

Status of Women Council of the NWT
Annual Report 2003-2004



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Letter of Transmittal

June 30, 2004

Hon. Charles Dent, Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Mr. Dent,

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, 2004.

This year we continued to work on many issues related to the social, political and economic equality of NWT women. Along with other members of the Coalition Against Family Violence, we developed a Community Tool Kit for the public about taking action on family violence. We expanded the Women's Voices in Leadership Project by providing facilitator training and community workshops, and developing facilitation tools and a web site. We provided input to the government on the *Protection Against Family Violence Act* and were actively involved in implementation planning for the *Midwifery Profession Act*. We also questioned territorial election candidates on issues related to women and disseminated the results to the public. We were increasingly involved in identifying and discussing the potential socio-economic impacts on women and families of the possible construction of a Mackenzie Valley gas pipeline.

We worked in collaboration with other organizations on projects for family violence awareness, breast health, the social agenda, HIV/Hepatitis C prevention and awareness, and on concerns about the income support program in the NWT. As part of our core community capacity building work, we provided information, resources 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 to women, on request, on issues such as workplace problems, family law and lack of access to legal aid. We also worked closely with other Status of Women Councils across Canada to advocate for a national council or mechanism for bringing the concerns of women to the federal government.

In the summer of 2004, four of our six Council Directors will complete their appointed terms. I would like to thank them for their dedicated service and commend all our Council Directors and staff for their hard work over the past year. I would also like to thank you and your staff for your continued support for our work towards women's equality.

Sincerely,

Gerri Sharpe-Staples
President 2003-2004



Status of Women Council Directors 2003-2004



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Leila Besarra, *Information and Events Coordinator*
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Background

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

There were no new appointments of Council Directors during 2003-2004. In September 2003, our Community Development Worker, Andrea Prozesky, left the NWT and we wish her all the best in the future. The CDW position has since been changed to Information and Events Coordinator, with a strong public education focus. We were very happy to welcome our former intern, Leila Besarra, to this re-defined position.

Meetings

The Council met in person in October 2003 and March 2004, and also met regularly by conference call. At the October meeting, Council members expressed their concerns about lack of access to mammography in some smaller communities, and heard a presentation from the NWT Breast Health/ Breast Cancer Action Group on the collaborative work done on breast cancer awareness and support over the past five years by the Council and the Action Group. The Special Advisor to the NWT Minister for the Status of Women also provided an overview of NWT women's employment in the public service. Council members also discussed their concerns about poverty, homelessness and the lack of resources in smaller communities for abused women. They also raised concerns about the financial costs to some women of giving birth if they have to travel to a larger centre.



Council Directors and GNWT Special Advisor on the Status of Women, Bertha Norwegian, at Council's October 2003 meeting.

Photo credit: M. Argue



At the March meeting, the Council discussed many leadership concerns including the lack of women's representation at the proposed Circle of Northern Leaders meeting. They also met with the Department of Health and Social Services Communicable Diseases Consultant on the high rates of sexually transmitted infections in the NWT, and with the Chief Superintendent of the RCMP on staffing levels in the territory. At the March meeting, the Council also raised many concerns regarding the social impacts of the proposed Mackenzie Gas pipeline project. The Council decided to seek intervenor funding in order to consult with community women about the pipeline project and present women's views in upcoming environmental hearings.

In 2003-2004 Council staff and/or Directors participated on many committees on behalf of the Council, including:

- Coalition Against Family Violence
- NWT Homelessness Coalition
- Restitution Project, Yellowknife
- NWT Breast Health Advisory Committee
- NWT Breast Health/Breast Cancer Action Group and Advisory Panel
- Midwifery Implementation Committee
- Family Violence Awareness Week Committee
- Take Back the Night Organizing Committee
- Women's Voices in Leadership Steering Committee
- Alternatives North
- Funding and Support Team (HIV/Hepatitis C community projects)
- Community Support Team (social agenda demonstration projects)
- Coalition of Federal/Provincial/Territorial Advisory Councils
- Community Wellness Project, Yellowknife
- Yellowknife FASD Project Advisory Committee
- Mackenzie Valley Development Planning Steering Committee

Council members also participated on many committees and boards as individuals, in their community, region, or for the Northwest Territories.

Activities and Initiatives

Supporting Women's Empowerment and Community Wellness

The Council office provides ongoing support and information to grass roots 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, facilitation, assistance with finding resources and facilitators, and proposal writing and fundraising.

The Council office also has a free video lending library and resource library to serve all NWT communities. Our new office space in the Northwest Tower has allowed for accessibility to our Resource Library. The GNWT Library Services provided the Council's Library with a computer and access to their library system. Council staff provide information to the public on many wellness and equality issues, and advocacy support to 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 2004 the Council chose the following five award recipients from the nominations that we received:

Beaufort-Delta: Mary Teya, Fort McPherson

Sahtu: Beverly Masuzumi, Fort Good Hope

North Slave: Be'sha Blondin, Yellowknife

South Slave: Marilyn Sanderson, Fort Resolution

Deh Cho: Albertine Rodh, Fort Simpson

We also honour and congratulate 27 other women who were nominated for the Awards by people in their community.



Photo credit: L. Besarra

Val Liske, YWCA; Gina Dolphus, Native Women's Association; Barbara Saunders, Lena Pederson, Native Women's Association; and GNWT Special Advisor Bertha Norwegian, at public release of draft NWT Action Plan on Family Violence, June 2003.

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.

In the spring of 2003, the Coalition completed the draft *NWT Action Plan on Family Violence 2003-2008*, which was publicly released in June and officially presented to the territorial government in October. We are still waiting, however, for the response of the territorial government to the draft *NWT Action Plan*.

In 2003-2004 the Coalition also developed a Community Tool Kit for community presentations, meetings and workshops about the draft *NWT Action Plan on Family Violence*, and about local action to address family violence in the community. The Kit contains overheads, agendas and speaking notes, and many handouts on family violence. Funding for this project was provided by the National Crime Prevention Strategy and the NWT Victims Assistance Fund, and NWT Literacy Strategy funding enabled the NWT Literacy Council to be a partner in the development of plain language materials for the Kit. So far approximately 20 community residents across the NWT have volunteered to organize a presentation, meeting or workshop in their community using the Kit.



Photo credit: L. Besarra

Bea Campbell, President, NWT Seniors Society; Barbara Saunders; Hon. Michael Miltenberger, Minister of Health and Social Services; and Bertha Norwegian, at launch of Family Violence Awareness Week, October 2003.

Legislation for Protection Against Family Violence

In September 2003, the Status of Women Council provided comments to the Standing Committee on Social Programs of the Legislature, regarding the proposed family violence protection legislation. The Status of Women Council was very pleased with the passage of the *Protection Against Family Violence Act* by the Legislative Assembly, as we have advocated for this type of legislation for several years. We were disappointed, however, that the definition of family violence in the Act did not follow our recommendation to include stalking. In the Council's experience, stalking is often part of the pattern of violence after a relationship ends.

We also recommended strongly that a Justice of the Peace should be able to include provisions about the temporary care and custody of the children in a family violence protection order. However, this amendment was not included in the legislation. In the Council's experience, taking the children and withholding access to them is often used by an abusive spouse as a means to coerce the victim into returning to the relationship. Currently there are no immediate legal mechanisms to resolve this type of situation.

Family Violence Awareness Week 2003

The Coalition organized the fourth 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 2003 was *Respecting Elders – Respecting Others*.

Kits containing resources and ideas for community awareness activities were sent to frontline agencies, schools, and municipal and band councils in all NWT communities. Awareness materials also appeared in community newspapers and on CBC North and APTN, and FVAW posters and information on helplines were sent out to all communities. The helpline pad, with tear-off sheets, can be attached to the bottom of the FVAW poster and displayed in public areas where individuals have easy access to it. The RCMP also carry the helpline pads in their vehicles and provide the information to anyone who requests it.

In an evaluation of FVAW 2003, community FVAW coordinators reported that the helpline pad is very effective in informing individuals of the services available in the Northwest Territories. They also found the elder abuse awareness

information, other family violence information, and Ideas and Suggestions booklet very useful in preparing for workshops and presentations, and for planning events and activities during FVAW.

Community FVAW coordinators made several recommendations for future FVAW Kits, including workshop materials for men's/women's healing programs, more promotional items, samples of events and activities done in other communities, additional sources of family violence information, and a list of funding sources for community events and activities for the week.

FVAW 2003 was funded by the NWT Department of Health and Social Services, the NWT Women's Initiatives Grants Program, and the NWT Victims Assistance Fund.

In 2003-2004, 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.



Council Director Lynn Brooks speaks to participants at the start of 2003 Take Back the Night March, Yellowknife, September 2003.



Wellness

Breast Health and Breast Cancer

In 2003-2004, the Council continued to participate in projects 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 on breast cancer. The Council has strongly supported the implementation of a pilot breast cancer screening project at Stanton Territorial Hospital, and hopes that it will become an NWT-wide breast cancer screening program in the future.

Through the Action Group, four northern television PSAs on breast health were developed, which started airing in October 2003 during Breast Health Awareness Month. Another project highlight of 2003-2004 was a retreat for NWT breast cancer survivors held in early April, 2004, which was attended by 20 survivors from eight NWT communities. Other project highlights include assisting in the development of a pilot Patient Navigator service at Stanton Territorial Hospital. The role of the Patient Navigator is to guide newly diagnosed patients and their families through the breast cancer journey. If this pilot is successful, we hope that it will be expanded to include all cancer patients.

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 – Alberta/NWT Chapter (Run for the Cure).

After operating for many years under the wing of the Status of Women Council, the Action Group became an independent registered society this past year. Our best wishes go with the members of the Action Group, along with our sincere appreciation for the wonderful work that has been accomplished so far to address breast cancer in the NWT.

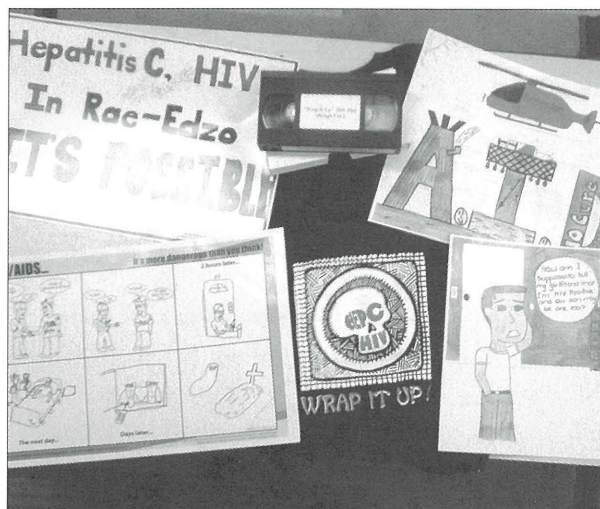


Photo credit: L. Besarra

Materials produced by community HIV/Hepatitis C awareness and prevention projects this year.

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, GNWT Health and Social Services, and Health Canada. The role of the FAST members is to encourage community groups to develop awareness projects, to provide funding to approved projects, and to provide assistance and support as needed to those projects. During 2003-2004, the Council was responsible for administering the Health Canada funds on behalf of FAST; this role will pass to the Native Women's Association for 2004-2005.

Seven HIV/HepatitisC awareness projects successfully completed their activities this year. Projects supported included workshops, guest speakers, information sessions for youth, development and presentation of a skit by students and other activities in schools, and community awareness campaigns including posters and t-shirts. Eight NWT residents, most of whom were youth, also attended a national Hepatitis C conference. These youth are forming a committee to network with youth across the NWT to raise awareness of sexually transmitted infections and related issues. HIV/Hepatitis C funding will be available again through FAST in the coming year. For more information on applying or for assistance in developing an HIV/Hepatitis C awareness project, please contact the Native Women's Association during 2004-2005.

Midwifery

During 2003, the Status of Women Council was a member of the Midwifery Implementation Committee along with health officials and the NWT/Nunavut Association of Midwives. This Committee met many times to work out the framework and standards of practice for midwives in the NWT.

The Council also provided comments to the Standing Committee on Social Programs during its review of the legislation. We were very pleased that the *Midwifery Profession Act* was passed by the Legislature in October 2003. In particular we were happy that the Legislature agreed with the Implementation Committee's recommendation that the law not include restrictions regarding where a midwife may practice in the NWT.

Social Agenda Demonstration Projects

A major NWT conference was held on the Hay River Reserve in June 2001 to develop a social agenda for the Northwest Territories. Following the conference, a Social Agenda Working Group of government, Aboriginal and community groups was formed to work out the details. The Working Group produced a report, *Social Agenda: A Draft for People of the NWT*, outlining ten broad recommendations.

In October 2002, the Government of the NWT published its response to the recommendations, which included a commitment to establish seven community demonstration projects to demonstrate approaches to working together better to address health and wellness issues in the communities. A request for proposals to host three-year community demonstration projects was issued in March 2003, along with a call for proposals to provide support to communities in their development of project proposals.

The YWCA of Yellowknife, the Status of Women Council and the NWT Literacy Council formed the Community Support Team and provided information and assistance on request to community groups who were developing a Social Agenda demonstration project proposal. Following the selection of the demonstration projects by the Department of Health and Social Services in the summer of 2003, the Community Support Team was asked to provide additional support to the projects, which included the development of a resources tool kit and facilitation of a workshop for the demonstration project coordinators.

Through our involvement in this process, it is clear to the Council that the demonstration projects need additional funding and resource support in order to meet their goals effectively. We are also very concerned that the demonstration projects, in communities that will be affected by resource development, have been given little support or information that would help them prepare for the social impacts of Mackenzie Gas pipeline construction.



Photo credit: M. Argue

Barbara Saunders and MLA Bill Braden at the launch of the WVL web site in January, 2004.

Women and Leadership

Women's Voices in Leadership (WVL) is a three-year initiative to increase the participation of women in leadership at all levels. It is coordinated by the Status of Women Council and directed by the WVL Committee, made up of five NWT organizations and nine individual volunteers. During 2003-2004, the organizations involved were the Status of Women Council, the Native Women's Association, the YWCA of Yellowknife, the Centre for Northern Families, and the NWT Youth Council.

Pilot election skills workshops were held in August and September 2003, in Yellowknife and Inuvik respectively. In October, WVL held a five-day facilitator training workshop in Hay River, which was attended by 13 women from eight NWT communities. Due to very high demand, a second facilitator training workshop was held at the end of April 2004, and attended by 18 women from 13 NWT communities. The facilitator training was based on the new WVL facilitator's manual for holding community workshops for women. Other WVL highlights this year included the launch of the project's web site at

www.statusofwomen.nt.ca/leadership, mailout of an information kit and newsletter about the WVL project, and outreach to immigrant women. Funding for WVL activities during 2003-2004 was provided by Status of Women Canada, Canadian Heritage, GNWT Municipal and Community Affairs and NWT Women's Initiatives Grants, and the Walter and Duncan Gordon Foundation.



Photo credit: M. B. Levan

Participants in a Women in Politics workshop, Yellowknife, August 2003.



Photo credit: M. Abel

Participants at a WVL Facilitator Training workshop, April 2004.

Economic Development

Mackenzie Gas Project

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 start now, with attention given to those communities most affected.

During 2003-2004, Council representatives participated in environmental assessment workshops held by the pipeline project proponents, in order to raise the need to address the social impacts of the project on communities. We also stressed that childcare and outreach to women

was needed in order for them to take advantage of training and employment opportunities. The Council will seek intervenor funding in 2004 in order to consult with community women about the proposed pipeline project and bring women’s concerns forward in the environmental assessment hearings.

The Council is concerned that the social impacts of the Mackenzie Gas Project on communities are not receiving adequate attention from the GNWT, and little information is being provided to help communities prepare for possible negative social impacts.



Photo credit: M. Argue

Members and Executive Director of Nunavut Status of Women Council came to see our operations, September 2003.

Gender Equality

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.

In October 2003, our Council joined other Coalition members in Ottawa to meet with federal politicians to advocate for a new Royal Commission. The federal government has not supported such a move. The Coalition met with

the federal Minister for Status of Women, the Hon. Jean Augustine, where there was agreement that there is a need to create a mechanism to act as a conduit between grass roots women's organizations and the federal government. At the Minister's request, the Coalition submitted a paper on strategies to foster collaboration between her department and the Coalition. The meetings in Ottawa also included our Council being represented at a panel discussion on women's equality issues in Canada. As a result partnerships between the Coalition and the Feminist Alliance for International Action (FAFIA) and the National Association of Women and the Law (NAWL) were established to coordinate a national women's conference to examine strategies to fulfill the obligations necessary to achieve equality for women in Canada.

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 is very concerned that little progress has been made to make childcare more accessible to NWT women. We, therefore, repeat once again 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 must end.

Early in 2004, we joined with other social justice groups, through Alternatives North, to develop and present a submission to the GNWT on ending the clawback of the National Child Benefit Supplement.



Publications and Resources

The following are available from:

Status of Women Council of the NWT

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Telephone: (867) 920-6177

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Toll-free: 1-888-234-4485

E-mail: council@statusofwomen.nt.ca

You can also check our web site for new listings and periodic newsletters:

www.statusofwomen.nt.ca

Posters

- Respecting Elders – Respecting Others, Family Violence Awareness Week Poster, 2003
- Family Violence Hurts Everyone: Let the Healing Begin, Family Violence Awareness Week Poster 2002
- Helpline (pads), 2002 and 2003

Kits

- Women's Voices in Leadership: Facilitator's Manual, July 2004
- Annual Family Violence Awareness Week Kit/components, as available
- Annual International Women's Day Kit
- Annual kit on National Day of Remembrance and Action on Violence Against Women (December 6th)
- Human Rights For All, video and discussion kit on human rights issues in the NWT, 1998
- From Dark to Light: Regaining a Caring Community, Community Workshops Facilitation Manual, 1995 (English, French, Inuktitut)

Newsletter

- Women Talk, Council newsletter

Audio-visual

- Four Breast Health TV PSAs, to promote a three-pronged approach to breast health/early detection of breast cancer, 2003.

- TV PSA on Family Violence, 2003
- Human Rights For All, video and discussion kit on human rights issues in the NWT, 1998
- Seven TV PSAs on human rights in the NWT, theme: "Human Rights For All", 1998
- Seven TV PSAs on anti-violence, theme: "There's No Excuse for Abuse", 1995 (English, Inuktitut, Dogrib and North Slavey); audio cassettes also available
- Our New Sexuality, awareness video for women on AIDS and STDs
- Five 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

This list only includes publications that are most relevant to issues we are currently working on. For a complete publications list, please contact the Council office.

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
- Kit on National Day of Remembrance and Action on Violence Against Women (December 6th)
- Wise Woman Award Nomination Kit
- Fact Sheets on NWT Women
- Video and Cassette Catalogue, catalogue of videos that can be borrowed from the Council office.

Economic Development

- Review of Diavik Diamonds Project: Impacts on Women and Families, March 1999
- 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

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

Justice

- Submission to Legislative Assembly Standing Committee on Social Programs regarding Bill 24: *Midwifery Profession Act*, September 2003
- Submission to Legislative Assembly Standing Committee on Social Programs regarding Bill 21: *Family Violence Protection Act*, September 2003
- Submission and presentation to Legislative Assembly Standing Committee on Social Programs regarding Bill 1: *Human Rights Act*, August/September 2002

Politics

- Women's Voices in Leadership: Facilitator's Manual, July 2004
- 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

Violence

- NWT Action Plan on Family Violence – Community Tool Kit, April 2004
- 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
- Annual Family Violence Awareness Week Kit/Components, as available
- Annual kit on National Day of Remembrance and Action on Violence Against Women (December 6th)
- From Dark to Light: Regaining a Caring Community, workshops manual, March 1995 (English, French, Inuktitut)

Wellness

- Funding and Support Team (FAST) on HIV/Hep C Administrator's Manual, 2003
- Presentation to Commission on the Future of Health Care in Canada, May 2002.
- Comments on Working Together for Community Wellness, re: draft strategy for Addictions, Mental Health and Family Violence, June 2001
- Presentation to Minister's Forum on Health and Social Services, September 1999
- Evaluation and Needs Assessment of From Dark to Light: Regaining a Caring Community, March 1998
- From Dark to Light: Regaining a Caring Community, workshops manual, March 1995 (English, French, Inuktitut)



Financial Statements

Status of Women Council of the Northwest Territories

Yellowknife, NT

March 31, 2004

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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, 2004 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 Canadian 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, 2004 and the results of its operations for the year then ended in accordance with Canadian general accepted accounting principles.

Paul Fleury & Co.

Paul Fleury & Co.
Certified General

Accountant

Yellowknife, Northwest Territories
June 22, 2004

Status of Women Council of the Northwest Territories

Statement of Financial Position

| As at March 31, 2004 | 2004 | 2003 |
|--------------------------------------|-------------------|-------------------|
| Assets | | |
| Current | | |
| Cash in Bank – Project | \$ 26,146 | \$ 4,588 |
| Deposits (Note 2) | 67,414 | 96,498 |
| Accounts Receivable | 79,082 | 43,797 |
| | <u>\$ 172,642</u> | <u>\$ 144,883</u> |
| Capital Assets (Note 3) | 9,482 | 3,639 |
| | <u>\$ 182,124</u> | <u>\$ 148,522</u> |
| Liabilities and Fund Balances | | |
| Current | | |
| Bank Indebtedness – Regular Account | \$ 32,644 | \$ 6,890 |
| Accounts Payable | 11,529 | 3,000 |
| Funding Refundable | 22,266 | 13,404 |
| Deferred Revenue | 29,865 | 31,985 |
| | <u>96,304</u> | <u>55,279</u> |
| Net Assets | | |
| Restricted Assets | | |
| Benefits Fund | 29,457 | 28,986 |
| Contingency Fund | 37,957 | 37,350 |
| Capital Assets | 9,482 | 3,639 |
| Unrestricted Fund | 8,924 | 23,268 |
| | <u>85,820</u> | <u>93,243</u> |
| | <u>\$ 182,124</u> | <u>\$ 148,522</u> |

Approved on behalf of the Board

_____ Director

_____ Director

The attached notes are an integral part of these Financial Statements.

Status of Women Council of the Northwest Territories

Statement of Net Assets

| For the year ended March 31, 2004 | 2004 | 2003 |
|-----------------------------------|------------------|------------------|
| Restricted Assets | | |
| Benefits Fund – Note 1a | | |
| Balance April 1, 2003 | \$ 28,986 | \$ 28,666 |
| Interest Earned | <u>471</u> | <u>320</u> |
| Balance March 31, 2004 | <u>\$ 29,457</u> | <u>\$ 28,986</u> |
| Contingency Fund – Note 1a | | |
| Balance April 1, 2003 | \$ 37,350 | \$ 37,000 |
| Interest Earned | <u>607</u> | <u>350</u> |
| Balance March 31, 2004 | <u>\$ 37,957</u> | <u>\$ 37,350</u> |
| Capital Assets | | |
| Balance April 1, 2003 | \$ 3,639 | \$ 5,198 |
| Transfer from Unrestricted Fund | <u>5,843</u> | <u>(1,559)</u> |
| Balance March 31, 2004 | <u>\$ 9,482</u> | <u>\$ 3,639</u> |
| Unrestricted Fund | | |
| Balance April 1, 2003 | \$ 23,268 | \$ (3,274) |
| Transfer to Programs | (23,000) | - |
| Transfer to Capital Assets | (5,843) | 1,559 |
| Excess Revenue (expenditure) | <u>14,499</u> | <u>24,983</u> |
| Balance March 31, 2004 | <u>\$ 8,924</u> | <u>\$ 23,268</u> |

The attached notes are an integral part of these Financial Statements.

Status of Women Council of the Northwest Territories

Statement of Operations

| For the year ended March 31, 2004 | 2004 | 2003 |
|---|----------------|----------------|
| Revenue | | |
| Contributions | | |
| Government of the Northwest Territories | \$ 389,643 | \$ 369,300 |
| Government of Canada | 47,652 | 221,049 |
| Other Revenue | | |
| Administration Fees and Miscellaneous | 57,519 | 27,426 |
| Deferred Revenue – 2003 | 31,985 | 21,869 |
| Deferred Revenue – 2004 | (29,865) | (31,985) |
| Contributed Services | 70,870 | 35,475 |
| Research Grants | 163,599 | 42,938 |
| | <u>731,403</u> | <u>686,072</u> |
| Expenditures | | |
| Administration | 15,020 | 14,760 |
| Advertising | 14,225 | 6,697 |
| Amortization | 3,030 | 1,559 |
| Books, Videos and Subscriptions | 3,133 | 3,424 |
| Consultants and Facilitators | 161,005 | 230,560 |
| Conference Fees | 1,000 | 325 |
| Facility Rentals | 1,600 | 800 |
| Contributed Services | 70,870 | 35,475 |
| Food Service | 2,886 | 3,268 |
| Honoraria | 5,678 | 7,350 |
| Office and Photocopy | 14,957 | 12,186 |
| Postage and Courier | 9,833 | 9,035 |
| Printing and Design | 49,749 | 19,845 |
| Professional Fees | 3,360 | 3,000 |
| Telephone and Fax | 7,855 | 7,422 |
| Travel | | |
| Community | 62,233 | 22,713 |
| Council and FPT Meeting | 5,150 | 10,413 |
| Community Worker | 60 | 251 |
| Other | 6,600 | 16,101 |
| Wages and Benefits | 244,847 | 225,153 |
| Professional Development | 429 | 2,315 |
| Bank Charges | 235 | 94 |
| Contribution Repayment | 25,363 | 23,483 |
| Computer Services and Internet | 7,786 | 4,860 |
| | <u>716,904</u> | <u>661,089</u> |
| Excess Revenue/(expenditure) | 14,499 | 24,983 |

The attached notes are an integral part of these Financial Statements.

Status of Women Council of the Northwest Territories

Statement of Cash Flows

| For the year ended March 31, 2004 | 2004 | 2003 |
|--|------------------|------------------|
| Operating Activities | | |
| Excess Revenue/(expenditure) | \$ 14,499 | \$ 24,983 |
| Interest Earned | 1,078 | 670 |
| Amortization | 3,030 | 1,559 |
| Change in Non-cash Operating Working Capital | | |
| Accounts Receivable | (35,285) | (38,596) |
| Accounts Payable | 8,529 | - |
| Deferred Revenue | (2,120) | 10,115 |
| Funding Refundable | 8,862 | 13,404 |
| | (1,407) | 12,135 |
| Investing Activity | | |
| Purchase Capital Assets | (8,873) | Nil |
| Transfer to Operations | (23,000) | \$ Nil |
| Change in Cash Position | (33,280) | 12,135 |
| Cash Position, beginning of year | 94,196 | 82,061 |
| Cash Position, end of year | 60,916 | \$ 94,196 |
| Represented by | | |
| Cash in Bank | \$ 26,146 | \$ 4,588 |
| Deposits | 67,414 | 96,498 |
| Bank Indebtedness | (32,644) | (6,890) |
| | <u>\$ 60,916</u> | <u>\$ 94,196</u> |

The attached notes are an integral part of these Financial Statements.

Status of Women Council of the Northwest Territories

Notes to Financial Statements

March 31, 2004

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;
- 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.

Status of Women Council of the Northwest Territories

Notes to the Financial Statements

March 31, 2004

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 \$471.00 in 2004.

A contingency fund of \$37,000 was created in the prior year to protect against funding cutbacks. This fund earned interest income of \$607.00 in 2004.

(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.

(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.

Status of Women Council of the Northwest Territories

Notes to the Financial Statements

March 31, 2004

2. Deposits

Bank of Nova Scotia 1.75% Guaranteed Investment Certificates maturing June 30, 2004.

| | 2004 | 2003 |
|--------------|-----------|-----------|
| Market Value | \$ 67,414 | \$ 96,498 |

3. Capital Assets

| | Rate | Cost | Accumulated Amortization | Net Book Value 2004 | Net Book Value 2003 |
|-----------|------|-----------------|-----------------------------|------------------------|------------------------|
| Furniture | 20% | \$ 2,412 | \$ - | \$ 2,412 | \$ Nil |
| Computer | 30% | 18,943 | 11,873 | 7,070 | 3,639 |
| | | <u>\$21,355</u> | <u>\$ 11,873</u> | <u>\$ 9,482</u> | <u>\$ 3,639</u> |

4. 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.

| | 2004 | 2003 |
|------|------------------|------------------|
| Rent | \$ 70,870 | \$ 35,475 |
| | <u>\$ 70,870</u> | <u>\$ 35,475</u> |

5. Commitments

The Council is committed to office equipment leases of \$1,163 per month. Remaining payments on this lease amount to \$17,445.00.

6. 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, 2004

| | Core | Breast Cancer | Breast Health Video | Breast Cancer CBCF | Breast Cancer Health Canada | Breastival |
|--|----------------|---------------|---------------------|--------------------|-----------------------------|--------------|
| Revenue Contribution | | | | | | |
| Gov't NWT | 308,073 | - | - | - | - | 3,570 |
| Gov't Canada | - | - | - | - | - | - |
| Other Revenue | | | | | | |
| Fees and Other | - | - | - | - | - | 750 |
| Deferred Revenues/03 | - | 1,889 | 7,604 | 18,099 | - | - |
| Deferred Revenues/04 | - | - | - | <2,219> | <13,326> | - |
| Contributed Rent | 70,870 | - | - | - | - | - |
| Research Grants | - | - | - | - | 25,300 | 1,000 |
| | <u>378,943</u> | <u>1,889</u> | <u>7,604</u> | <u>15,880</u> | <u>11,974</u> | <u>5,320</u> |
| Expenditures | | | | | | |
| Administration | - | - | - | - | - | 170 |
| Advertising | 1,349 | - | - | 675 | - | 2,648 |
| Amortization | 3,030 | - | - | - | - | - |
| Books, Videos | 1,133 | - | - | - | - | - |
| Subscriptions | 762 | - | - | - | 50 | - |
| Consultants, Contractors, Facilitators | - | - | 7,592 | 16,542 | 8,023 | 715 |
| Conference Fees | - | - | - | - | - | - |
| Facility Rentals | 200 | - | - | - | - | - |
| Contributed Rent | 70,870 | - | - | - | - | - |
| Food Service | 1,607 | - | - | - | - | 189 |
| Honoraria | 4,350 | - | - | - | - | - |
| Office and Photocopy | 10,148 | - | - | 56 | 99 | 94 |
| Postage and Courier | 4,547 | - | - | - | 331 | - |
| Printing and Design | 6,664 | - | 12 | - | - | 1,194 |
| Professional Fees | 2,500 | - | - | - | - | 150 |
| Telephone and Fax | 3,563 | - | - | - | 869 | - |
| Travel | | | | | | |
| Community Council and FPT Meeting | 1,009 | - | - | <1,393> | 2,537 | 160 |
| Community Worker | 5,150 | - | - | - | - | - |
| Other | - | - | - | - | 60 | - |
| Wages and Benefits | 6,600 | - | - | - | - | - |
| Professional Development | 244,847 | - | - | - | - | - |
| Bank Charges | 429 | - | - | - | - | - |
| Contribution Repayment | 215 | - | - | - | - | - |
| Computer Services and Internet | - | 1,889 | - | - | - | - |
| | <u>4,251</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>5</u> | <u>-</u> |
| | <u>373,224</u> | <u>1,889</u> | <u>7,604</u> | <u>15,880</u> | <u>11,974</u> | <u>5,320</u> |
| | 5,719 | Nil | Nil | Nil | <Nil> | Nil |

Status of Women Council of the Northwest Territories

Schedule of Revenue and Expenditure Program

For the year ended March 31, 2004

| Voices in Leadership | Canadian Heritage | Leadership Violence Awareness | Family Violence Action Plan | Family Free Workplace | Harassmnt HIV F.A.S.T. | Events Donations | Admin. Investment Income | Total |
|----------------------|-------------------|-------------------------------|-----------------------------|-----------------------|------------------------|------------------|--------------------------|----------------|
| 54,900 | - | 19,100 | 4,000 | - | - | - | - | 389,64 |
| - | 43,400 | - | - | - | 4,252 | - | - | 47,652 |
| 33,706 | - | - | - | 2 | 22,774 | 287 | 57,519 | |
| 2,287 | - | - | - | 2,106 | - | - | 31,985 | |
| <14,320> | - | - | - | - | - | - | - | <29,865> |
| - | - | - | - | - | - | - | - | 70,870 |
| - | - | - | 13,850 | - | 123,449 | - | - | 163,599 |
| <u>76,573</u> | <u>43,400</u> | <u>19,100</u> | <u>17,850</u> | <u>2,106</u> | <u>127,703</u> | <u>22,774</u> | <u>287</u> | <u>731,403</u> |
| - | 2,000 | - | 850 | - | 12,000 | - | - | 15,020 |
| 4,085 | - | - | 4,636 | - | - | - | 832 | 14,225 |
| - | - | - | - | - | - | - | - | 3,030 |
| 40 | - | 300 | - | - | 848 | - | - | 2,321 |
| - | - | - | - | - | - | - | - | 812 |
| 25,726 | 15,500 | 195 | 13,270 | 2,106 | 67,736 | 3,600 | - | 161,005 |
| - | - | - | - | - | 800 | - | - | 1,000 |
| 1,600 | - | - | - | - | - | - | - | 1,600 |
| - | - | - | - | - | - | - | - | 70,870 |
| - | - | - | - | - | - | 1,090 | - | 2,886 |
| 1,328 | - | - | - | - | - | - | - | 5,678 |
| 207 | - | 1,799 | 546 | - | 900 | 1,108 | - | 14,957 |
| 768 | 450 | 2,128 | 700 | - | 909 | - | - | 9,833 |
| 4,406 | - | 24,397 | 8,233 | 2,484 | - | 300 | 2,059 | 49,749 |
| 210 | 500 | - | - | - | - | - | - | 3,360 |
| 1,187 | 669 | 450 | - | 1,117 | - | - | 7,855 | |
| 37,016 | - | - | - | - | - | 20,328 | 2,576 | 62,233 |
| - | - | - | - | - | - | - | - | 5,150 |
| - | - | - | - | - | - | - | - | 60 |
| - | - | - | - | - | - | - | - | 6,600 |
| - | - | - | - | - | - | - | - | 244,847 |
| - | - | - | - | - | - | - | - | 429 |
| - | - | - | - | - | - | 20 | - | 235 |
| - | - | 1,209 | - | - | 22,265 | - | - | 25,363 |
| - | - | 150 | - | - | 480 | 2,900 | - | 7,786 |
| <u>76,573</u> | <u>43,516</u> | <u>19,100</u> | <u>17,850</u> | <u>2,106</u> | <u>127,703</u> | <u>14,165</u> | <u>0</u> | <u>716,904</u> |
| Nil | <116> | Nil | Nil | Nil | Nil | 8,609 | 287 | 14,499 |

