

STATUS OF



COUNCIL  
OF THE NWT



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*Annual Report*  
**1994-1995**





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## *Letter of Transmittal*

June 29, 1995

Honourable Stephen Kakfwi  
Minister Responsible for the Status of Women  
Government of the Northwest Territories  
Box 1320, Yellowknife, N.W.T. X1A 2L9

Dear Mr. Kakfwi,

I am pleased to present to you the Annual Report of the Status of Women Council of the N.W.T. for the year ending March 31, 1995.

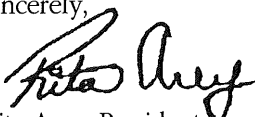
This past year we have continued our focus on supporting women and community groups who are working to bring about social change at the community level. One of the highlights in this area has been the production of our workshops facilitation manual *From Dark to Light: Regaining a Caring Community*. We are very grateful to the Government of the NWT for the support we have received for this project. We believe that the manual, which was developed by and for Northerners, will be an important tool to enable community people to carry out awareness and healing initiatives.

This year the Council also completed major projects in the area of women's health, and the education and career planning of teen women, and we have begun a new initiative concerning women, substance abuse and FAS/FAE.

I would like to express my gratitude to our Council members for their wisdom and hard work; together with our staff, other women and other groups, we are making a difference.

On behalf of the Council, I would like to thank your predecessor, the Hon. Nellie Cournoyea, yourself and your respective staff for your ongoing support of our efforts, and we look forward to continuing our work with women in the NWT.

Sincerely,



Rita Arey, President



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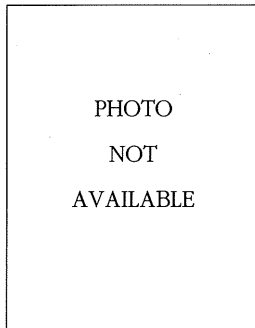
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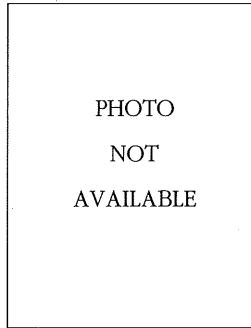
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### Council Staff:

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Diane Mahoney Community Worker

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Nancy Desjarlais Office Assistant

Katherine Koski Project Co-ordinator



*Board and staff of Status of Women Council, Yellowknife, October 1994. Photo: L. Hegeman*

## ***Background***

The Status of Women Council of the Northwest Territories was created in April, 1990, under the *Status of Women Council Act* of the Legislative Assembly of the NWT. The mandate of the Council is to work towards the equality of women in the NWT, through advice to the Territorial government, research, public education, advocacy on behalf of women, and assistance to women's groups. The Government of the NWT funds the operating costs of the Council through an annual contribution agreement.

Under the Act, the Council members are appointed by the NWT Minister Responsible for the Status of Women. During 1994-95, Di Ann Blesse and Eva Arreak were appointed to the Council and Bernadette Dean resigned.

The Council has an office located in space provided by the Government of the N.W.T. in Yellowknife. Written materials or videos can be borrowed from the Council office at no charge. We also provide information to the public on issues of concern to women.

The Status of Women Council Community Worker can provide workshops and information to help women's groups to organize or work on projects or issues, or to help other groups who are working on issues of concern to women.

## ***Involvement in meetings/conferences***

The Council met in Yellowknife in October, 1994, and by conference call four times during 1994/95. During the year Council members and staff had ongoing contact with many individual women, local women's groups and territorial and national women's organizations.

Council members or staff attended, organized or assisted with a number of major conferences and meetings in 1994/95, including:



*April 1994*

- Meeting of NWT shelters executive directors, Yellowknife
- Presentation on violence, Arctic college students, Yellowknife
- Presentation to House of Commons Special Committee on the GST, Edmonton
- Presentation to Federal Family Violence Prevention Initiative program staff, Ottawa

*May*

- Presentation on violence, St. Patrick's School, Yellowknife



*NWT Presentation to staff of Federal Family Violence Initiative, Ottawa, April 1994. Photo: D. Mahoney*

*June*

- NWT Literacy Council conference, Cambridge Bay
- Community Wellness Working Group, Yellowknife
- Meeting of Federal/Provincial/Territorial advisory councils on the status of women, Ottawa
- Presentation at Inuit Studies Conference, Iqaluit
- Presentation at Active Living Conference, Yellowknife
- Roundtable discussions with Vice-President of Canadian Advisory Council on the Status of Women, Yellowknife

*July*

- Family Violence Consultations with Ministers/senior staff of NWT Depts. of Justice, Health & Social Services, and Education, Culture & Employment, Yellowknife
- Constitutional Development Steering Committee (CDSC) staff working group, Yellowknife

*August*

- Consultations with Federal Depts. of Health and Justice re. national screening system for child molestation convictions, Yellowknife

*September*

- CDSC meeting, Norman Wells
- Consultations re. amendments to Labour Standards Regulations concerning Domestic Workers, Yellowknife
- Aboriginal Advisory Committee on Federal Corrections, Ottawa

*November*

- Workshop facilitation at Discovering Choices conference for grade 9 & 10 girls from Yellowknife and Rae/Edzo
- Presentation to House of Commons Standing Committee on Human Resource Development re. Social Security Reform, Yellowknife
- Community Wellness Working Group meeting, Rankin Inlet
- Women & Investment Seminar, Yellowknife
- CDSC community consultations, Sahtu, Deh Cho, Gwich'in, Inuvialuit, and Treaty Eight areas

## December

- Women's Conference re. Western Arctic Constitutional Development, Yellowknife
- CDSC community consultations, Dogrib area
- Presentation to Standing Committee on Legislation re. Ombudsman
- Consultations with Gender Equity Co-ordinator, Toronto Board of Education, Yellowknife



*Delegates to Western NWT Women's Constitutional Conference, Yellowknife, December 1994. Photo: D. Maboney*

## January, 1995

- Women's Caucus re. Western Arctic Constitution, Yellowknife
- Western Arctic Constitutional Conference, Yellowknife

## February

- Keewatin Regional Women's Conference, Rankin Inlet
- Meeting of Western advisory councils on the status of women, Vancouver

## March

- Presentation to Regional Nursing Officers meeting on health promotion, Yellowknife

- International Women's Day celebration, presentation of Council's Wise Women Awards, and official launch of *From Dark to Light: Regaining a Caring Community*, Yellowknife
- Roundtable on NWT Income Support Reform, Inuvik
- Meetings with representatives from Prairie WITT (Women in Trades & Technology), Yellowknife
- Final meeting, NWT Women's Health Resources Kit Advisory Committee, Yellowknife
- Child Abuse Conference, Banff
- CDSC meeting, Edmonton

## Activities and Initiatives

### *Violence against Women, Children and Elders*

We were pleased to see a number of territorial, regional and local organizations adopt resolutions similar to the Legislative Assembly zero tolerance Declaration on Family Violence during the past year. We were disappointed, however, by the GNWT decision to drop work on a detailed strategy to address violence, because of the work being done on the community wellness strategy. While we agree that community wellness is a key to reducing violence in the long-term, the very real needs of victims of violence must also be addressed in the present. These needs include shelter, counselling, advocacy, housing, programs for the children, legal support, and stronger legal means to keep the abuser away from the victims.

More public awareness and attitude change are also needed in order to reduce violence. We have received funding from GNWT Health & Social Services to produce a series of TV awareness clips on violence during the coming year. They will deal with the issues of spousal abuse, child abuse, elder abuse, sexual assault, sexual harassment, and substance abuse.



## *Sexual Harassment of Women*

During 1994-95 we continued our efforts to support and advocate on behalf of women who have been sexually harassed in the workplace. The harrasing behaviour can range from sexual comments all the way to sexual assault. Several complaints have finally been settled, however this long and difficult process has shown that the GNWT does not have adequate mechanisms to deal with sexual harassment complaints, both within its own workplace and in non-government workplaces.

As a result of these cases, the GNWT is reviewing how sexual harassment complaints by its employees are handled. The *Fair Practices Act* has also been strengthened; it provides some legal recourse in cases of discrimination, including discrimination in the workplace. Our advocacy on behalf of women who have been sexually harassed has convinced us that NWT human rights legislation is desperately needed, along with awareness campaigns on sexual harassment, directed to employers and the general public.

## *Sexual Assault*

We were outraged at the Daviault decision of the Supreme Court of Canada, which said that extreme drunkenness could be a defence to a crime of general intent, such as sexual assault. Our position was that drunkenness should never be a defence. The Govt. of Canada has proposed new legislation to define a "standard of reasonable care". It would state that people who voluntarily become so intoxicated that they lose control of their behaviour and cause harm to others, are violating this standard and can be held criminally responsible. This would in effect prevent intoxication from being accepted as a defence.

We supported amendments to the NWT *Limitation of Actions Act*, which removed the time limit for launching civil action in a sexual assault where the

perpetrator was in a position of trust for the victim, or where the victim was dependent on the perpetrator. This will benefit adult survivors of child sexual abuse, who may have repressed the memory of abuse for many years or did not feel ready to confront the abuser.

We have been working with several other groups on a review of the forensic evidence kit used in cases of sexual assault (the "rape kit"), and to look at ways to improve the response to victims of sexual assault. A report and recommendations based on this work will be available in July, 1995.

We are also involved with other groups in a needs assessment regarding short- and long-term help for survivors of sexual assault. We feel strongly that the silence and denial around sexual assault must be broken and ways found to treat victims and survivors. We believe sexual assault to be a significant factor in many suicides and suicide attempts by women and girls.

## *Child and Spousal Maintenance*

Maintenance (support) is money paid by one ex-partner to the other after the marriage or common-law relationship ends, to help with the living costs of the children and/or the ex-spouse. During 1994/95 amendments were made to the NWT *Maintenance Act* to entitle common-law ex-partners to apply for spousal maintenance; this will potentially benefit many women in the NWT. The new pamphlet and poster, entitled *We Owe It To Our Children*, have helped to raise awareness of child and spousal maintenance. The Maintenance Enforcement Office of the NWT Dept. of Justice has been doing excellent work to ensure that maintenance payments are made, for any Maintenance Orders that are registered with the Office.

In spite of this progress, we believe that the vast majority of NWT women are still not seeking or

receiving maintenance from their ex-partners. More promotion of the program is needed, so that women become more aware of their right to seek maintenance. The legal process involved in obtaining a Maintenance Order is very slow, and family law matters are not given priority by Legal Aid. It can often take two years to obtain a Maintenance Order, and the process is particularly difficult and discouraging to women living in smaller communities in the NWT. Ways must be found to speed up the process and make it more easily accessible to women across the NWT. We also believe that support payments should not be counted as income under the Federal Income Tax Act or social assistance regulations.

### *Women and Politics*

During 1994/95 the Council and the Native Women's Association of the NWT continued to work together to promote women's participation in the development of a constitution for the new Western Territory after division of the NWT in 1999. As part of this process, we received funding to hold a women's conference on the constitution in December, 1994, and a women's caucus before the first major constitutional conference in January, 1995. The Council, the Native Women's Association and many individual women attending the January constitutional conference stated that there must be guaranteed 50% representation of women in the Legislative Assembly of the Western Territory, and on government boards and agencies. We also want to see a Social Charter included in the new constitution.

We plan to continue our work on western NWT constitutional issues during 1995/96, in preparation for the next major constitutional conference in the spring of 1996.

In 1994 we responded to the Standing Committee on Legislation regarding how the "Ombudsman" (Access and Privacy Commissioner) office should be

established. We believe this should be done as one office as soon as possible, with a review in two years to see if the two functions should be split. One very important role of the office should be to give people information on how to appeal unfair decisions or treatment by government and who to contact to do this. (Under the legislation the Access and Privacy Commissioner can only take up cases where all other appeal routes have been tried). If the office is well promoted and has part-time staff in communities, we believe the number of inquiries will be very large.

### *Women and Education*

The Council and the NWT Network of the Canadian Congress for Learning Opportunities for Women (CLOW-NWT) have completed our joint project to consult teen women in the NWT on their education and career planning.

A detailed report on the project has been produced, along with a project summary and a magazine-style report to the young women who participated. As a follow-up to the project, we are producing a kit containing discussion guides, activities and resources on education and career issues, for use by anyone working with girls and adolescent women.

The Council also provided feedback to the Dept. of Education, Culture and Employment on its Strategy to 2010 and on Bill 25, the proposed Education Act. We strongly believe that the Preamble to the Act must include a recognition of equality rights, and the right to a learning environment free from violence or intimidation. We are also extremely concerned about the number of young people who are leaving the formal school system at an early age. There is a huge need for alternative programs for these children, and for assessment services and programs to address a wide range of learning disabilities at all ages.



## Child Care

During 1994/95 a number of improvements were made to the NWT Child Care program. Part-time and after-school care is now eligible for operating grants and parent subsidies. More low-income parents will qualify for the subsidy. Applications for parent subsidies are now assessed through a need test, rather than a simple income test. Higher start-up and operating grants are available for infant spaces or special needs children.



*Self-esteem workshop for junior high students given by our Community Worker, Taloyoak, January 1995. Photo: D. Maboney*

There are a number of issues in child care which must be addressed:

- many day cares have inadequate buildings and there is a need for capital grants to upgrade facilities
- in some communities with active day care committees, the lack of a suitable building is preventing the establishment of day care. The GNWT must provide several capital grants per year to allow for the construction of a facility in these cases.
- wages for child care workers are low and day cares cannot afford to offer benefits.
- many child care workers cannot access Early Childhood Education training in their community.

A practical, hands-on training module that can be delivered in the community is needed.

- few children with severe disabilities can attend daycare because there is no funding for hiring special needs aids.

## Income and Employment

During 1994/95 we provided input to two major initiatives - the Federal Social Security Reform initiative and the NWT Income Support Review.

Some key points that we made:

- equality of opportunity for women must be a basic principle in all programs.
- there must be support for training designed specifically to meet women's needs and interests. Most economic development and training initiatives in the NWT have been in sectors where very few women work, such as mining or construction. There is little support for sectors which are more interesting to most women, or for special training programs to encourage women into non-traditional work. This is not equitable and this way of doing things must change, so women are able to benefit more.
- women's self-employment in arts and crafts should receive support similar to that given through trappers/harvesters assistance programs.
- there must be community control over programs and resources for job creation, social assistance, and training and employment
- people should not be forced into work projects or training in order to receive social assistance, but should be strongly encouraged into training/employment by providing options and support that truly meet their needs.

With respect to the Investing in People work activity pilot projects of the GNWT, we are concerned that few women are benefitting, as most projects are

in areas such as construction or harvesting caribou. Women must be involved in all decisions about what kinds of work activity or training programs will take place.

### *Women's Health*

During 1994/95 we continued to work closely with the GNWT Department of Health and community organizations to develop a comprehensive resource kit on women's health issues and the rights of health consumers. Four booklets were produced and distributed, covering safer sex, your rights and responsibilities as a health care consumer, getting ready to visit your health care provider, and self-esteem. The Council also produced a video on Women and AIDS/STDs, entitled "Our New Sexuality", and a series of TV awareness clips for women on safer sex.

There are other women's health issues which we are discussing with the Dept. of Health. These include a possible breast cancer mammography screening program and ways to promote awareness and prevention of breast and other cancers in women.

### *Women and Substance Abuse*

The Council and four community women's groups are working in partnership to talk with women about their experience of substance abuse, and what is needed to provide effective treatment and support for them. This project will also look at ways to raise awareness of FAS/E and do effective prevention with high-risk women. Funding for this needs assessment project has been provided by Canada's Drug Strategy, and the Women's Program of Status of Women Canada. The findings will enable ourselves and others to advocate for the support and services that women need to deal with substance abuse and to prevent alcohol-related birth effects in children.

### *Community Wellness Strategy*

The Council participated in the Working Group consultations which helped develop the directions for the Strategy. The Strategy will basically set out a new way for the GNWT to work with communities to bring about community wellness. Communities will identify their own needs, goals and priorities for community wellness, and the GNWT will collaborate with them in various ways to enable them to reach their goals. Key areas are training and education for caregivers and others; prevention, healing and treatment; inter-agency co-operation; and community empowerment. The full Strategy is to be presented to the Legislative Assembly in early 1997.

Although we have been frustrated by some confusion in the process of developing the Strategy, we generally support the direction the GNWT is taking. Frontline workers, women's groups and other community people have been saying for a long time "give us the resources and support, and we will deal with our problems".



*Self-esteem workshop for community given by our Community Worker, Taloyoak, January 1995. Photo: D. Maboney*

## *From Dark To Light: Regaining A Caring Community*

### *Workshops Manual*

The *From Dark To Light: Regaining A Caring Community* manual is a project of the Women's Community Action Team (WCAT), an ad hoc committee of the Status of Women Council. Many facilitators and community people from across the NWT helped develop it. We believe the manual will be a valuable tool to assist community people in facilitating their own workshops in their community. It was officially launched at the Legislative Assembly in Yellowknife on March 8, 1995, and is available in English, French, and Inuktitut syllabics. We are deeply grateful to the many funders who supported the project.

During 1995/96 we will be developing a detailed funding proposal for a follow-up phase to train interested community people in facilitation skills and the use of the workshops manual.



*Planning workshop with Broughton Island Women's Group, September 1994. Photo: D. Maboney*

### *Community Worker Program*

The role of the Council's Community Worker is to provide workshops or information to assist NWT women's groups or other groups working on issues of concern to women. Workshops given by the Community Worker during 1994/5 include:



*Self-esteem workshop given by our community worker, Fort Good Hope, February 1995. Photo: D. Maboney*

### *Broughton Island*

- planning workshop for the Women's Group

### *Fort Good Hope*

- assertiveness and self-esteem workshop for community people
- proposal-writing workshop for community people
- parenting workshop

### *Fort Smith*

- effective communication workshop for Women's Correctional Centre workers

### *Inuvik*

- proposal-writing workshop for non-profit organizations people and students at Aurora College

### *Iqaluit*

- board development workshop for Regional Aggviik Society
- facilitator training workshop for the shelter and victims assistance workers

### *Pangnirtung*

- workshop on incorporation and board roles & responsibilities for the Mamiisaiyit Group

### *Rae-Edzo*

- booth on AIDS and safer sex at high school health fair

### *Rankin Inlet*

- board development workshop with Kataujaq Society



*Workshop with Wha Ti Ts'eko Society, March 1995.  
Photo: D. Maboney*

### *Taloyoak*

- self-esteem workshop with junior high school students
- self-esteem workshop for community people
- project planning workshop with the Innuiti Women's Group

### *Wha-Ti*

- workshop for women on how to start a women's group
- stereotypes and prejudices workshop with Aurora College students

### *Wrigley*

- workshop on planning and self-esteem for the Women's Group

### *Yellowknife*

- board development workshop for the Military Families Support Centre
- board development workshop for Yellowknife AIDS Society
- two workshops on bias and prejudice for Canadian Mental Health Association - NWT Branch
- board development workshop for staff and board of Yellowknife Association for Community Living

The Community Worker also assisted a number of other organizations with proposal-writing, preparation of workshops or conferences, or revision of by-laws:

- Broughton Island Women's Group
- Chesterfield Inlet Health Committee
- Deline Women's Group
- Fort Good Hope family violence program
- Fort Providence organizers of Regional Women's Conference
- Tunngatikkut Group and Qaqmaq Producers Group, Gjoa Haven
- Inuvik Pre-School Society
- Iqaluit Suicide Prevention Conference
- Rankin Inlet organizers of Regional Women's Conference



*Planning and self-esteem workshop with Wrigley Women's Group, March 1994. Photo: D. Maboney*





Board development workshop for staff and board of Yellowknife Association for Community Living October 1994. Photo: D. Maboney

- Taloyoak Ikajurtauvik Shelter
- Tuktoyaktuk Crisis Shelter
- Wha Ti Ts'eko Society and Community Learning Centre
- Community Wellness Strategy, AIDS Strategy

In 1992/93 we worked with several women's groups to obtain funding from the Federal Women's Program to hold a women's conference in each region of the NWT. Conferences in the Kitikmeot, Inuvik, Fort Smith and Baffin regions were held in 1993/94. The final conference, for Keewatin women, was held in Rankin Inlet in February, 1995. In each case Council staff assisted with the planning and/or delivery of the conference.



Meeting with Tunngatikuk Group in Gjoa Haven, January 1995. Photo: D. Maboney

## Information and Resources

Information, videos or other resources were sent by Council staff in response to requests from individuals or groups in more than 25 NWT communities. In February 1995 we began a newsletter, called *Women Talk*, which will appear four times a year. Every year we also send out information kits and posters about International Women's Day, and nomination kits for our Wise Women Awards.

## Wise Women Awards

This year the Council's Wise Women Awards were presented to Susan Toolooktook of Baker Lake, Laetitia Apsaktaun of Pelly Bay, and Rev. Eva Nichol of Fort Smith. The Awards recognize and celebrate women who have made a significant contribution to their community and are strong role models. We also honour and congratulate all of the women who were nominated for the Awards by people in their community.

## Publications

The following are available free from:

Status of Women Council of the NWT

Box 1320

YELLOWKNIFE NT X1A 2L9

Tel. (403) 920-6177

Fax (403) 873-0285

## Posters

- *We Owe It To Our Children* on child maintenance (support), 1994 (English, French and Inuktitut)
- *Circle of Hope* International Women's Day Poster, 1994 (multilingual)
- *Celebrating Together* International Women's Day Poster, 1992 (multilingual)

- *Break the Silence... End the Violence*, 1993 (English, Inuktitut and French)
- *Women At Work* Set of three posters valuing women's work in the home, the workplace and the community, January 1990 (English, South Slavey and Inuktitut), [NWT Advisory Council on the Status of Women]

### **Newsletter**

*Women Talk* - quarterly newsletter of Council (English and Inuktitut)

### **Publications/Briefs/Presentations**

#### **General**

- *Women Talk*, quarterly newsletter of Council (English and Inuktitut)
- Response to Canada's Commitment to Women's Equality. Covers the 14 areas identified by the United Nations forward-looking strategies on women's equality, September 1992 (English)
- International Women's Day Kit (English, French and Inuktitut)
- Fact Sheets on NWT Women (English, French and Inuktitut)
- *A Community Worker at Your Service* Pamphlet on the Council's Community Worker program (English, French and Inuktitut)
- Video and Cassette Collection Catalogue (English)

#### **Education**

- Comments to Standing Committee on Legislation re. Bill 25 - Education Act, April, 1995 (English)
- *Our Education, Our Future: What NWT Girls Said*, report to teen women, December, 1994 (English, French and Inuktitut)

- *Adolescent Girls in the NWT: Academic Preparation and Career Planning* full report and summary report, December, 1994 (English)
- Response to *Towards a Strategy to 2010 - A Discussion Paper*, July, 1994 (English)
- *I Learn From You - Read To Me* Pamphlet to encourage reading to young children, January 1993 (English, French, Cree, Dogrib, North Slavey, South Slavey, Chipewyan, Gwich'in, Inuktitut, Inuvialuktun and Inuinnaqtun)

#### **Income**

- Comments on *Creating Choices: Solving the Income Support Puzzle*, January, 1995
- Presentation to House of Commons Standing Committee on Human Resource Development Regarding Social Security Reform, November, 1994 (English)
- Comments on Draft NWT Fur Strategy, May 1994 (English)
- Report to the House of Commons Special Committee on the GST, April 1994 (English)
- Background Notes Re Women's Unpaid Work in the Home and the Tax System, June 1993 (English)

#### **Employment**

- Presentation to Women's Conference, Rankin Inlet, March/95 (English)
- Comments on the Proposed Amendments to the Fair Practices Act, January, 1995 (English)
- Presentation to the Hon. John Todd, Minister of Safety and Public Services, regarding the draft Labour Standards Act Domestic Workers Regulations, March 1993 (English)
- Brief to the Labour Standards Law Review Panel November 1989 (English), [NWT Advisory Council on the Status of Women]

- Brief to the Special Committee on the Northern Economy, March 1989 (English), [NWT Advisory Council on the Status of Women]
- *Arts and Crafts: Women and Their Work*, August 1988 (Full Report in English; Summary Report in English and Inuktitut), [NWT Advisory Council on the Status of Women]

### Wellness

- *From Dark to Light: Regaining a Caring Community*, workshops facilitation manual, March, 1995 (English, French and Inuktitut)
- *Rewriting Liquor Laws in the NWT*, September, 1994 (English)
- Mianiqsijit Project - Presentation to the Inuit Studies Conference, June 1994 (English)
- *Feeling Good About Myself*, Women's Health Kit booklet on self-esteem, March 1994 (English, French and Inuktitut)
- *Getting Ready For Your Visit to Your Health Care Provider*, Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- *What I Need to Know: My Rights and Responsibilities in Health Care*, Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- *Safer Sex and Me*, Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
- Comments on the Final Report of the Special Committee on Health and Social Services, November 1993 (English)
- Submission to the Royal Commission on Aboriginal Peoples, December 1992 (English)
- Presentation to the Special Committee on Housing, June 1992 (English)
- Interagency Statement on Social Issues, an interagency presentation to the Legislative

Assembly, June 1992 (English)

- Brief to the Royal Commission on New Reproductive Technologies, September 1990 (English)
- *Visions for Women: Partners for Change* Report on Rankin Inlet Conference, March 1988 (English) [NWT Advisory Council on the Status of Women]

### Violence

- *From Dark to Light: Regaining a Caring Community*, workshops facilitation manual, March 1995 (English, French and Inuktitut)
- Comments on the Zero Tolerance Declaration on Family Violence, February 1994 (English)
- Review of Final Report of the Canadian Panel on Violence Against Women, October 1993 (English)
- Review of B.C.'s Violence Against Women in Relationships Policy, June 1993 (English)
- *Break the Silence...End the Violence* Family Violence Awareness Kit, May 1992 (English; Inuktitut and French in 1995)
- Report to the Canadian Panel on Violence Against Women, April 1992 (English)
- *We Must Take Care of Each Other: Women Talk About Abuse*, March 1990 (English and Inuktitut) [NWT Advisory Council on the Status of Women]
- *Pornography in the NWT*, June 1986 (English and Inuktitut) [NWT Advisory Council on the Status of Women]

### Justice

- Brief to Standing Committee on Legislation Regarding Legislative Action Paper - Office of the Ombudsman, December, 1994 (English)
- Comments on "Family Law Reform: Proposals for Action developed by the Policy & Planning

- Division of the Dept. of Justice", April 1994 (English)
- *We Owe It To Our Children*, pamphlet on the maintenance (support) enforcement program, March 1994 (English, French, and Inuktitut)
- *Custody and Access* Response to March 1993 Discussion Paper by the Department of Justice Canada, December 1993 (English)
- Review of Prosecution Guide for Justices of the Peace Court in the NWT, September 1993 (English)
- Review of Proposed Legislation re. Detention of High Risk Offenders, August 1993 (English)
- Response to the Standing Committee on Legislation Regarding Amendments to the Maintenance Act and the Domestic Relations Act, May 1993 (English)
- *Spousal Support, Child Support* Audio cassette tapes, April 1993 (South Slavey, Dogrib, English, French, Inuktitut)
- Comments on Government Accountability, A Legislative Action Paper on Access to Government, presentation to the Standing Committee on Legislation, January 1993 (English)
- Family Law Review Board briefing, December 1992 (English)
- The Justice House, Report of the Special Advisor on Gender Equality, Board briefing, November 1992 (English)
- *The Impact on Inuit Women of Gender Bias in the Justice System* Presentation to Inuit Studies Conference, Laval, October 1992 (English)
- Response to the Federal Government on Bill C-36 (Corrections and Release Act) February 1992 (English)
- *Spousal Support, Child Support* Booklet, November 1991 (English, French, Inuktitut, Dogrib and South Slavey).

- Brief to the Judicial Inquiry into the Conduct of Territorial Court Judge R.M. Bourassa , June 1990 (English)

### ***Politics***

- Western NWT Women's Caucus Conference on the Constitution, comprehensive binder, November, 1994 (English)
- *Northern Women Speak: A Vision for a New Western Territory*, March 1994 (English)
- *Participatory Models of Government for NWT Women*, discussion paper, August 1993 (English)
- Review of Nunavut Agreement, July 1993 (English)
- *The Changing Role of the Family in the North*, Joint submission by the Council and the NWT Native Women's Association to the Western Arctic Commission for Constitutional Development, March 1992 (English)
- *The Women's Part: A Brief to the Unity Committee* January 1992 (English)
- Northern Women and a Western NWT Constitution: *Hear Our Voices*, Submission to Western Arctic Commission for Constitutional Development, December 1991 (English)
- *Women In Politics Kit*, August 1991 (English)

### ***Childcare***

- Results of the NWT Child Care Survey, June 1993 (English)
- Brief to the Native Council of Canada National Commission on Aboriginal Childcare, November 1991 (English)
- Position Paper on Child Care in the NWT, December 1988 (English and Inuktitut) [NWT Advisory Council on the Status of Women]

***Annual Reports are available on request.***



## *Auditors' Report*

To the Members of

Status of Women Council of the Northwest Territories

We have audited the balance sheet of the Status of Women Council of the Northwest Territories as at March 31, 1995 and the statement of revenue and expenditure for the year then ended. These financial statements are the responsibility of the council's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We have conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the council as at March 31, 1995, and the results of its operation for the year then ended in accordance with generally accepted accounting principles.



Wowk, Wong & Co.

Certified General Accountants

Yellowknife, NT

June 2, 1995

**Balance Sheet**

March 31, 1995

**ASSETS**

CURRENT	1995	1994
Cash	\$ 48,089	\$ 58,559
Account Receivable	71,374	59,848
	<u>\$119,463</u>	<u>\$118,407</u>

**LIABILITIES**

CURRENT		
Accounts Payable	\$100,000	\$ 65,612
Contributions Repayable	—	2,131
Deferred Revenue (Note 2)	65,933	72,471
	<u>165,933</u>	<u>140,214</u>

**FUNDS**


**BENEFITS FUND (NOTE 3)**

Opening Balance	11,324	11,324
Transfer from Operating Funds per Schedule A	—	—
Closing Balance	<u>11,324</u>	<u>11,324</u>

**CORE FUND**

Opening Balance	( 33,131)	( 28,993)
Excess Revenue (Expenditure)	( 24,663)	( 4,138)
Closing Balance	<u>( 57,794)</u>	<u>( 33,131)</u>
	<u>\$119,463</u>	<u>\$118,407</u>

APPROVED:

 Director

See attached notes.

## STATEMENT II

**STATEMENT OF REVENUE AND EXPENDITURE**

For the Year Ended March 31,

	<u>1995</u>	<u>1994</u>
<b>REVENUE</b>		
Contributions		
Government of the N.W.T. - Core	\$311,625	\$303,000
Government of the N.W.T. - Other	241,705	166,743
Government of Canada	208,707	163,131
Other	19,098	8,915
Grant - Native Women's Association	14,831	21,649
Less: Deferred Revenue	( 65,933)	( 72,470)
Less: Contributions Repayable/Repaid	—	( 6,049)
	<u>730,033</u>	<u>584,919</u>
<b>EXPENDITURE</b>		
Advertising and Distribution	7,716	7,772
Administration	3,663	4,695
Bookkeeping and Secretarial	13,029	4,650
Books and Periodicals	5,355	11,373
Capital Assets	1,099	2,673
Community Consultants	—	12,000
Conference Fees	1,736	2,290
Facilitator Consultant	9,600	—
Honoraria	2,496	3,504
Office and Xerox	12,274	18,379
Printing and Design	107,625	24,953
Professional Fees	6,200	3,000
Rent	7,000	2,000
Research and Translation	102,145	59,394
Telephone and Fax	15,556	5,214
Travel		
Community	20,315	24,024
Council and F/P/T meetings	15,453	22,475
Other	83,964	80,158
Video and Production	70,038	27,215
Wages and Benefits	269,432	273,288
	<u>754,696</u>	<u>589,057</u>
<b>EXCESS REVENUE (EXPENDITURE)</b>	<u><u>\$( 24,663)</u></u>	<u><u>\$( 4,138)</u></u>

See attached notes.

**NOTES TO THE FINANCIAL STATEMENTS**

March 31, 1995

**NOTE1 ACCOUNTING POLICIES**

**a) Capital Expenditures**

Capital expenditures are considered to be an expense in the period of acquisition.

**b) Fund Accounting**

A fund basis of accounting has been followed. Related revenue and expenditures have been grouped into funds, based upon their purpose.

**c) Revenue Recognition**

Revenue is recorded in the period specified in the funding agreements entered into with government agencies and other organizations. Funding received in advance of making the related expenditures is recorded as deferred revenue.

**d) Allocation of Expenditures**

Common expenditures have been allocated to programs based on an estimate of the services provided.

**NOTE3 BENEFITS FUND**

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of the annual unexpended core contributions to a maximum of \$40,000.

**NOTE4 CONTINGENCY**

A statement of claim has been filed against council by a former employee regarding dismissal from employment. Management is defending the action.

**NOTE2 DEFERRED REVENUE**

Deferred Revenue is unexpended contributions during the fiscal period that is transferred by agreement into the subsequent period.

	1995	1994
Consists of:		
Aids/STD Movie		
/Video Clips PSA Fund	\$ 3,477	\$33,246
Constitution Phase III Fund	3,252	9,374
How To Manual Fund	—	29,851
Wellness Fund	2,224	—
FAS Fund	56,980	—
	\$65,933	\$72,471



## SCHEDULE A

## SCHEDULE OF PROGRAM REVENUE AND EXPENDITURE

For the Year Ended March 31, 1995

	CORE ACTUAL	AIDS/STD PSAS	WOMEN'S HEALTH KIT	FAMILY VIOLENCE PSAS	CONSTITUTION PHASE III	WELLNESS	WCAT HOW TO	FAS/FAE	TOTAL 1995	TOTAL 1994
<b>REVENUE</b>										
Government of NWT - Core	311,625	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$311,625	\$303,000
Government of NWT - Program	5,751	21,746	2,043	20,642	72,854	16,721	101,948	--	241,705	166,743
Government of Canada - Program	--	42,976	--	--	--	--	104,151	61,580	208,707	163,131
Other	3,663	--	--	--	--	--	15,435	--	19,098	8,915
Grant - Native Women's Association	--	--	--	--	14,831	--	--	--	14,831	21,649
Less: Deferred Revenue	--	(3,477)	--	--	(3,252)	(2,224)	--	(56,980)	(65,933)	(72,470)
Less: Contributions Repayable/Repaid	--	--	--	--	--	--	--	--	--	(6,049)
	321,039	61,245	2,043	20,642	84,433	14,497	221,534	4,600	730,033	584,919
<b>EXPENDITURE</b>										
Advertising and Distribution	4,447	--	--	--	484	--	2,185	600	7,716	7,772
Administration	--	3,663	--	--	--	--	--	--	3,663	4,695
Bookkeeping and Secretarial	--	--	--	--	--	--	13,029	--	13,029	4,650
Books and Periodicals	5,158	--	197	--	--	--	--	--	5,355	11,373
Capital Assets	1,099	--	--	--	--	--	--	--	1,099	2,673
Community Consultants	--	--	--	--	--	--	--	--	--	12,000
Conference Fees	1,736	--	--	--	--	--	--	--	1,736	2,290
Facilitator Consultants	--	--	--	--	--	--	9,600	--	9,600	--
Honoraria	2,296	--	--	--	200	--	--	--	2,496	3,504
Maternity and Parental Benefits Fund	--	--	--	--	--	--	--	--	--	--
Office and Xerox	4,574	396	--	125	5,062	--	2,117	--	12,274	18,379
Printing and Design	19,659	--	2,325	--	1,374	--	84,267	--	107,625	24,953
Professional Fees	4,200	--	--	--	--	--	2,000	--	6,200	3,000
Rental	--	--	--	--	--	--	7,000	--	7,000	2,000
Research and Translation Contract	7,417	--	250	6,264	23,813	12,726	47,675	4,000	102,145	59,394
Telephone and Fax	8,178	--	725	--	3,276	--	3,377	--	15,556	5,214
Travel										
Community Council and F/P/T Meetings	20,315	--	--	--	--	--	--	--	20,315	24,024
Other	15,453	--	--	--	--	--	--	--	15,453	22,475
Other	13,151	--	--	--	35,664	1,115	34,034	--	83,964	80,158
Video and Production	--	55,785	--	14,253	--	--	--	--	70,038	27,215
Wages and Benefits	226,254	1,401	--	--	14,560	656	26,561	--	269,432	273,288
	333,937	61,245	3,497	20,642	84,433	14,497	231,845	4,600	754,696	589,057
<b>EXCESS REVENUE (EXPENDITURE)</b>	<b>\$(12,898)</b>	<b>\$ -</b>	<b>\$(1,454)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$(10,311)</b>	<b>\$ -</b>	<b>\$(24,663)</b>	<b>\$(4,138)</b>



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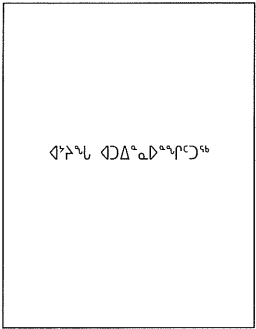
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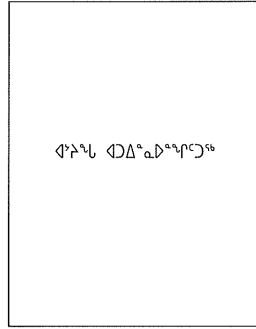
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	\$119,463	\$118,407


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ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ	\$100,000	\$ 65,612
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	165,933	140,214

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ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ	( 57,794)	( 33,131)
	( 46,470)	( 21,807)
	\$119,463	\$118,407

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