



Status of Women

Council of the NWT

annual report 2002 - 2003

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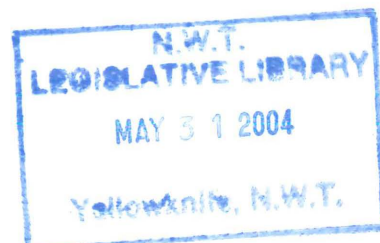
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Letter of Transmittal

June 30, 2003

Premier Stephen Kakfwi, Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Mr. Kakfwi,

On behalf of the members of the Status of Women Council, I am pleased to present our Annual Report for the year ending March 31, 2003.

This year we continued to work on many issues related to the social, political and economic equality of NWT women. In particular we spearheaded, along with other government and NGO members of the Coalition Against Family Violence, the development of a draft NWT Action Plan on Family Violence. We also launched the Women's Voices in Leadership Project, in partnership with other women and women's organizations. We participated in re-activating an initiative to address child sexual abuse, and provided input on family violence legislation, the NWT *Human Rights Act* and on amendments to the *Child and Family Services Act*.

We worked in collaboration with others on projects for family violence awareness, breast health, women and children's healing and recovery, and HIV/Hepatitis C prevention and awareness, and provided a social and gender analysis perspective to planning for oil and gas development. We continued our core community capacity building work, by providing information, workshops and assistance to community women's groups and other groups who are working to bring about social change and wellness at the community level. Our office also continued to provide individual advocacy and support on request, assisting women with a wide range of situations including workplace harassment, family law and child protection problems, and income issues.

In the summer of 2002, five new members were appointed to the Status of Women Council. Along with our one continuing member, we have enthusiastically taken up the challenge of improving the lives of women and families in the NWT. I would like to thank our Council members and our staff for their hard work over the past year. I would also like to thank you and your staff for your efforts in the successful relocation of our Council office and for your continued support for our work towards women's equality.

Sincerely,



Gerri Sharpe-Staples
President 2002-2003

Status of Women Council Members 2002-2003



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Background

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

In the summer of 2002 the terms of five Council members came to an end. We would like to express our gratitude for the dedicated service of the late Viola Beck as President, and to Jean Ekpakohak, Theresa Etchinelle, Tessie Gonzales, and Harriet Geddes for their years of dedication to the Council. Lynn Brooks of Yellowknife was joined by new Council members Gerri Sharpe-Staples, Lorayne Menicoche Moses, Natasha McCagg, Therese Dollie Lafferty, and Betty Tetso. In 2002 our Community Development Worker, Roslind Minault, left her position to pursue other opportunities and Andreae Prozesky took her place. Andreae is an experienced facilitator who has a broad background in work with women, youth, and the creative arts.

Meetings

The Council met in person in September 2002 and March 2003, and held a conference call every two months to review progress, discuss issues, and provide direction to Council staff. At the September meeting Council members participated in a board development workshop, met with NWT MLAs, and reviewed the proposed Human Rights Act, the *Interjurisdictional Support Orders Act* and amendments to the *Child and Family Services Act*. At the March meeting the Council received information on and discussed midwifery, health care in Canada and follow-up from the Romanow Commission. Council members also participated in a Peace March to protest against the war in Iraq.

Council staff participate on many committees on behalf of the Council, in areas including: family violence; violence against women; women and leadership; HIV/Hepatitis C; oil and gas development; breast health/breast cancer; homelessness; women's healing and recovery; FASD; restitution and peace; and workplace harassment.



Council members and staff participated in peace march

Activities and Initiatives

Supporting Women's Empowerment and Community Wellness

The Council's Community Development Worker (CDW) provides workshops on request to women's groups or community groups working on personal empowerment, community wellness and social justice issues. The CDW also provides ongoing support and information to grassroots organizations to assist them in planning their own initiatives and building their capacity to carry out their work. This assistance takes many forms including information mail-outs, consultation, co-facilitation, and assistance with finding resources, proposal-writing and fundraising. Community groups can contact her to discuss what kind of workshop they would like.

During 2002-2003 the most frequent request was for healthy relationships workshops for youth in the schools. The CDW also provided assistance to groups in other communities who were organizing their own workshops, by helping them locate funding sources and facilitators or resource people. The Council also held a *From Dark to Light: Regaining a Caring Community* facilitator training session and piloted a series of 10 mini-workshops for young women called Finding Your Voice.

The Council office has a free video lending library and resource library to serve all NWT communities. Council staff provide information to the public on many wellness and equality issues, and advocate with individual women who request assistance.

Celebrating NWT Women

The Council promotes ways to celebrate NWT women, including the annual Wise Women Awards and information encouraging International Women's Day activities in the communities. The Wise Women Awards honour women who are dedicated and committed to their community, have helped women or the community as a whole, and are strong role models. In 2003 the Council chose the following five award recipients from the nominations that we received:

The late Lena Anikina	Beaufort-Delta
Edith Squirrel	Deh Cho
The late Florencia Daconay	North Slave
Janet Grandjambe	Sahtu
Lesley Paulette	South Slave

We also honour and congratulate the 28 other women who were nominated for the Awards by people in their community.

Violence Prevention

Action on Family Violence

The Coalition Against Family Violence, which is coordinated and chaired by the Council, is an interagency coalition of government and non-government organizations with the goal of developing better ways to address and prevent family violence.

During 2002-2003 the Coalition developed an Action Plan to address family violence in the NWT. Funding for this project was provided by the National Crime Prevention Strategy, the NWT Women's Initiatives Grants Program, the NWT Victims Assistance Fund, NWT Health and Social Services, and the National Family Violence Initiative of the RCMP. Thirty-two NWT leaders signed a Protocol Agreement supporting the development of the Action Plan, and over 50 people from different communities and sectors attended a planning session in March to review the Plan. A final draft of the Plan will be distributed widely in May/03.

Coalition members also provided input to the NWT Department of Justice on the development of family violence legislation for the NWT. The Status of Women Council strongly supports this legislation, which will provide more effective tools for intervention in a family violence situation. The legislation will be introduced at the June/03 session of the Legislative Assembly.

Family Violence Awareness

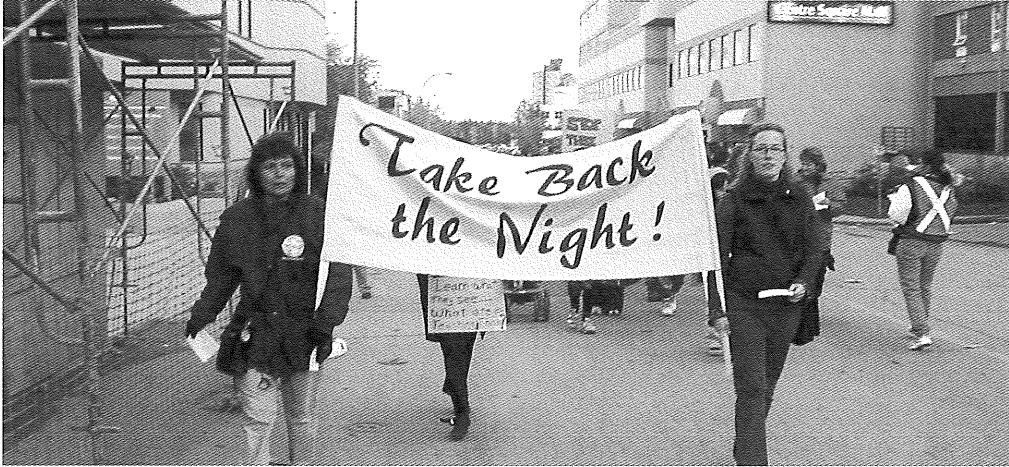
The Coalition organized the third annual NWT Family Violence Awareness Week (FVAW), which is held in the second week of October each year and has been coordinated out of the Status of Women Council office. The theme for FVAW 2002 was *Family Violence Hurts Everyone. Let the Healing Begin*. Kits containing resources and ideas for community awareness activities were sent to frontline agencies, schools and municipal and band councils in all NWT communities. Promotional materials also appeared in community newspapers and on CBC North and APTN, and FVAW posters and information on help lines were sent out to all communities.

An evaluation of FVAW 2002 showed that community groups found the materials helpful, with the activities kit being most useful. FVAW 2002 was funded by the NWT Department of Health and Social Services, the NWT Women's Initiatives Grants Program and the NWT Victims Assistance Fund.

Untold Stories 2 is a collection of personal stories by courageous women who have experienced family violence and have left or otherwise resolved the abusive relationship. The women and children who shared their stories want to bring hope to other women in abusive relationships and increase community understanding of family violence. Financial and other assistance to produce the book was provided by the Department of Health and Social Services. *Untold Stories 2* was launched during FVAW at the Legislative Assembly and mailed out to community groups. The communities of Wha Ti, Fort Resolution, Deline, Fort Simpson, Inuvik, Rae-Edzo and Hay River requested copies of the book and did their own launch in their community.



Take Back the Night March, Inuvik, September 2002.



Take Back the Night March, Yellowknife, September 2002.

In 2002-2003 the Council also mailed out information packages to encourage communities to hold a Take Back The Night March in September, and to commemorate the National Day of Remembrance and Action on Violence Against Women held on December 6th each year. Many community groups used these materials to organize these events, or to hold similar events at other times during the year.

Internet

The Council is very concerned about the overwhelming availability of pornography on the Internet and the lack of government controls over it. In 2003 the Council raised this concern with both the federal and territorial governments, and we will continue to gather information on this issue and lobby for laws to control pornography on the Internet.

Child Sexual Abuse

The Council had coordinated a Coalition on Child Sexual Abuse from 1996 to 1999, which developed priorities and carried out a number of activities including mailing information to communities and development of a newsletter and a pamphlet. In January 2003 the Council and the Department of Health and Social Services co-hosted a workshop on child sexual abuse, which produced recommendations and led to the re-forming of a Coalition. The new Coalition will be chaired by the Council for now and begin working on the recommendations, including public awareness and input into a new child abuse protocol.



Child sexual abuse workshop participants, Yellowknife, January 2003.

Wellness

Breast Health and Breast Cancer

In 2002-2003 the Council continued to participate in a project on breast health and breast cancer as a member of the NWT Breast Health/Breast Cancer Action Group and by serving on several interagency committees. For example, the Council sits on the NWT Breast Health Advisory Committee, which is overseeing a pilot project at Stanton Territorial Hospital to develop an NWT breast cancer mammography screening program where women will be able to self-refer and there will be regular recruitment and recall of women in the target age group.

Through the Action Group, a clear language brochure on Breast Self-Examination called *You Are Worth It* was developed and widely distributed to health centres in 2002. Women now have several NWT breast health awareness resources available through community health centres, including the booklet *Caring For Yourself*, the video *In Your Hands*, and breast health information displays through the *Community Tool Kit*. Aboriginal language versions of the breast health video have just been completed, and work is underway on four television PSAs on breast health, which will start airing in October 2003 during Breast Health Awareness Month. Another project highlight of 2002-2003 was a retreat for NWT breast cancer survivors held in March, 2003.

Action Group members, the Status of Women Council and others are becoming very concerned about the number of women under 50 years of age who are being diagnosed with breast cancer, and the fact that the cancer is not being found early enough to ensure their survival.

Breast health and breast cancer initiatives, which the Council has been involved in, are primarily funded by the Canadian Breast Cancer Initiative of Health Canada, and the Canadian Breast Cancer Foundation (Run for the Cure). For information, presentations on breast health, resources or support please contact the Breast Health Project Coordinator through the Status of Women Council office.

HIV and Hepatitis C Awareness and Prevention – the FAST Project

FAST (Funding and Support Team) is a unique model for the delivery of Health Canada funding for community-based HIV and Hepatitis C awareness and prevention projects in the NWT. The FAST Committee is currently made up of the Status of Women Council, the Native Women's Association, the Dene Nation, the Yellowknife Health and Social Services Authority, the NWT Department of Health and Social Services, and Health Canada. The role of the FAST members is to encourage community groups to develop community projects, and to provide assistance as needed to the community projects.

In 2002-2003 the Council was responsible for administering the Health Canada funds on behalf of FAST. Twelve HIV/HepC awareness projects were funded. Projects supported included workshops, information sessions for youth and community awareness campaigns. HIV/HepC funding will be available again through FAST in 2003-2004; community groups are encouraged to contact the Status of Women Council for more information on applying or for assistance in developing a project.



HIV/Hepatitis C prevention T-shirts by Y.C.C. inmates (left) and Lutselk'e youth (right).

Midwifery

The Council received a briefing at our March/03 meeting concerning proposed midwifery legislation for the NWT, and has since joined the Midwifery Implementation Committee along with health officials and the NWT/Nunavut Association of Midwives. The *Midwifery Profession Act* will be introduced in the Legislature in June/03. While the legislation is an essential and welcome step towards the establishment of midwifery in the NWT, the Council believes it is too restrictive regarding where a midwife may practice.

Submissions

The Council made a presentation to the Commission on the Future of Health Care in Canada ("Romanow Commission") in May, 2002. The presentation stressed the need for national pharmacare and home care programs, gender analysis, exclusion of health care from free trade agreements, better recognition of the link between violence and ill-health, and recognition of the unique barriers faced by northerners in accessing and providing health care.

We also made a presentation to the Legislative Assembly Standing Committee on Social Programs concerning changes to the *Child and Family Services Act*. The Council stated that, in order to use substantial risk of exposure to domestic violence as grounds for child protection, there must be documented proof of that risk, and parents must have refused help to deal with family violence. The Council also feels strongly that aboriginal organizations should not be notified when there is a child apprehension, as this is a breach of confidentiality.

We also provided comments to the Standing Committee on Social Programs recommending against the adoption of the *Interjurisdictional Support Orders Act*, which we feel will make it more difficult for child support hearings to be held in the NWT. The Council stated that child support hearings should always take place in the jurisdiction where the child lives.

Women and Leadership

In 2002 the Council formed the Women's Voices in Leadership (WVL) committee to guide a three-year initiative to increase the participation of women in leadership at all levels. Several individual women and organizations joined the Committee, including the Native Women's Association, the YWCA of Yellowknife, the Centre for Northern Families and the NWT Youth Council.

Few women are currently in senior elected positions in public or Aboriginal leadership. Many factors contribute to this, including community attitudes about women's roles and lack of political networks for women. The WVL initiative will address these barriers by providing skill development, networking, awareness, promotion and the development of partnerships to support women's leadership. Specific project activities include the production of a WVL facilitator's manual, facilitator training and community workshops for women, a website, promotional materials, and partnerships with other organizations.

Pilot WVL workshops were held in Inuvik and Hay River early in 2003, and the facilitator's manual and website are almost ready. 2002-2003 WVL activities were funded by the Rural Development Initiative of Agriculture and Agri-Foods Canada, Status of Women Canada, and NWT Municipal and Community Affairs.



Planning meeting of WVL committee, Yellowknife, January 2003.

This year we also coordinated the involvement of NWT women in the first circumpolar women's conference, which took place in Finland in August 2002. We continued to support the work of our sister Council in Nunavut on request, and our Council Executive Director facilitated a workshop for Nunavut Council members in Iqaluit in the fall of 2002.



Women's Voices in Leadership Workshop, Inuvik, February, 2003.



Women's Voices in Leadership Workshop, Hay River, January 2003.

Women and Human Rights

An NWT Human Rights Act

After several years of work by the Council and other groups, we welcomed the introduction of a draft human rights act by the Government of the NWT. In September 2002 we made a presentation to the Legislative Assembly Standing Committee on Social Programs concerning Bill 1, *NWT Human Rights Act*. We made many recommendations for improvements to the draft Act, including: provision for an arms-length advocate to assist complainants; a standard of equal pay for work of equal value; and a prohibition against personal harassment in the workplace. We were very disappointed that the latter two points were not adopted by the Legislature.

Equal pay for work of equal value is fundamental to the economic equality of women. By not including it in the *NWT Human Rights Act* and opting to guarantee it to government workers only under the *Public Service Act*, the Government of the NWT has neglected the rights of all women working outside government.

Workplace harassment is any behaviour that is humiliating, intimidating or offensive in other ways and creates an uncomfortable work environment for the individual. Workplace harassment that is personal rather than discrimination-based is a very large problem that currently cannot be dealt with under human rights legislation. The Council receives many calls from individuals being personally harassed at work, yet unless they are unionized or their employer has an anti-harassment policy, they have little recourse.

The NWT Coalition for Harassment-Free Workplaces, which the Council coordinates, is researching options for new legal mechanisms to deal with personal harassment in the workplace. Members of this Coalition also met with the Acting Chief Commissioner of the Canadian Human Rights Commission in Yellowknife in June 2002 and raised the issue of personal harassment in the workplace with her. Public and workplace education is also greatly needed to prevent workplace harassment.

The Council also wrote to the Standing Committee on Social Programs to support legislative amendments allowing for adoptions by same-sex couples.

Gender Equality and Gender-Based Analysis

The Council continues to be frustrated by the lack of gender analysis in the development and implementation of many Government of the NWT programs. Under Canada's international commitments to the equality of women, and the NWT *Policy on the Equality of Men and Women*, the Government of the NWT must examine all programs for their potential impacts on women and women's equality. This process of examination is called gender analysis.

The Council believes that the Government of the NWT is not following its own Policy and has not integrated gender analysis into its ongoing work. There are many examples of this, such as the lack of programs and supports to address barriers for women in non-traditional areas of training such as the trades or the oil and gas sector.

In October 2002 the GNWT provided its response, called *Doing Our Part*, to the recommendations of the Social Agenda working group. The Status of Women Council has recommended that the GNWT include gender analysis as part of the proposed social lens.

Call for a new Royal Commission on the Status of Women

The Council is part of a national Coalition of provincial/territorial advisory councils on the status of women. In 2003 this national Coalition called for a new Royal Commission on the Status of Women in Canada. A new Royal Commission is needed because of the lack of progress on women's equality, including no universal daycare, lack of pay equity in non-government sectors, and the lack of Aboriginal women participating in the previous Commission in 1970. The call has been supported by Premier Stephen Kakfwi and is gathering support from other leaders and groups across the country



Council members meet with MLAs, Ndilo, September 2002.

Training and Employment

Women and Mining, Oil and Gas

Women continue to be left out of the "economic boom" in the mining, oil and gas sectors of our economy. Lack of childcare, recruitment not targeting women, and inadequate training programs are areas of concern. Preparations for the socio-economic impacts of increased activity around the pipeline development need to commence now with attention given to those communities most affected.

The Council believes strongly that programs must be put in place to ensure that interested women can be trained, recruited, and employed in these sectors. This will be in line with federal and territorial policies to promote the economic equality of women, and will also increase the number of NWT residents available to fill the many new jobs that are being created. We therefore want to repeat the following recommendations, first made by the previous Council in September 2001:

- childcare is needed to support women's training and employment
- there should be awareness training for employers and employees to prevent harassment during training and employment
- the GNWT and DIAND should initiate a forum and process to bring women and industry together to educate each other on the issues
- specific recommendations made by the Council in past research and socio-economic agreements should be supported and enforced.

In an effort to increase employment opportunities for women in these sectors, the Council participated this year on the Steering Committee of the Mackenzie Valley Development Planning Project, and on the Oil and Gas Territorial Training Committee. To date we have not seen any specific programs for women result from oil and gas training initiatives.

To address possible negative social impacts from development, we also urged the reactivation of the social impacts committee of the Mackenzie Valley Development Planning Project, however this Committee was not sustained by the Steering Committee. We also provided input to federal workshops on cumulative effects assessment, urging that the assessment of cumulative social effects be adequately addressed.

Childcare

The members of the Status of Women Council believe that lack of accessible childcare is the greatest barrier to the economic development of women. Lack of childcare also makes it difficult for women to attend healing and recovery programs and other important programs. Childcare centres have closed in some NWT communities for lack of funds; in other communities there may be no buildings suitable for development as a childcare centre. Rules prevent the operation of day homes in public housing.

The Council supports the recommendations made by our previous Council to the GNWT in September 2001:

- provide a small capital funding program for childcare centres in communities where no suitable buildings exist
- further increase operating grants and allow for increased wages for childcare workers
- governments should set an example by providing worksite childcare
- encourage and support businesses, industry and schools to provide on-site childcare
- initiate 24-hour childcare for rotation and shift workers
- increase support for infant (under two years of age) childcare.

Poverty

The Council continues to be concerned about the poverty experienced by many NWT families and children. Many of those living in poverty are single mothers. Current income assistance programs do not allow parents to provide an adequate level of nutrition for their children, or provide other items essential for a basic standard of living.

Council members strongly support the recommendations of our previous Council that:

- the basic food allowance under income assistance must be raised to enable families to adequately feed their children
- financial support must also be available for essentials such as personal care items, household cleaning supplies and telephone
- the clawback of the National Child Benefit Supplement, child support payments and income tax rebates must end.

Low-income families suffer further because of the shortage of public housing. This plays out in many ways, such as: being unable to reunite with children in Health and Social Services care because she cannot get housing; being unable to attend a healing program in another community because there is no housing there; being unable to leave an abusive relationship because there is no other housing in the community. The lack of emergency shelter in larger communities also puts many women and youth at risk of violence when they have to stay in abusive situations for lack of alternative shelter.

Publications and Resources – 1994 to Present

The following are available from:

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Tel.(867) 920-6177 Fax(867) 873-0285 Toll-free 1-888-234-4485

e-mail: council@statusofwomen.nt.ca

You can also check our website for new listings and periodic newsletters: www.statusofwomen.nt.ca

For publications prior to 1994 please ask for a complete publications list.

POSTERS

- Family Violence Hurts Everyone: Let the Healing Begin.
Family Violence Awareness Week Poster 2002

KITS

- From Dark to Light: Regaining a Caring Community,
Community Workshop Facilitation Manual, 1995
- Human Rights For All video and discussion kit on human rights issues in the NWT, 1998

NEWSLETTER

- Women Talk. Council newsletter

AUDIO-VISUAL

- In Your Hands. Breast health education video, 2001 (English and Dene languages)
- Human Rights For All. Video and discussion kit on human rights issues in the NWT, 1998 (English and Inuktitut)
- 7 TV PSAs on human rights in the NWT, each 30 to 60 sec. in length. Theme: "Human Rights For All", 1998
- 7 TV PSAs on anti-violence, each 30 sec. in length. Theme: "There's No Excuse for Abuse." 1995. (English, Inuktitut, Dogrib and North Slavey). Audio cassettes available also.
- Our New Sexuality. Awareness video for women on AIDS and STDs
- 5 TV PSAs for women on prevention of AIDS/STDs. Theme: "It's Your Body, It's Your Health, It's Your Decision."

Publications/Briefs/Presentations

EDUCATION

- Submission to Ministerial Forum on Student Financial Assistance, September, 1997
- Comments to Standing Committee on Legislation re. Bill 25 – Education Act, April, 1995
- 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
- Response to "Towards a Strategy to 2010 – A Discussion Paper", July, 1994

COMMUNITY WORK

- Proposal Writing Guide – How to Write a Proposal to Get Funding for Your Project.
- Women Talk. Council newsletter
- International Women's Day Kit
- Fact Sheets on NWT Women
- A Community Worker at Your Service Pamphlet on the Council's Community Worker program
- Video and Cassette Catalogue. Catalogue of videos that can be borrowed from the Council office.

INCOME

- Review of Diavik Diamonds Project: Impacts on Women and Families. March 1999
- Submission to National Council of Welfare. June 1997
- Comments Submitted to Federal Consultations on the Canada Pension Plan. May 1996
- Proposed BHP Diamond Mine: Socio-Economic Impacts on Women. February 1996. Submission to BHP Diamond Mine Environmental Assessment Panel Public Hearings.
- Review of NWT Diamonds Project Environmental Impact Statement: Socio-Economic Impacts on Women. October 1995.
- 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
- Comments on Draft NWT Fur Strategy. May 1994
- Report to the Special Committee on the GST. April 1994

EMPLOYMENT

- Workplace Harassment. Pamphlet, September 2001
- Workplace Harassment Presentation to Review Panel re. *NWT Workers' Compensation Act and Safety Act*. May 2001
- Comments on Updated Labour Force Development Plan 2001-06. April 2001
- Action on Workplace Harassment: NWT Survey Preparation Final Report. September 2000
- Workplace Harassment in the NWT: Action Research Report. August, 2000
- Women in Minerals, Oil and Gas: Barriers/Opportunities. June 2000
- Comments from the Status of Women Council of the NWT on Draft NWT Labour Force Development Plan. January 1997
- Response to "Working Together: Affirmative Action Policy Review 1994/1995." September 1995

WELLNESS

- Presentation to Commission on the Future of Health Care in Canada. May 2002.
- You Are Worth It. Pamphlet on Breast Self-Examination 2002
- Comments on Working Together for Community Wellness re. draft strategy for Addictions, Mental Health and Family Violence, June 2001
- Caring for Ourselves. Community Tool Kit for Breast Health Education, December 2000
- Presentation to Minister's Forum on Health and Social Services, September 1999
- Breast Health/Breast Cancer Resource Manual. Resource manual for community health centres, September 1999
- Caring For Yourself. Breast Health Booklet, September 1999 (English and all NWT Aboriginal languages).
- Evaluation and Needs Assessment of From Dark to Light: Regaining a Caring Community. (Lutra Assoc. Ltd.), March 1998
- Breast Cancer in the NWT: The Voice of Survivors. Report, May 1997 (English and Inuktitut)
- Keeping Women and Communities Strong: Women, Substance Abuse and FAS/FAE, an NWT Needs Assessment. May 1996 (Full Report; Short Report in English and Inuktitut)
- From Dark to Light: Regaining a Caring Community, workshops manual, March 1995 (English, French)
- A Wholistic Response to Violence at the Community Level as Part of an Overall Wellness Strategy. February 1995
- Rewriting Liquor Laws in the NWT. September 1994
- Mianiqsijit Project – Presentation to the 9th Inuit Studies Conference, June 1994
- Feeling Good About Myself. Women's Health Kit booklet on self-esteem, March 1994
- Getting Ready For Your Visit to Your Health Care Provider. Women's Health Kit booklet, March 1994
- What I Need to Know: My Rights and Responsibilities in Health Care. Women's Health Kit booklet, March 1994
- Safer Sex and Me. Women's Health Kit booklet, March 1994

VIOLENCE

- Revised Final Draft Action Plan on Family Violence in the NWT 2003-2008. May 2003
- Family Violence in the NWT: A Survey of Costs, Services, Data Collection and Issues for Action. Research report, October 2002
- Untold Stories 2. Personal stories of women who have experienced family violence, October 2002
- Family Violence Awareness Week Kit/components, as available
- From Dark to Light: Regaining a Caring Community. Workshops manual, March 1995
- Comments on the Zero Tolerance Declaration on Family Violence. February 1994

JUSTICE

- Submission and Presentation to Legislative Assembly Standing Committee on Social Programs regarding Bill 1: Human Rights Act, August/September 2002
- Additional Comments on Equal Pay Provisions of Proposed NWT Human Rights Act, September 2001
- Submission re. Proposed Human Rights Act, March 2001
- Human Rights for All. Video and discussion kit on human rights issues in the NWT, 1998 (English and Inuktitut)
- Submission to NWT Legislative Assembly Standing Committee on Social Programs concerning Bills 3, 4, 5 and 6 (Family Law). June 1997
- Brief to Standing Committee on Legislation Regarding Legislative Action Paper – Office of the Ombudsman. December, 1994
- Comments on "Family Law Reform: Proposals for Action developed by the Policy & Planning Division of the Dept. of Justice". April 1994
- We Owe It To Our Children. Pamphlet on the maintenance (support) enforcement program, March 1994 (English, French)

POLITICS

- Women's Voices in Leadership: Facilitator's Manual. Coming in December 2003.
- Women's Voices in Leadership Project Information Kit. August 2003.
- Women in Leadership, and the Growing Economy of the Northwest Territories. Presentation to Secretary of State for Rural Development Hon. Andy Mitchell, May 2003
- Nunavut, Our Changing Communities: Families as a Whole. Women and leadership workshops manual for Nunavut, January 1999
- Building Our Future Together: Information About Gender Parity. Pamphlet for voters in the May/97 plebiscite on gender parity in Nunavut, May 1997
- A Global and Western NWT Perspective on Guaranteed Representation Based on Gender Equality. December 1995
- Western NWT Women's Caucus Conference on the Constitution – Actioning a Vision. November, 1994
- Northern Women Speak: A Vision for a New Western Territory. March 1994

Annual Reports are also available on request, although some previous years' Reports are now out of print.



Council members at Council office (missing from photo: Dollie Lafferty).

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

**Financial Statements
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Auditor's Report

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

I have audited the statement of financial position of Status of Women Council of the Northwest Territories as at March 31, 2003 and the statements of operations and changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the council's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I 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 my opinion these financial statements present fairly in all material respects, the financial position of the Council as at March 31, 2003 and the results of its operations and the changes in its fund balances and cash flows for the year then ended in accordance with general accepted accounting principles.

Paul Fleury & Co.
Certified General Accountant

Yellowknife, Northwest Territories
July 14, 2003

 Status of Women Council of the Northwest Territories

 Statement of Financial Position

As at March 31, 2003	2003	2002
Assets		
Current		
Cash in Bank	\$ 4,588	\$ 16,911
Deposits	96,498	65,150
Accounts receivable	43,797	5,201
	144,883	87,262
Equipment (Note 2)	3,639	5,198
	\$148,522	\$ 92,460

Liabilities and Fund Balances

Current		
Bank Indebtedness	\$ 6,890	\$ -
Accounts payable	3,000	3,000
Funding refundable	13,404	-
Deferred revenue	31,985	21,870
	55,279	24,870
Fund Balances		
Benefits Fund	28,986	28,666
Contingency Fund	37,350	37,000
Unrestricted Fund	26,907	1,924
	93,243	67,590
	\$148,522	\$ 92,460

Approved on behalf of the Board

_____ Director

_____ Director

 Status of Women Council of the Northwest Territories

 Statement of Changes in Fund Balance

 For the year ended March 31, 2003

	2003	2002
Benefits Fund – Note 1a		
Balance April 1, 2002	\$ 28,666	\$ 28,666
Interest earned	<u>320</u> -	<u>-</u>
Balance March 31, 2003	<u>\$ 28,986</u>	<u>\$ 28,666</u>
Contingency Fund – Note 1a		
Balance April 1, 2002	\$ 37,000	\$ Nil
Transferred from core	-	11,177
Transferred from unrestricted fund	-	25,823
Interest earned	<u>350</u>	<u>Nil</u>
Balance March 31, 2003	<u>\$ 37,350</u>	<u>\$ 37,000</u>
Unrestricted Fund		
Balance April 1, 2002	\$ 1,924	\$ 5,794
Excess Revenue (expenditure)	24,983	21,953
Transfer to contingency fund	<u>-</u>	<u>(25,823)</u>
Balance March 31, 2003	<u>\$ 26,907</u>	<u>\$ 1,924</u>

 Status of Women Council of the Northwest Territories

 Statement of Operations

For the year ended March 31, 2003	2003	2002
REVENUE		
Contributions		
- Government of the Northwest Territories	\$369,300	\$332,219
- Government of Canada	221,049	152,849
Other Revenue		
- Administration Fees and Miscellaneous	27,426	37,313
- Deferred Revenue – 2002	21,869	81,209
- Deferred Revenue – 2003	(31,985)	(21,869)
- Contributed Services	35,475	42,475
- Research Grants	42,938	32,730
	<u>686,072</u>	<u>656,926</u>
Expenditures		
Administration	14,760	14,568
Advertising	6,697	6,846
Amortization	1,559	2,228
Books, Videos, & Subscriptions	3,424	4,016
Consultants & Facilitators	230,560	190,738
Conference Fees	325	-
Facility Rentals	800	68
Contributed Services	35,475	42,475
Food Service	3,268	1,324
Honoraria	7,350	6,650
Office & Photocopy	12,186	19,824
Postage & Courier	9,035	2,425
Printing & Design	19,845	22,457
Professional Fees	3,000	5,000
Telephone & Fax	7,422	9,174
Travel		
- Community	22,713	7,828
- Council & FPT Meeting	10,413	11,369
-Community Worker	251	3,217
- Other	16,101	3,511
Wages & Benefits	225,153	218,070
Professional Development	2,315	535
Bank Charges	94	197
Contribution Repayment	23,483	47,544
Computer Services & Internet	4,860	3,732
Contingency Fund	-	11,177
	<u>661,089</u>	<u>634,973</u>
Excess revenue/(expenditure)	24,983	21,953

 Status of Women Council of the Northwest Territories

 Statement of Cash Flows

For the year ended March 31, 2003	2003	2002
Operating Activities		
Excess revenue/ (expenditure)	\$24,983	\$ 21,953
Interest earned	670	-
Amortization	1,559	2,228
Change in non-cash operating working capital		
Accounts receivable	(38,596)	4,871
Accounts payable	-	(62)
Deferred revenue	10,115	(59,744)
Funding Refundable	13,404	-
	12,135	(30,754)
Investing activity		
Purchase equipment	Nil	Nil
Transfer to Benefits Fund	Nil	\$11,177
Change in cash position	12,135	(19,577)
Cash position, beginning of year	82,061	101,638
Cash position, end of year	94,196	\$ 82,061
Represented by		
Cash in Bank	\$ 4,588	\$ 16,911
Deposits	96,498	65,150
Bank Indebtedness	(6,890)	-
	<u>\$ 94,196</u>	<u>\$ 82,061</u>

Status of Women Council of the Northwest Territories

Notes to Financial Statements

March 31, 2003

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

The objectives of the Council are:

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

The Council may;

- a) receive and hear submissions and suggestions from individuals and groups concerning the status of women;
- b) research matters relating to the status of women;
- c) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;
- d) recommend and participate in programs concerning the status of women;

Status of Women Council of the Northwest Territories

Notes to Financial Statements

March 31, 2003

- e) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;
- f) publish any reports, studies or recommendations that the Council considers advisable;
- g) present reports to the Minister to be laid before the Legislative Assembly;
- h) contract and be contracted in the name of the Council; and
- i) make bylaws to regulate the affairs of the Council.

1. Accounting Policies

(a) Basis of presentation

The Council follows the fund basis of accounting. Related revenue and expenditures are grouped into funds based on their purposes.

The operating fund includes the main core operating accounts of the Council.

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of its annual unexpected core contribution to a maximum of \$40,000. This fund earned interest income of \$320.00 in 2003.

A contingency fund of \$37,000 was created in the prior year to protect against funding cutbacks. This fund earned interest income of \$350.00 in 2003.

(b) Revenue recognition

Revenue is recorded in the period specified in the funding agreements entered into with government agencies and other organizations.

(c) Allocation of expenditures

Certain common expenditures have been allocated to programs based on estimate of services provided.

Status of Women Council of the Northwest Territories

Notes to Financial Statements

March 31, 2003

(d) Financial instruments

All significant financial assets, financial liabilities and equity instruments of the Council are either recognized or disclosed in the financial statements together with available information for a reasonable assessment of future cash flows, interest rate risk and credit risk.

(e) Property and equipment

Property and equipment are recorded at cost. Amortization is calculated by the declining balance method or the straight-line method as at the annual rates set out in note 2.

(f) Economic dependence

The Council receives its funding primarily from the Government of the Northwest Territories and other government sources. If the funding arrangements were to change, in management's opinion the Council's operations would be effected.

(g) Deferred revenue

Deferred revenue is unexpended contributions during the fiscal year that is transferred by agreement into the subsequent year.

2. Equipment

	Rate	Cost	Accumulated Amortization	Net Book Value 2003	Net Book Value 2002
Computer	30%	\$12,481	\$8,842	3,639	5,198

 Status of Women Council of the Northwest Territories

 Notes to the Financial Statements

March 31, 2003

3. Non-Monetary Transactions

The council is a public government agency which is covered by the Government of Northwest Territories liability insurance. No amount is recorded in these financial statements for these amounts.

In addition, the Government of the Northwest Territories contributes the following services. The Council recognizes rent at the fair market value and mail and delivery as an estimate.

	2003	2002
Rent	\$ 35,475	\$ 35,475
		7,000
	\$ 35,475	\$ 42,475

4. Commitments

The Council is committed to office equipment leases of \$1,061 per month which expire December 28, 2003.

5. Income Taxes

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

Status of Women Council of the Northwest Territories

Schedule of Revenue and Expenditure Program

For the year ended March 31, 2003

	Core	Breast Cancer	Breast Health Video	Breast Cancer	Breast Cancer Health Canada	Leadership Project
Revenue						
Contribution						
- Gov't NWT	299,100	-	-	-	-	13,800
- Gov't Canada	-	-	-	-	23,000	45,000
Other Revenue						
- Fees & Other	-	137	-	-	-	-
- Deferred Revenues - /02	-	1,569	16,604	-	-	1,590
- Deferred Revenues - /03	-	<1,889>	<7,604>	<18,099>	-	<2,287>
- Contributed Services	35,475	-	-	-	-	-
- Research Grants	-	-	-	38,438	-	-
	<u>334,575</u>	<u><183></u>	<u>9,000</u>	<u>20,339</u>	<u>23,000</u>	<u>58,103</u>
Expenditures						
- Administration	-	-	-	-	500	3,400
- Advertising	3,132	-	-	-	-	650
- Amortization	-	-	-	-	-	-
- Books, Videos	-	-	-	-	-	-
- Subscriptions	1,790	566	-	-	1,068	-
- Consultants, Contractors, Facilitators	3,195	50	-	10,800	16,825	35,050
- Conference Fees	-	325	-	-	-	-
- Facility Rentals	-	-	-	-	-	800
- Contributed Services	35,475	-	-	-	-	-
- Food Service	1,200	<321>	-	-	357	1,116
- Honoraria	4,850	-	-	-	-	2,500
- Office & Photocopy	8,963	-	-	-	361	380
- Postage & Courier	6,316	<9>	-	-	-	115
- Printing & Design	10,514	192	-	-	128	-
- Professional Fees	1,000	-	-	-	-	-
- Telephone & Fax	4,828	34	-	-	1,462	100
- Travel	-	-	-	-	-	-
- Community	4,628	-	-	2,405	2,440	13,240
- Council & FPT Meeting	10,413	-	-	-	-	-
- Community Worker	251	-	-	-	-	-
- Other	4,429	<1,020>	-	-	-	-
- Wages & Benefits	225,153	-	-	-	-	-
- Professional Development	2,315	-	-	-	-	-
- Bank Charges	21	-	-	-	-	-
- Contribution Repayment	-	-	9,000	7,134	-	752
- Computer Services & Internet	4,839	-	-	-	-	-
	<u>333,312</u>	<u><183></u>	<u>9,000</u>	<u>20,339</u>	<u>23,141</u>	<u>58,103</u>
	1,263	Nil	Nil	Nil	<141>	Nil

Status of Women Council of the Northwest Territories

Schedule of Revenue and Expenditure Program

For the year ended March 31, 2003

Family Violence Awareness Week	Family Violence Action Plan	Finland Conference	Workplace Harassment	HIV F.A.S.T	Administration Events Donations	Investment Income	Total
20,500	30,900	5,000	-	-	-	-	369,300
-	25,000	5,200	-	122,849	-	-	221,049
-	-	-	-	-	26,611	678	27,426
-	-	-	2,106	-	-	-	21,869
-	-	-	<2,106>	-	-	-	<31,985>
-	-	-	-	-	-	-	35,475
-	-	4,500	-	-	-	-	42,938
<u>20,500</u>	<u>55,900</u>	<u>14,700</u>	<u>0</u>	<u>122,849</u>	<u>26,611</u>	<u>678</u>	<u>686,072</u>
-	1,500	1,360	-	8,000	-	-	14,760
2,032	883	-	-	-	-	-	6,697
-	-	-	-	-	1,559	-	1,559
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	3,424
6,250	51,857	650	-	105,641	242	-	230,560
-	-	-	-	-	-	-	325
-	-	-	-	-	-	-	800
-	-	-	-	-	-	-	35,475
60	-	117	-	-	739	-	3,268
-	-	-	-	-	-	-	7,350
1,509	398	-	-	575	-	-	12,186
913	950	-	-	750	-	-	9,035
7,938	-	-	-	1,073	-	-	19,845
-	-	-	-	2000	-	-	3,000
394	323	-	-	281	-	-	7,422
-	-	-	-	-	-	-	22,713
-	-	-	-	-	-	-	10,413
-	-	-	-	-	-	-	251
-	-	12,692	-	-	-	-	16,101
-	-	-	-	-	-	-	225,153
-	-	-	-	-	-	-	2,315
-	-	-	-	73	-	-	94
1,815	-	326	-	4,456	-	-	23,483
<u>21</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,860</u>
<u>20,932</u>	<u>55,911</u>	<u>15,145</u>	<u>0</u>	<u>122,849</u>	<u>2,540</u>	<u>0</u>	<u>661,089</u>
<432>	<11>	<445>	Nil	Nil	24,071	678	24,983

