57,630	\$ 5,321	\$ 7,601

### 5. TRADE PAYABLES AND ACCRUALS

	2022	2021
Trade payables	\$ 90,734	\$ 1,940
Scotiabank Visa	9,209	8,289
Accrued liabilities	20,680	18,125
	\$ 120,623	\$ 28,354

### 6. WAGES AND BENEFITS PAYABLE

	2022	2021
Wages payable	\$ 27,959	\$ 12,449
Severance liability	11,372	5,365
Vacation and lieu payable	27,084	18,553
	\$ 66,415	\$ 36,367

# STATUS OF WOMEN COUNCIL OF THE NWT

## NOTES TO THE FINANCIAL STATEMENTS

March 31, 2022

### 7. DEFERRED REVENUE

Deferred revenue as at March 31, 2022, consists of the following:

	<u>2022</u>	<u>2021</u>
Gender Equity	\$ 2,237	\$ -
NGO Stabilization	-	19,238
Trauma and Violence Informed	38,365	-
Wise women	<u>8,015</u>	<u>8,819</u>
	<u>\$ 48,617</u>	<u>\$ 28,057</u>
Deferred revenue, opening	28,057	59,049
Receipts	175,000	41,000
Funding expended	<u>(154,440)</u>	<u>(71,992)</u>
	<u>48,617</u>	<u>28,057</u>

### 8. CONTINGENCIES

There has been 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.

# STATUS OF WOMEN COUNCIL OF THE NWT

## NOTES TO THE FINANCIAL STATEMENTS

March 31, 2022

### 9. CONTRACTUAL RIGHTS

As at March 31, 2022, 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:

	GNWT - Department of Status of Women	Canada Justice Partnership and Innovation Program	WAGE Canada	Total
2023	\$ 444,000	\$ 503,426	\$ 159,916	\$ 947,426
2024	444,000	490,615	103,644	934,615
2025	444,000	-	-	444,000
2026	444,000	-	-	444,000
	<u>\$ 1,776,000</u>	<u>\$ 994,041</u>	<u>\$ 263,560</u>	<u>\$ 2,770,041</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

	2022	2021
Government grants and contributions	\$ 1,085,760	\$ 892,579
Contributed rent	71,000	71,000
Sponsorship, donations and events	65,882	2,986
Administration fees	49,562	46,538
Interest income	6	13
	<u>\$ 1,272,210</u>	<u>\$ 1,013,116</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## NOTES TO THE FINANCIAL STATEMENTS

March 31, 2022

### 12. COMMITMENT

As at March 31, 2022, the Council has outstanding quarterly commitments of \$1,356 with respect to an office equipment lease expiring March 31, 2026 as follows:

2023	\$	5,424
2024		5,424
2025		5,424
2026		<u>5,424</u>
	\$	<u>21,696</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>2022</u>	<u>2021</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>2022</u>	<u>2021</u>
Contingency Fund	\$ 51,732	\$ 38,882
Transfer from unrestricted surplus	<u>13,806</u>	<u>12,850</u>
Contingency Fund, closing	<u>\$ 65,538</u>	<u>\$ 51,732</u>

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

# STATUS OF WOMEN COUNCIL OF THE NWT

## NOTES TO THE FINANCIAL STATEMENTS

March 31, 2022

### 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, 2022, the Council has a \$20,000 (2021 - \$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>2022</u>	<u>2021</u>
Revenue		
GNWT - Executive & Indigenous Affairs	\$ 481,067	\$ 417,456
GNWT - Department of Justice	54,200	47,067
GNWT - Health & Social Services	28,400	50,150
GNWT - Municipal & Community Affairs	19,238	-
GNWT - Infrastructure (Contributed rent)	<u>71,000</u>	<u>71,000</u>
	<u>\$ 653,905</u>	<u>\$ 585,673</u>
Expenses		
GNWT - Infrastructure (Contributed rent)	\$ 71,000	\$ 71,000
GNWT - Financial Shared Services	2,347	3,077
Northwest Territories Health and Social Services Authority	<u>1,250</u>	<u>1,250</u>
	<u>\$ 74,597</u>	<u>\$ 75,327</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, 2022

### 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, 2022

### SCHEDULE OF CORE

### Schedule 1

	<u>2022</u>	<u>2021</u>
<b>REVENUES</b>		
GNWT - Executive & Indigenous Affairs	\$ 444,000	\$ 393,999
GNWT - Infrastructure - Contributed Rent	71,000	71,000
Administration Recovery	49,562	46,538
Miscellaneous	<u>1,320</u>	<u>4,156</u>
	<u>565,882</u>	<u>515,693</u>
<b>EXPENSES</b>		
Advertising	10,280	2,970
Amortization	2,280	1,277
Contributed Rent	71,000	71,000
Equipment Rental	5,627	7,554
Honoraria	6,009	7,250
Interest & Bank Charges	104	77
Mail Service	1,852	995
Meetings	957	1,996
Professional Development - Staff	3,727	7,441
Professional/Contract Services	35,063	39,004
Resources/Subscriptions	1,092	2,198
Supplies	5,788	5,253
Technology	4,516	9,424
Telecommunications	9,414	10,051
Travel	8,412	5,500
Wages & Benefits	<u>301,417</u>	<u>311,114</u>
	<u>467,538</u>	<u>483,104</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ 98,344</u>	<u>\$ 32,589</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

<b>SCHEDULE OF FAMILY VIOLENCE PREVENTION MONTH</b>	<b>Schedule 2</b>	
	<u>2022</u>	<u>2021</u>
<b>REVENUES</b>		
GNWT - Justice	\$ 29,200	\$ 27,000
GNWT - Health & Social Services	<u>28,400</u>	<u>26,000</u>
	<u>57,600</u>	<u>53,000</u>
<b>EXPENSES</b>		
Administration	3,196	3,169
Community Events	39,340	34,545
FV Resource Package	10,199	9,828
Marketing & Communications	2,170	2,605
Postage & printing	1,464	1,752
YK Event	<u>1,231</u>	<u>1,101</u>
	<u>57,600</u>	<u>53,000</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ -</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

### SCHEDULE OF LEADERSHIP GATHERING FOR WOMEN

### Schedule 3

	<u>2022</u>	<u>2021</u>
<b>REVENUES</b>		
GNWT - Executive & Indigenous Affairs	\$ 27,763	\$ -
Other	2,500	-
Deferred Revenue	<u>-</u>	<u>48,468</u>
	<u>30,263</u>	<u>48,468</u>
<b>EXPENSES</b>		
Administration	-	5,105
Facility Rental	-	2,500
Freight	64	-
Honoraria	1,762	-
Marketing & Communications	15,055	30,640
Materials & Supplies	2,076	223
Wages & Benefits	-	10,000
Program delivery/costs	<u>11,306</u>	<u>-</u>
	<u>30,263</u>	<u>48,468</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<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, 2022

### SCHEDULE OF NGO STABILIZATION FUND

### Schedule 4

	<u>2022</u>	<u>2021</u>
<b>REVENUE</b>		
GNWT - Municipal & Community Affairs	\$ 19,238	\$ -
<b>EXPENSES</b>		
Professional Fees	<u>19,238</u>	<u>-</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ -</u>



# STATUS OF WOMEN COUNCIL OF THE NWT

## SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

### SCHEDULE OF SAFETY PLANNING

### Schedule 5

	<u>2022</u>	<u>2021</u>
<b>REVENUE</b>		
GNWT - Justice	\$ 25,000	\$ -
De Beers Canada	<u>65,000</u>	<u>-</u>
	<u>90,000</u>	<u>-</u>
<b>EXPENSES</b>		
Professional fees	71,623	-
Marketing & communications	7,500	-
Print/Publication & Distribution	10,078	-
Freight/Transportation	<u>799</u>	<u>-</u>
	<u>90,000</u>	<u>-</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ -</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

### SCHEDULE OF ECONOMIC ABUSE

### Schedule 6

	<u>2022</u>	<u>2021</u>
<b>REVENUE</b>		
Canada - Women and Gender Equity	<u>\$ 81,920</u>	<u>\$ -</u>
<b>EXPENSES</b>		
Professional Fees	71,200	-
Catering	1,500	-
Salaries and benefits	7,100	-
Administration	<u>2,120</u>	<u>-</u>
	<u>81,920</u>	<u>-</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<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, 2022

### SCHEDULE OF MMIWG ENGAGEMENT SESSION

### Schedule 7

	<u>2022</u>	<u>2021</u>
<b>REVENUE</b>		
Executive & Indigenous Affairs	\$ 8,500	\$ -
<b>EXPENSES</b>		
Administration fees	1,864	-
Wages and benefits	69	-
Project travel	4,167	-
Honoraria	<u>2,400</u>	<u>-</u>
	<u>8,500</u>	<u>-</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ -</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

### SCHEDULE OF TRAUMA AND VIOLENCE INFORMED

Schedule 8

	<u>2022</u>	<u>2021</u>
<b>REVENUE</b>		
Canada - Women and Gender Equity	<u>\$ 106,635</u>	<u>\$ -</u>
<b>EXPENSES</b>		
Materials & Supplies	700	-
Office Equipment	280	-
Program delivery/costs	407	-
Professional fees	40,609	-
Marketing & Communications	39,145	-
Print/Publication & Distribution	9,494	-
Salaries and Benefits	<u>16,000</u>	<u>-</u>
	<u>106,635</u>	<u>-</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<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, 2022

### SCHEDULE OF VIGIL

### Schedule 9

	<u>2022</u>	<u>2021</u>
<b>REVENUE</b>		
Sponsorship, Donations & Events	\$ 1,150	\$ 2,500
<b>EXPENSES</b>		
Catering	-	16
Facility Rental	140	-
Marketing & Communications	216	1,175
Materials & Supplies	434	1,308
Administration	<u>360</u>	<u>-</u>
	<u>1,150</u>	<u>2,499</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ 1</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

### SCHEDULE OF WISE WOMEN AWARDS

Schedule 10

	<u>2022</u>	<u>2021</u>
<b>REVENUES</b>		
Deferred Revenue	\$ 804	\$ 7,275
Grants, Sponsorships	<u>-</u>	<u>16,181</u>
	<u>804</u>	<u>23,456</u>
<b>EXPENSES</b>		
Awards & Recognition	25	4,372
Catering	-	9,816
Freight/Transportation	29	168
Marketing & Communications	806	6,139
Materials & Supplies	-	15
Print/Publication & Distribution	-	50
Program Delivery	(56)	1,000
Project Travel	<u>-</u>	<u>1,896</u>
	<u>804</u>	<u>23,456</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ -</u>



# STATUS OF WOMEN COUNCIL OF THE NWT

## SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

### SCHEDULE OF WORKPLACE SEXUAL HARASSMENT

Schedule 11

	<u>2022</u>	<u>2021</u>
<b>REVENUE</b>		
Justice Canada	\$ 310,218	\$ 255,530
<b>EXPENSES</b>		
Accounting & Legal	5,105	5,000
Administration	40,463	33,330
Honoraria	6,000	3,000
Marketing & Communications	5,650	20,000
Office Equipment	-	8,820
Operating	996	5,220
Print/Publication & Distribution	15,880	1,840
Professional Fees	99,500	43,500
Program Delivery	70,950	69,000
Project Travel	130	415
Wages & Benefits	62,550	65,400
Training	2,994	-
	<u>310,218</u>	<u>255,525</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ -</u>	<u>\$ 5</u>

# STATUS OF WOMEN COUNCIL OF THE NWT

## SCHEDULES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2022

### SCHEDULE OF EXPENSES BY OBJECT

### Schedule 12

	<u>2022</u>	<u>2021</u>
Program delivery costs	\$ 11,713	\$ -
Administration Fees	48,247	50,104
Advertising & Promotion	80,846	74,800
Amortization	2,280	1,277
Awards/Volunteer Appreciation	25	4,372
Community Events	43,168	64,974
Computer	4,516	18,324
Equipment Rental	5,627	7,554
Equipment Use	3,723	3,766
Freight/ Postage	2,743	3,345
Honoraria	16,171	10,250
Interest & Bank Charges	104	77
Office Supplies	6,244	5,476
Office and administration	996	5,220
Print/Publication & Distribution	36,916	3,642
Professional/Contract Services	409,821	208,687
Contributed Rent	71,000	71,000
Resources & Subscriptions	13,746	35,828
Staff Training	2,994	-
Telecommunications	9,414	10,051
Travel and Accommodation	12,709	7,811
Wages & Benefits	<u>390,863</u>	<u>393,955</u>
	<u>\$ 1,173,866</u>	<u>\$ 980,513</u>

## **Status of Women Council of the NWT**

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**[statusofwomen.nt.ca](http://statusofwomen.nt.ca)**