

A person is holding a white protest sign with black handwritten text that reads "PARKDALE HAS YOUR BACK". The person is wearing a dark jacket and a red beanie. The background is dark and blurry.

2017
2018

ANNUAL REPORT

PARKDALE
COMMUNITY
LEGAL SERVICES

A Message from the Board Co-Chairs



David Gellman



Richard Haigh

The Board of Directors of PCLS is very happy to be celebrating another productive year. Established in the neighbourhood by students and faculty of Osgoode Hall Law School in 1971, the Clinic has been operating for over four decades with the belief that knowledge about rights and the support to enforce rights could transform the lives of vulnerable people.

Parkdale neighbourhood has seen much change since 1971. For years we have been highlighting problems that often seem to accompany such change: dispossession of affordable rental units for people of low income; reduced availability of affordable goods and services, including food; and decreases in income assistance that affect people's ability to access basic needs with dignity.

The Board of Directors is proud to be part of an organization that works with individuals and the community through a number of community initiatives. We have seen PCLS work to build community movements among those most affected by change. It has pursued rights to income security, decent work, secure, healthy and affordable housing, and a host of other legal rights for residents and newcomers.

We thank the staff, summer employees, the students of the Poverty Law Intensive Program at Osgoode Hall Law School, and Clinic, Operations, and Academic Directors. Together they form a powerful combination of energy and commitment that helps make positive change possible.

As the Co-Chairs, we appreciate the commitment and efforts of our other Directors, those who participate on Board committees, other members of the community who have shared their experience and knowledge in consultations and who support our work, and the students from Osgoode's Public Interest Requirement program – all volunteers contributing to PCLS's success and increasing our capacity to manage change.

It has been a year of change for management at Parkdale. John Doherty was with us as Acting Clinic Director for more than six months, as we went through a search process for a new Clinic Director. He provided strong leadership during a time that required a steady hand. And we spent that time productively, resulting in the hiring of Johanna Macdonald, who has brought a renewed energy and vigour to the role of Clinic Director since she began in November of 2017. With Johanna's assistance, the Board completed its management transformation by hiring Fawzia Karim as its Operations Director in April of 2018.

Finally, we would like to offer our special thanks to Sean Rehaag, the Academic Director for the past three years, who completed his term on June 30 of 2018. Sean's leadership, encouragement, ability and wisdom will long be remembered by all who came into contact with him. We also want to welcome the incoming Academic Director, Adrian Smith, who will be filling (we're sure) those big shoes! ■

A Message from the Clinic and Operations Directors



Johanna Macdonald
Clinic Director



Fawzia Karim
Operations Director

It is nice to meet you! We are thrilled to be with you. Through this report, you will read the highlights of PCLS' work. You will get to know those that contributed to our organization and our community over the last year, and the activities they took on. It's inspirational to learn of the outstanding contributions made. Enjoy!

Being new additions to PCLS this year, we cannot help but to think back further, all the way to our beginning - 1971. As PCLS nears its 50th anniversary, we consider the legacy and profound impact of groups and individuals who have provided immeasurable support to PCLS and the community. This year, we mourned the loss of Jacquie Chic who over a span of two decades, played multiple roles at PCLS as community legal worker, law student, articling student and staff lawyer. Her beloved brilliance steers us forward. We also mourned the loss of Simon Fodden, one of PCLS' founders who served as Academic Director; and the loss of Tamrat Gebeyehu who was a student in the Immigration Division from 1998-9 and filled many of us with light and love. These memories guide us forward.

We thank all staff, students and volunteers for contributions over the last year. As we near 50 years, we pause to reflect on the long-standing dedication of many staff serving upwards of two decades and some over three decades in their work with PCLS and the community. We think about the 1700 and growing number of alumni that have engaged in critical

legal education while working front-line in community organizing, outreach and casework. And we thank all of them.

We send our deepest gratitude and thanks to our outgoing Board co-chairs who have led PCLS through significant transitions. Both Richard Haigh and David Gellman have served on the Board since 2011, providing hundreds of hours of volunteer service and stewardship to PCLS. Their leadership through this and prior transitions was invaluable to maintaining consistency and organizational accountability. We additionally thank outgoing Board member Renatta Austin for her contributions, and outgoing Board member Maram Khalif for her insight and long-term dedication to PCLS.

We thank Legal Aid Ontario and Osgoode Hall Law School for continuing to support our Clinic's essential work in social justice advocacy and legal education. This year, we were thrilled to engage and thank the Maytree Foundation for supporting PCLS to advance our community organizing and clinic support for right to housing activities. We thank partner agencies in co-funded projects including: Parkdale Neighbourhood Land Trust, Parkdale Activity Recreation Centre, WoodGreen Community Services, Community Legal Education Ontario, the Association of Community Legal Clinics of Ontario, and project funders Legal Aid Ontario, the Trillium Foundation and the Social Sciences and Humanities Research Council.

A Message from the Clinic and Operations Directors

We thank our outgoing Academic Director Sean Rehaag who brought thoughtfulness and dedication to equitable and inclusive governance and operations at PCLS, in addition to brilliant academic work and community connection during his three year term leading the Intensive Program in Poverty Law. We thank our outgoing Dean of Osgoode Hall Law School, Lorne Sossin, for inspiration and support. **And we thank John Doherty** who played a vital role of both stability and forward momentum as Interim Director.

We welcome the Interim Dean of Osgoode Hall Law School, Mary Condon, our new Academic Director Adrian Smith, new Board members, staff, students and volunteers – all of whom bring leadership, vital perspectives and talents. As we move forward together, we will continue to nurture our closest relationships and ground organizational priorities, decision making and actions with connection to our communities and the broad forces of inequality. Onward! ■



**THANK YOU,
JOHN DOHERTY!**
Interim Clinic Director
March - November 2017



**THANK YOU,
SEAN REHAAG!**
Academic Director
July 2015 - June 2018

**THANK YOU TO OUR
CORE FUNDERS!**



A Message from our new Academic Director



Adrian A. Smith
Academic Director

Fall 2018 marks for me a new beginning in old haunts, a return both to PCLS and Osgoode Hall, where I once studied. I am pleased to return to the Clinic, more than a decade and a half after I served as a student in Workers' Rights. Those were heady days. I can still recall the trepidation of my first hearing, no amount of preparation time would have brought me comfort — an employer no-show meant I would relive that discomfort in a second, first hearing. The daily lived lessons from clients and others on 'what law does' provided a decisive counterweight to the staid conventions of a tightly bound — too tightly bound, I believe(d) — focus on 'what law is' so rife in law school. Some familiar voices still echo through Clinic halls, Mary Gellatly, Peggy-Gail Dehal-Ramson, Rose Nabwire and Linda Newton come to mind as core staff who had an especially impactful presence during my earlier stay; sadly another, Jacquie Chic my former supervising lawyer, passed away this past February. I have sought to keep Jacquie's generosity and stubborn defiance, her staunch commitment to transformative change for workers and others of Parkdale, forefront of mind as Academic Director.

The 2017-18 student cohort, ever earnest and committed, made a real contribution to the Clinic's ongoing activities. Intake and case file work remained lively and full. Engaging in local campaigns such as 'Take Back the Night', 'I Am Not Invisible', 'Fight for \$15 and Fairness' and a prominent 'rent strike', students lent support to pivotal organizing initiatives. My hope is that, just as I carried my PCLS experience with me into graduate studies, teaching, and migrant worker organizing, students

will carry forward this experiential learning into future endeavours.

I am grateful for the monumental work undertaken by my predecessor, Sean Rehaag. In his three-year stint, Professor Rehaag reworked the various fixtures and appurtenances of the academic program much in the way a master plumber would do, not always evident on visual inspection but vital to ensuring a well-functioning system of learning and engagement. His thoroughness and rigour have shaped virtually all facets of the program from the adoption of key policies and protocols, to re-focusing the academic mandate, and on to tightening the PCLS-Osgoode relationship through a new Memorandum of Understanding. Sean deserves the highest praise for this invaluable service to the clinic's publics.

It is a real privilege to be thrust into the helm of the Poverty Law Intensive. I am proud to build on the work of past faculty who have served in this role — Rehaag, Gavigan, Mosher, Imai, Fodden, Martin, and of course Fred Zemans. My gratitude is immense, and I strive to uphold the very lofty standard set by these colleagues — and by non-faculty AD's, Chantal Morton and Mary Truemner. As the Clinic approaches its fiftieth anniversary, I endeavour to deepen opportunities for experiential learning and to sharpen the role of Osgoode students in contesting poverty in all of its guises. ■



Immigration

The Immigration Division continued to respond to the immediate needs of our community through our open intake process with an eye to identifying trends that could give rise to test case litigation or call for broader advocacy initiatives. We strengthened relationships with settlement organizations, agencies, schools and residents in our catchment by hosting workshops and presentations and collaborating on events and projects. We conducted targeted outreach to migrant and refugee communities in our catchment and engaged newcomer youth in Parkdale through the Canada Summer Jobs program.

A bulk of our work involves reuniting families. While family reunification is stated as an important objective

of Canada's immigration policies and legislation, we continue to see refugee families separated for years. Children face long delays in being reunited with their parents and we see first-hand the toll this separation takes on our clients. The long wait times facing refugees are a matter of great concern to us, as they undermine the purpose of offering concurrent processing, and much remains to be done to remove barriers impeding family reunification, so that all families, including the most vulnerable, can be together in Canada.

One of the highlights for students and staff in the division is when we are successful in reuniting families, many of whom are refugees or caregivers, who wait several years to re-unite with their children and spouses.

We are especially proud of our client Mercedes Benitez who fought to bring her family to Canada by publicly challenging the Excessive Demand provision (section 38(1)(c) of the Immigration and Refugee Protection Act). Excessive demand is an issue that can affect applicants in many situations but we see it most often in relation to caregivers. Caregivers are deemed inadmissible to Canada if they or any of their immediate family have a health issue that IRCC deems likely to cause excessive demand on health or social services.



The Parkdale launch of "Telling Our Stories: Immigrant Women's Resilience."



Clockwise from top-left Caregivers rally to protest PR backlog; Students at the toy pile of shame outside US embassy; Rally outside the Immigration Minister's office to end Excessive Demand; Clients re-united in Canada after several years of separation.

DID YOU KNOW?

Many members of our community have difficulty obtaining Canadian citizenship because of the language and knowledge requirement, as well as steep application fees. The language requirement is a barrier for many of our clients, especially refugees and sponsored spouses, who are illiterate or have little or no formal education. The application fee of \$630 is another significant barrier as well. The citizenship application process exacerbates and perpetuates disadvantage and exclusion among vulnerable non-citizens. We are working to challenge the current citizenship regime. If you know of anyone affected by this issue or are interested in working with us, please contact Tenzin at tekant@lao.on.ca



Client Mercedes Benitez testifying before the Standing Committee on Citizenship and Immigration in November 2017

Students and staff in the division worked with Mercedes to put pressure on the government to allow Mercedes to reunite with her family in Canada and to repeal section 38(1)(c) by collaborating with advocacy groups and going to the media. Mercedes and staff lawyer Toni Schweitzer testified before the Standing Committee on Citizenship and Immigration in the House of Commons in November last year. While successful in getting our client an exemption from the excessive demand provision we continue to challenge this discriminatory provision by collecting evidence that could be used in a constitutional challenge to s. 38(1)(c).



*Housing Rights Division,
Winter 2018*

Housing Rights

The Housing Division supports the development of neighbourhood-based organizing to resist the displacement of working class and low-income renters from Parkdale. The Division provides legal services to overwhelming numbers of individuals and groups facing eviction and inadequate, unaffordable, inaccessible and unsafe housing.

Last summer's rent strike saw over 300 tenants across 12 MetCap Living buildings withholding their rent while pressuring the landlord and their investors to withdraw the above guideline rent increases that were pricing people out of their homes. By August 2017, tenants had successfully forced MetCap and their investors to sit down with tenants from each of the buildings to negotiate a settlement that tenants were satisfied with. The settlements saw significant reductions in the above guideline rent increases across the neighbourhood, the creation of a rent relief program for low-income tenants, and a plan to improve maintenance in the buildings. This was the first victory of this size in Parkdale and has been an inspiration for the rest of the neighbourhood.

This win showed our neighbours what an organized, determined group of tenants could do when they chose to struggle together. This was just the beginning.

The beginning of 2018 saw our neighbours at 1251 King St West getting organized to take on their landlord, Nuspor Investments, with their most recent above guideline rent increase. In a similar situation as the MetCap tenants before them, 1251 King tenants were faced with an above guideline rent increase almost twice the legal amount to pay for a brand new marble lobby and new lobby artwork. The tenants in this building know that this upscaling of their building was meant to attract the kind of tenants who could afford to pay \$1800/month for rent, while making long-term working class tenants foot the bill. After receiving little response from the landlord, the tenants opted to go on rent strike February 1. Immense community support, particularly from their MetCap neighbours, helped pressure their landlord to withdraw the rent increase entirely before March was over.

We also saw our neighbours at 139 Cowan push back against displacement when their landlord sought to push them out of their homes with a series of eviction notices. The tenants worked together and stood strong. That landlord gave up and sold the building. Their next landlord, a Domino's Pizza franchise, sought to evict the tenants again so that they could upscale the building and double the rents. Working with PCLS and Parkdale Organize, the tenants and their neighbours pressured the landlord to withdraw all eviction notices and let the tenants stay put. Our organizing work has seen us invited around the GTA to speak with tenants and organizations who

want to fight back against their own issues with their landlords. We've been providing support for tenants in Flemingdon Park, the downtown core, Scarborough, the Jane and Finch area, as well as providing support for the Hamilton rent strike and Ottawa tenants facing displacement.

PCLS teamed up with Parkdale Activity-Recreation Centre (PARC), the Parkdale Neighbourhood Land Trust (PNLT), and Woodgreen Community Services to form the Parkdale Rooming House Stabilization, Eviction Prevention and Preservation Strategy. A recent PNLT study identified over 198 licensed/unlicensed rooming houses in Parkdale, offering deeply affordable options for over 2,700 tenants. The study confirmed that there is an alarming trend of the ongoing loss of rooming houses when in the last 10 years we've seen a loss of over 28 buildings which housed over 350 tenants. We're seeing developers moving into the neighbourhood, buying up buildings from the retiring landlords, and trying to push tenants out anyway that they can. There are threats and intimidation, illegal evictions, buy-out offers, and legal evictions. Once landlords can push all of the tenants out, they begin the process of upscaling the building so that they can double or triple the rents. PNLT has identified that there are presently 59 rooming houses that are at-risk of being sold and de-tenanted, putting the homes of over 800 tenants in jeopardy. PCLS has taken the lead in organizing and education for these tenants and in the beginning of May, we held a large community to kick off the project and talk to tenants about the idea of having a neighbourhood-



Queen Victoria Public School kids supporting rent strikers at 1251 King Street West

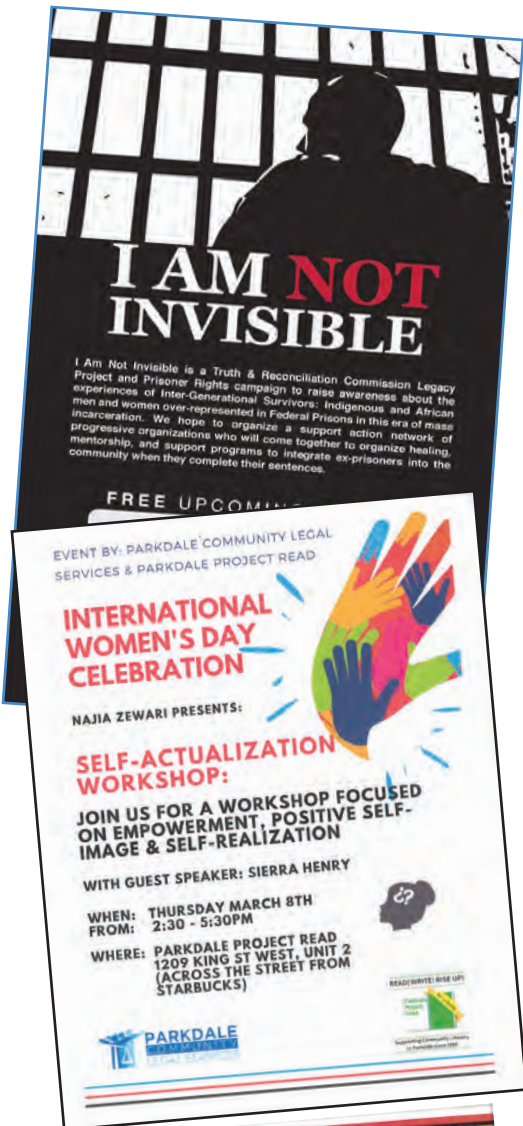
wide group of tenants from small buildings. Our organizing thus far was in larger apartment buildings that had hundreds of neighbours to call on for support; tenants in rooming houses often only have a handful of neighbours, making it much more intimidating to take on the landlord. Tenants are receptive of the idea of larger group to draw support from, seeing the successes in the neighbourhood, and we have been working to get the at-risk rooming houses organized ever since.

In this reporting period over eight hundred and fifty households came to PCLS with housing concerns. Most of the concerns involved threats of eviction. In collaboration with the Tenants and the Emergency Response Team of Agencies, PCLS advocated for tenants of 81 Wilson Park to have their tenancies restored, repairs done, and compensation paid, after an emergency evacuation. PCLS continued to see an increased number of households in imminent threat of losing their homes on N12 (landlord's/purchaser's own use), N13 (repair, renovation, conversion, demolition) eviction notices, as well as eviction on behavioural grounds (N5, N6, N7). We worked with tenants in many of the cases to successfully challenge evictions at hearings, and to reach favourable settlement agreements through negotiation. ■



PCLS community legal worker Vic Natola speaking to a meeting of tenants at College and Dufferin

Social Assistance, Violence and Health



The Social Assistance Violence and Health Division (SAVAH) Division supports people with income security, their experiences of violence (interpersonal, systemic) and their right to safety & security, health and wellbeing. This year, SAVAH started the process of a casework and access review while continuing to engage in women's rights organizing and up-starting anti-racism organizing through the 'I am NOT Invisible' Campaign.

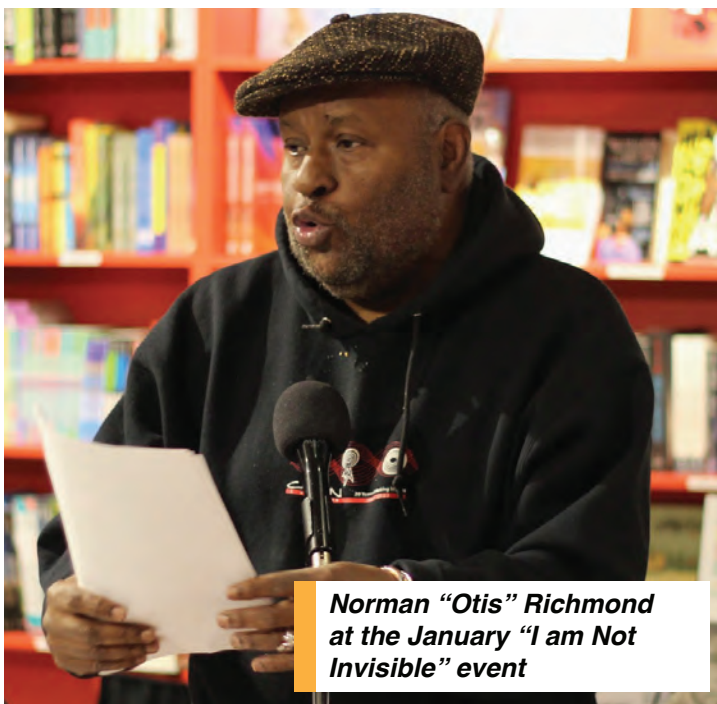
It's been a busy year for the SAVAH division who created over 400 cases. The SAVAH division provided a range of case work services including summary advice, brief services, informal advocacy, negotiations, assisted self-help and representation with respect to decisions concerning eligibility for the Ontario Disability Support Program and for Ontario Works; overpayments; and eligibility for Assistance for Children with Severe Disabilities. We also advised and assisted with other government incomes including OAS, GAINS and Canada (and Ontario) Child Benefits.

SAVAH advised and assisted people with claims to the Criminal Injuries Compensation Board. We continue to look at expanding the scope of our anti-violence work. Other developing areas of our practice include human rights in services where there is an overlap with our other areas; debtor/creditor; and access to some municipal programs and entitlements, such as daycare subsidies and homecare services.

SAVAH supported Najia Zewari efforts to build a local grassroots civic engagement and women's empowerment organization in Parkdale and other communities in the City of Toronto. Zewari is a former UN Women international women rights worker and leader of the Afghan Women's Network (Afghanistan). In December, Najia facilitated a storytelling workshop for immigrant and racialized women at Parkdale Project Read. Also, Najia co-facilitated workshops at SAVAH's December 6th Violence Against Women and International Women's Day events.

To advance black anti-racist organizing in Parkdale, SAVAH Division organized a Kwanzaa Celebration for Parkdale's Black community at PCLS on December 22nd, 2017. Also, SAVAH organized a Black History Month lunch n' learn for PCLS staff and Black community members featuring African-Canadian prisoner rights activists from the I Am Not Invisible campaign.

Mum's 4 Mum's is a new grassroots mother's collective, SAVAH helped organize from October 2017-January 2018. Nasra Ahmed, a 29 year-old mom living in Swansea Mews Toronto Community Housing. After networking with SAVAH in October 2017, Nasra decided to assume a leadership role and become more involved in community organizing in



**Norman "Otis" Richmond
at the January "I am Not
Invisible" event**

the New Year. Mum's 4 Mum's meets every second Saturday and they discuss issues relevant women in the community, and how they might support each other.

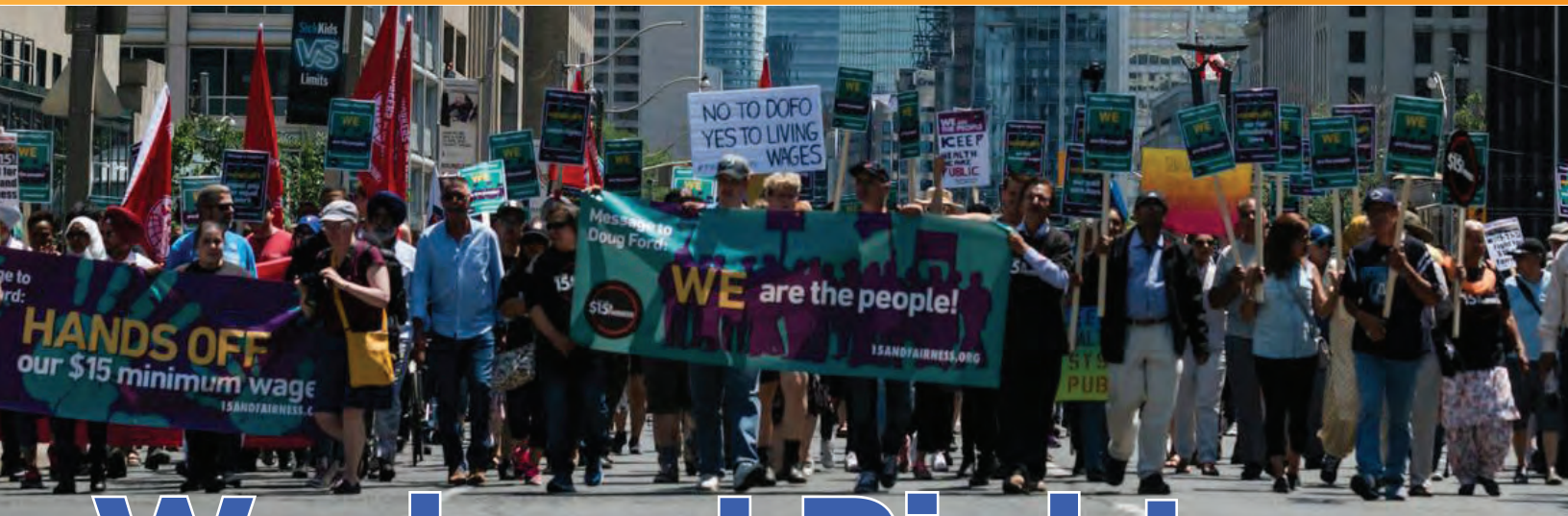
SAVAH organizes an annual event in Parkdale with local agencies to commemorate December 6th National Day of Remembrance to End Violence Against Women. On December 7, 2017, SAVAHA organized an event at the Parkdale Library with Parkdale Project Read, Global Women's Network, and the Parkdale Intercultural Association to raise awareness and discuss alternative projects to end violence against women.

SAVAH organizes an annual event in Parkdale for International Women's Day with local agencies to commemorate International Women's Day on March 8th. SAVAHA's IWD event was organized with Parkdale Project Read and the Global Women's Network. Najia Zewari (Global Women's Network) facilitated a storytelling workshop on empowerment, positive self-image, and self-realization. Working Women Community Centre youth worker, Sierra Henry gave an inspiring address about the race, gender, and class oppression she experienced as a youth in Lawrence Heights, and her success in overcoming these barriers to become a successful program coordinator in the non-profit sector.

In November 2017, SAVAHA launched the I Am Not Invisible Campaign to raise awareness about the challenges Indigenous and Black prisoners experience integrating into the community after

serving sentences. The SAVAHA Division started this campaign with the expertise and inspiration of our Community Legal Worker, Chris Harris, a founder of the Freedom Justice Academy, and Kevin Harp, Native Prisoner Rights Activist affiliated with Native Brotherhood. Freedom Justice Academy engaged former Black and Indigenous prisoners in mentorship and leadership training when they completed their sentences. Overwhelmingly, as reflected in Canada's Truth and Reconciliation Commission's 94 Calls to Action, there is a lack of support for ex-prisoners who are inter-generational survivors, incarcerated due to the legacy of Residential Schools and the effects of colonialism, discrimination and racism. The campaign aims to support ex-prisoners through two public education sessions and organizing a support network for the development of community-based healing and mentorship towards family reunification, and income stability.

The first public education event was held at Parkdale Project Read on November 6th, with 34 year-old Black and Indigenous ex-prisoners Sean Frost (Founder Global Inspiration) and Kevin Harp (Native Brotherhood, Native Prison Rights Activist) to speak about their experience of incarceration. The second educational event was held at A Different Booklist bookstore on January 29th, 2018. Residential school survivor Michael Cheena spoke about the history of the residential school survivors' movement and its relationship to the struggles of Indigenous federal prisoners in this age of mass incarceration. Kevin Harp also spoke from the heart about his life experience spending his entire youth and adult years in and out of prison, frequently referred to as "Canada's New Residential Schools" in the mainstream media. Finally, Kevin spoke about the lack of healing and support services for Native prisoners in Toronto. ■



Workers' Rights

The Workers' Rights Division supports the mobilization of workers to defend their rights and improve wages, working conditions, including health and safety and human rights.

The \$15 and Fairness campaign has delivered on key demands for decent work. Bill 148, Fair Workplaces, Better Jobs Act, 2017, was passed November 2017. This Act brought in historic improvements for Ontario workers including a \$15 minimum wage, equal pay for equal work, paid sick days, fairer scheduling, more vacation, easier access to unionization and much more.

Through the legislative review of Bill 148, we were able to keep gains made and won some good amendments to the Act.

But rights on paper are not rights at all if they are not enforced. We launched an education and enforcement campaign in January 2018 to make the new workers' rights a reality for Ontario workers. We developed education materials and workshops for legal caseworkers, community organizations and workers.

We worked to make \$15 and Fairness a key issue during the provincial election. Through education and outreach, we reached out to ensure that whoever formed the new government would know that Ontario workers support a \$15 minimum wage and gains made through Bill 148.

While the new provincial government has indicated that it may repeal the \$15 minimum wage and review the Bill 148 provisions, workers continue to press the government not roll back minimum wage and employment standards. Two-thirds of Ontarians support a \$15 minimum wage. We will continue



Organizing in Parkdale

working to ensure that the \$15 minimum wage and provisions of Bill 148 are maintained and enforced.

Divisional Casework

We had a very successful year, collecting an amazing \$628,049.16 in unpaid wages, wrongful dismissal damages, and other employment entitlements for the workers in our community. This is the second highest amount we collected since we started keeping track in 2011. Behind these numbers are stories of workers who fought back.

Eva*, for example, was a live-in caregiver who worked long days and overnights. Despite working

Casework by the numbers

Year	Files Opened	Files Completed	Amount Recovered
2013 – 2014	93	91	\$448,576.79
2014 – 2015	119	112	\$461,546.21
2015 – 2016	105	110	\$725,956.08
2016 – 2017	111	96	\$504,870.86
2017 - 2018	100	94	\$628,049.16

approximately 150 hours per week, Eva's employer only paid her for 44 hours of work. While Eva knew her rights were being violated, she felt she had no choice but to continue working for the employer because she was in Canada under a restrictive work permit that forbids her from working for anyone else

With the assistance of PCLS, Eva filed an Employment Standards Act claim against her employer for unpaid wages. The Ministry of Labour decided in Eva's favour and issued an Order to Pay against her employer for \$84,817.30. We believe that this is one of the largest amounts that the Ministry of Labour has ever issued on behalf of one individual worker. Eva received the full amount owing in winter of 2017.

Unfortunately, Eva's experience is not uncommon. Migrant workers, particularly those with restrictive work permits, face enormous barriers in exerting their employment rights. But as Eva said after she won her case, "It's tough for workers like us, but my victory is proof that workers can fight back and win."

Other examples of our workers fighting back and winning include:

- Two migrant workers who won their Employment Protection for Foreign Nationals Act claims against an unscrupulous recruiter who charged them illegal fees to work;
- Four co-workers who together filed Employment Standards Act claims for unpaid overtime pay. They collectively recovered \$50,983.69.
- A worker filing a human rights complaint after losing her job for going on a maternity leave. She received a large settlement as compensation.
- A migrant farm worker who took his employer to Small Claims Court and won wrongful dismissal damages. ■

*Not her real name.



Students, staff and community members protest outside Tim Horton's location at Queen and Jameson, February 2018.

Awards and Honours 2017-2018



Phil MacInnis

Dorothy Leatch Community Award

Phil MacInnis is a Parkdale organizer and resident of more than twenty years. Since 2016, the King Street storefront above which he lives has been sold twice. Back-to-back owners have tried to throw the tenants out. In both cases Phil organized his neighbours and beat the evictions.

The Dorothy Leatch Community Award is granted annually in memory of Dorothy Leatch who passed away in 2011. Dorothy was PCLS' receptionist for more than 30 years. She took an active interest in the clients and in the community and selflessly contributed to the well-being of the community. This award is a tribute to her while recognizing a community member in Parkdale and Swansea who embodies Dorothy's own approach to community.



Ruth Wellen

Frederick H. Zemans Prize

Ruthie is a third year student at Osgoode Hall Law School who worked as a caseworker in the Workers' Rights division and was a student representative to the Board of Directors during the 2017-2018 year. She is dedicated to merging legal work with movement-building and actively supported social justice campaigns addressing precarious work, including the Workers' Action Centre, \$15 and Fairness, and the Osgoode Strike Support Committee, as a caseworker. During her time at PCLS, Ruthie was particularly passionate about casework involving violence, harassment, and discrimination at work. In this capacity, she aimed to facilitate as much control as possible for her clients over how their stories were presented within the legal system. She intends to continue supporting the rights of workers as an articling student at the Ministry of Labour next year.

The Frederick H. Zemans Prize in Poverty Law is awarded annually to an outstanding student enrolled in the Intensive Program in Poverty Law.

Awards and Honours 2017-2018



Toronto Overdose Prevention Society (TOPS) Community Organization Award

The Community Organization Award is awarded to the Toronto Overdose Prevention Society (TOPS). TOPS provides life-saving health care services in our neighbourhood in the face of the Province's decision to halt the opening of the Overdose Prevention Site at the Parkdale Community Health Centre. PCLS wrote to the Minister of Health and Long Term Care endorsing TOPS' calls to action:

1. Immediately allow the 3 halted Overdose Prevention Sites (in Parkdale, St. Catharines and Thunder Bay) to open their lifesaving services.
2. Increase and extend funding for currently operating OPS to expand their hours, staffing and range of services they are able to offer.
3. Quickly facilitate the application and approval process for organizations across the province looking to open Overdose Prevention Sites.
4. Recognize the full range of measures that are necessary to effectively address the overdose crisis, including ensuring that people have access to adequate income support and to safe, affordable housing.
5. Join the growing chorus of voices calling on the federal government to decriminalize drug use to reduce stigma, shift resources from criminalization to provision of health services for people who use drugs, and allow for urgent action on a non-toxic supply.



A Message from the Treasurer



Christine Andrews

The purpose and objective of an external audit is for the auditor to express an opinion on the truth and fairness of financial statements. An external audit provides an independent third party assessment of the financial statement. It provides accountability of management performance as well as a reasonable basis for the users to rely on the financial statements.

The PCLS audit is performed by the accounting firm, Segal LLP. The auditor verifies that the accounting records and policies are in order to ensure the financial statements are accurate, complete and in adherence with generally accepted accounting principles.

The two largest funding sources of the PCLS are Legal Aid Ontario and Osgoode, 94% and 5%, respectively. We appreciate their continued support. Our largest expenditures are for salaries followed by occupancy costs. This is standard for community clinics as we strive to remain visible in the community we serve. I would like to take this opportunity to thank our staff for their continued hard work and dedication. Without them we would not be able to provide the much needed services that we do to the community.

The audit was, as usual, clean except for the qualification around fundraising

events. This is common with many not-for-profit-organizations because the auditor cannot independently verify donations. As funds received from fundraising represent only a small percentage of our budget these amounts are not considered material.

On behalf of the Board, I would like to thank the auditors, Segal LLP, for their work in producing the audit on a tight timeline. I would also like to thank Besrat Solomon for her continued assistance in preparing for the audit. Finally, as a new member of the finance team myself; I would like to welcome our newest member, Fawzia Karim. She is a Director with responsibility for finance. We look forward to working with her. ■

You will find the complete audited financials from Segal LLP as an Appendix to this annual report.

PARKDALE COMMUNITY LEGAL SERVICES INC.

**FINANCIAL STATEMENTS
MARCH 31, 2018**

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INDEPENDENT AUDITOR'S REPORT

**To the Directors of
Parkdale Community Legal Services Inc.**

Report on the Financial Statements

We have audited the accompanying financial statements of Parkdale Community Legal Services Inc. (the "Clinic") which comprise the statement of financial position as at March 31, 2018, and the statement of operations and funds balance and the statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

Independent Auditor's Report
Page 2

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

In common with many not-for-profit organizations, the Clinic derives revenue from various fundraising events during the year, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Clinic. Therefore, we were not able to determine whether any adjustments might be necessary to revenues, excess of revenues over expenditures, assets and funds balance for the years ended March 31, 2018 and 2017. Our audit opinion on the financial statements for the year ended March 31, 2018 is modified accordingly because of the possible effects of this limitation in scope.

Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Parkdale Community Legal Services Inc. as at March 31, 2018, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for non-for-profit organizations.

Segal LLP

Chartered Professional Accountants
Licensed Public Accountants

Toronto, Ontario
July 11, 2018

PARKDALE COMMUNITY LEGAL SERVICES INC.
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2018

	Directors' Fund	LAO General Fund	LAO Legal Disbursements Fund	LAO Capital Fund	2018 Total	2017 Total
ASSETS						
Current assets						
Cash	\$ -	\$ 332,681	\$ -	\$ -	\$ 332,681	\$ 301,776
Accounts receivable	-	17,829	-	-	17,829	44,334
Harmonized sales taxes receivable	-	27,682	-	-	27,682	23,588
Prepaid expenses	-	17,402	-	-	17,402	16,317
	-	395,594	-	-	395,594	386,015
Property and equipment, note 3	-	-	-	8,572	8,572	10,811
	-	395,594	-	8,572	404,166	396,826
LIABILITIES						
Current liabilities						
Accounts payable and accrued liabilities	\$ -	\$ 217,574	\$ -	\$ -	\$ 217,574	\$ 222,853
Deferred revenue, note 5	14,804	-	-	-	14,804	3,831
Interfund payable (receivable)	(214,663)	207,599	(826)	7,890	-	-
	(199,859)	425,173	(826)	7,890	232,378	226,684
Commitments, note 6						
Contingent liability, note 9	199,859	(29,579)	826	682	171,788	170,142
FUNDS BALANCE (DEFICIT)	\$ -	\$ 395,594	\$ -	\$ 8,572	\$ 404,166	\$ 396,826

Approved on behalf of the Board:

 _____, Director
 _____, Director

See accompanying notes to the financial statements

PARKDALE COMMUNITY LEGAL SERVICES INC.

STATEMENT OF OPERATIONS AND FUNDS BALANCE
FOR THE YEAR ENDED MARCH 31, 2018

	Directors' Fund	LAO General Fund	LAO Legal Disbursements Fund	LAO Capital Fund	2018 Total	2017 Total
Revenues						
Legal Aid Ontario, note 8						
- direct receipts	\$ -	\$ 2,551,834	\$ 23,400	\$ -	\$ 2,575,234	\$ 2,557,732
- indirect receipts, note 4	-	129,933	-	-	129,933	154,725
Osgoode Hall Law School Grant - annual	125,278	-	-	-	125,278	100,000
Projects	21,034	55,486	-	-	76,520	64,872
Osgoode Hall Law School Grant - special	16,902	-	-	-	16,902	32,280
Other income	12,857	-	-	-	12,857	10,075
Donations	<u>7,801</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>7,801</u>	<u>6,884</u>
	<u>183,872</u>	<u>2,737,253</u>	<u>23,400</u>	<u>-</u>	<u>2,944,525</u>	<u>2,926,568</u>

See accompanying notes to the financial statements

PARKDALE COMMUNITY LEGAL SERVICES INC.

STATEMENT OF OPERATIONS AND FUNDS BALANCE
FOR THE YEAR ENDED MARCH 31, 2018

	Directors' Fund	LAO General Fund	LAO Legal Disbursements Fund	LAO Capital Fund	2018 Total	2017 Total
Expenditures						
Salaries	34,523	1,805,956	-	-	1,840,479	1,886,788
Occupancy	29,025	297,373	-	-	326,398	317,663
Benefits	2,942	319,863	-	-	322,805	312,818
Indirect payments, note 4	-	129,933	-	-	129,933	154,725
Professional services	53,280	36,156	-	-	89,436	64,092
Supplies and services	6,103	75,908	-	-	82,011	62,771
Equipment rental and maintenance	10,558	22,865	-	-	33,423	21,753
Client services	16,614	13,983	-	-	30,597	29,740
Legal disbursements	-	-	25,098	-	25,098	17,826
Staff development	10,523	8,647	-	-	19,170	15,290
Communications	1,719	16,363	-	-	18,082	24,341
Professional dues	5,180	7,382	-	-	12,562	10,532
Board	1,951	5,916	-	-	7,867	10,350
Amortization	-	-	-	5,018	5,018	6,641
	<u>172,418</u>	<u>2,740,345</u>	<u>25,098</u>	<u>5,018</u>	<u>2,942,879</u>	<u>2,935,330</u>
Excess of revenues over expenditures (expenditures over revenues)	11,454	(3,092)	(1,698)	(5,018)	1,646	(8,762)
Funds balance (deficit), beginning of year	<u>188,405</u>	<u>(26,487)</u>	<u>2,524</u>	<u>5,700</u>	<u>170,142</u>	<u>178,904</u>
Funds balance (deficit), end of year	<u>\$ 199,859</u>	<u>\$ (29,579)</u>	<u>\$ 826</u>	<u>\$ 682</u>	<u>\$ 171,788</u>	<u>\$ 170,142</u>

See accompanying notes to the financial statements

PARKDALE COMMUNITY LEGAL SERVICES INC.

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2018**

	2018	2017
Cash flows from operating activities		
Excess of revenues over expenditures (expenditures over revenues)	\$ 1,646	\$ (8,762)
Adjustment for item not involving cash:		
Amortization	<u>5,018</u>	<u>6,641</u>
	6,664	(2,121)
Changes in non-cash working capital balances		
Decrease in accounts receivable	26,505	9,831
Increase in harmonized sales taxes receivable	(4,094)	(827)
Increase in prepaid expenses	(1,085)	(1,140)
Increase (decrease) in deferred revenue	10,973	(4,158)
Increase (decrease) in accounts payable and accrued liabilities	<u>(5,279)</u>	<u>63,602</u>
Cash flows provided from operating activities	<u>33,684</u>	<u>65,187</u>
Cash flows from investing activities		
Purchase of property and equipment	<u>(2,779)</u>	<u>(5,111)</u>
Net increase in cash	30,905	60,076
Cash, beginning of year	<u>301,776</u>	<u>241,700</u>
Cash, end of year	<u>\$ 332,681</u>	<u>\$ 301,776</u>

See accompanying notes to the financial statements

PARKDALE COMMUNITY LEGAL SERVICES INC.

NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2018

1. PURPOSE OF THE ORGANIZATION

Parkdale Community Legal Services Inc. is incorporated under the Laws of Ontario as a not-for-profit corporation without share capital and is a registered Canadian charitable organization. The Clinic provides legal services to low income individuals.

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations (CAS NPO) based on the following significant policies adopted by management:

Fund accounting

The Clinic has the following funds:

a) Directors' Fund

Comprised of the following:

- i) **Osgoode Fund:** These funds are provided by York University to enhance the academic program in poverty law, which is a joint project of Osgoode Hall Law School and Parkdale Community Legal Services Inc. In addition to the itemized budget for the Osgoode Fund, the University provides a full-time academic director position and some services in kind.
- ii) **Internally Restricted Fund:** This fund includes monies received from individuals and corporations, which are used for project activities of the clinic as directed by the management team or board of directors. This fund also includes monies received to fund specific projects, which no longer have any restrictions as to use, other than for projects as directed by the management team or board of directors.

	2018	2017
Osgoode Fund (net of repayments)	\$ 70,366	\$ 71,899
Internally Restricted Fund	129,493	137,456
Transfer to (from) LAO General Fund	<u>-</u>	<u>(20,950)</u>
	<u>\$ 199,859</u>	<u>\$ 188,405</u>

b) LAO General Fund

These funds, provided by Legal Aid Ontario ("LAO"), are used to provide a range of legal and paralegal services, including information, advice and representation, to low-income individuals and families.

PARKDALE COMMUNITY LEGAL SERVICES INC.

NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2018

2. SIGNIFICANT ACCOUNTING POLICIES - (Continued...)

Fund accounting - (Continued...)

c) LAO Legal Disbursements Fund

These funds are used to provide for certain direct expenses incurred in representing Clinic clients in legal proceedings.

d) LAO Capital Fund

This fund holds the property and equipment of the Clinic that has been funded by Legal Aid Ontario.

Revenue recognition

The Clinic uses the deferral method to account for contributions.

Restricted contributions are recognized as revenue in the fund to which they pertain (see description of funds above). Contributions that relate to future periods are recorded as deferred revenue.

Unrestricted contributions are recognized as revenue of the Directors Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Significant estimates include: the contingent liability (note 9), the useful lives of property and equipment and allowance for doubtful accounts receivable. Actual results could differ from those estimates.

Property and equipment

The property and equipment are being amortized on a straight-line basis as follows:

Computer equipment	- 3 years
Office equipment	- 5 years
Telephone equipment	- 8 years
Leasehold improvements	- over the term of the lease

PARKDALE COMMUNITY LEGAL SERVICES INC.

NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2018

2. SIGNIFICANT ACCOUNTING POLICIES - (Continued...)

Impairment of long-lived assets

Long-lived assets including property and equipment are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. When a long-lived asset no longer has any long-term service potential to the Clinic, it is considered to be impaired. An impairment loss is measured at the amount by which the carrying amount of the asset exceeds its residual value.

Income taxes

The Clinic is a registered charitable organization and accordingly is exempt from income taxes under Section 149 of the Income Tax Act.

Donations in kind and volunteered services

The Clinic received donations in kind in the form of contributed goods and services, which are recorded as revenue with an offsetting expense (note 4). In addition, other volunteers provide contributed services for the Clinic which are not recognized in these financial statements, due to the difficulty in determining the fair value of these contributed services.

3. PROPERTY AND EQUIPMENT

	Cost	Accumulated Amortization	2018 Net Book Value	2017 Net Book Value
Computer equipment	\$ 332,994	\$ 330,439	\$ 2,555	\$ 6,857
Office equipment	338,185	332,824	5,361	2,860
Telephone equipment	32,387	31,731	656	1,094
Leasehold improvements	<u>585,128</u>	<u>585,128</u>	<u>-</u>	<u>-</u>
	<u>\$ 1,288,694</u>	<u>\$ 1,280,122</u>	<u>\$ 8,572</u>	<u>\$ 10,811</u>

PARKDALE COMMUNITY LEGAL SERVICES INC.

NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2018

4. INDIRECT PAYMENTS

Legal Aid Ontario administers and makes payments on behalf of the Clinic for the following expenditures:

	2018	2017
LAO General Fund		
Translation cost	\$ 113,997	\$ 142,211
Supplies and services	11,205	10,286
Library	3,591	1,526
Pension, benefits and group insurance	590	702
Accommodation and equipment	550	-
	<u>\$ 129,933</u>	<u>\$ 154,725</u>

5. DEFERRED REVENUE

	Deferred Revenue as at March 31, 2017	Deferred Revenue	Recognized as Revenue	Deferred Revenue as at March 31, 2018
Experiential Education	\$ 3,831	\$ -	\$ 3,409	\$ 422
Summer Student Grant	-	4,660	-	4,660
Osgoode	<u>-</u>	<u>9,722</u>	<u>-</u>	<u>9,722</u>
	<u>\$ 3,831</u>	<u>\$ 14,382</u>	<u>\$ 3,409</u>	<u>\$ 14,804</u>

	Deferred Revenue as at March 31, 2016	Deferred Revenue	Recognized as Revenue	Deferred Revenue as at March 31, 2017
Experiential Education	\$ -	\$ 3,831	\$ -	\$ 3,831
CLEO ELSR project	5,000	-	5,000	-
Other	<u>2,989</u>	<u>-</u>	<u>2,989</u>	<u>-</u>
	<u>\$ 7,989</u>	<u>\$ 3,831</u>	<u>\$ 7,989</u>	<u>\$ 3,831</u>

PARKDALE COMMUNITY LEGAL SERVICES INC.

NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2018

6. COMMITMENTS

The Clinic is committed to leases on its equipment until September 2021. Minimum lease payments plus operating costs are as follows:

2019	\$ 10,660
2020	10,660
2021	3,168
2022	<u>1,584</u>
	<u>\$ 26,072</u>

The Clinic has entered into an agreement for the lease of its premises expiring April 1, 2019. Lease payments over the 2019 fiscal year will be \$236,940.

7. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT

The Clinic's financial instruments consist of cash, accounts receivable and accounts payable and accrued liabilities. All financial instruments noted are initially recognized at fair value and subsequently measured at amortized cost with the exception of cash which is carried at fair market value. Transaction costs and financial fees associated with financial instruments carried at amortized cost are recorded as adjustments to the initial fair value recognized and amortized over the life of the financial instrument or shorter, dependent upon the expected period of cash flow.

When there is an indication of impairment and such an impairment is determined to have occurred, the carrying amount of financial assets, measured at amortized cost is reduced to the greater of the discounted future cash flows expected or the proceeds that could be realized from sale of the financial asset. Such impairments can be subsequently reversed if the value subsequently improves.

Transacting in financial instruments exposes the Clinic to certain financial risks and uncertainties. These risks include:

Liquidity risk

Liquidity risk is the risk that the Clinic will encounter difficulty in raising funds to meet commitments associated with financial instruments. Liquidity risk may result from an inability to sell a financial asset quickly at close to fair value. As 82% (2017 - 76%) of the financial assets consist of cash, the Clinic is not subject to significant liquidity risk.

PARKDALE COMMUNITY LEGAL SERVICES INC.

NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2018

7. FINANCIAL INSTRUMENTS AND RISK MANAGEMENT

Credit risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. The Clinic is exposed to credit risk with respect to its accounts receivable balances. As at March 31, 2018 one organization represented 77% (2017 - 27%) of accounts receivable. The Clinic manages its credit risk by monitoring the outstanding balances.

8. ECONOMIC DEPENDENCE

The Clinic is economically dependent on the support of Legal Aid Ontario which provides 94% (2017 - 95%) of the Clinic's funding.

9. CONTINGENT LIABILITY

During the 2016 fiscal year, the Clinic was advised that an employee would be pursuing a severance package through their union. The matter has not been settled as of the date of these financial statements. It remains management's opinion, that the Clinic will owe the employee approximately \$45,000 (2017 - \$45,000) and this amount has been expensed in the 2016 fiscal year statement of operations and funds balance. The actual loss may differ from the amount accrued, however management believes this risk is minimal.

PARKDALE COMMUNITY LEGAL SERVICES INC.

SUPPLEMENTARY INFORMATION - SCHEDULE OF FUND BALANCE - DIRECTORS' FUND
AS AT MARCH 31, 2018

	Osgoode Annual Fund	SSHRC Osgoode Project	Osgoode Experiential Education Project	Research Osgoode Project	Skill Training Osgoode Project	Directors - Other	Total Directors
Total income for the year	\$ 125,278	\$ 12,600	\$ 3,409	\$ -	\$ 3,000	\$ 39,585	\$ 183,872
Total expenses for the year	<u>124,384</u>	<u>12,600</u>	<u>3,409</u>	<u>2,449</u>	<u>2,978</u>	<u>26,598</u>	<u>172,418</u>
Net income for the year	894	-	-	(2,449)	22	12,987	11,454
Funds balance, April 1, 2017	<u>44,237</u>	<u>-</u>	<u>-</u>	<u>(905)</u>	<u>29,140</u>	<u>115,933</u>	<u>188,405</u>
Funds balance, March 31, 2018	<u>\$ 45,131</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (3,354)</u>	<u>\$ 29,162</u>	<u>\$ 128,920</u>	<u>\$ 199,859</u>

Thank You to Board, Staff, Students and Volunteers

Academic Director

Sean Rehaag (Outgoing)
Adrian Smith (Incoming)

Articling Students

2016-2017

Matthew Smith
Esther Song

2017-2018

Anchal Bhatia
Maxwell Trower

2018-2019

Jessica Chandrashekar
Nandhini Padmanathan

Board

Christine Andrews
Renatta Austin
Amar Bhatia
Sonam Chokey
DeiJaumar Clarke
Kalsang Dolma
David Gellman
Gabriela Gonzalez
Richard Haigh
Maram Khalif
Sean Rehaag
Luca Lucarini
Alex Rogers
Elizabeth Shilton

Canada Summer Jobs Students, 2017

Matthew Barclay
Petra Kovacs
Tenzing Gaphel Kongtsa
Lobsang (Daniel) Wangchuk

Clinic Director

Johanna Macdonald

Community Legal Workers

Kolin Davidson
Peggy-Gail Dehal-Ramson
Mary Gellatly
Chris Harris
Amarna Moscote
Vic Natola
Bart Poesiat
Tenzin Tekan
Cole Webber

Custodian

Irme Trotman

Finance/Bookkeeper

Besrat Solomon

Group Administrators

Deborah Hanna
Rose Nabwire
Linda Newton
Robert Routh
Rebekah Tannis-Johnson

Interim Clinic Director

John Doherty

Interpreters

Kha-Tieu Chau
Orsolya Kiss
Jamyang Nyima
Kate Szczuka

Lawyers

Phyllis Abrahams
beth long
John No
Toni Schweitzer

Operations Director

Fawzia Karim

Receptionist

Marvalyn Rowe

Relief Receptionists

Saada Branker
Jean Trivett
Samantha Walters

Seniors Project

Carmen Mendez

Student Caseworkers

Raajan Aery
Andrea Ajurias
Rebecca Amoah
Victoria Bell
Megan Brooks
Laura Brown
Jessica Chandrashekar
Jia Chen
Madeleine Chin-Yee
Jesse Chisholm-Beatson
Artes Dimroci
Martin Ejidra
Emily Finnie
Ethan Garber
Michelle Ho
Ghazi Jarrar
Nathan Jones
Luther Kadima
Fatimah Khan
Jessica Karjanmaa
You Jin Kim
Youssef Kodsy
Brynn Leger
Epiphany Leibovitch-Opar
Stephen Littleford
Kelby Loeppky
Kristen Lloyd
Luca Lucarini
Hana Marku
Joseph Marando
Carly Moore
Linda Noorafkan
Megan Rand
Nicolas Ruhloff-Queiruga
Danielle Sandhu
Krisna Saravanamuttu
Yadesha Satheaswaran
Maya Sengupta-Murray
Amna Shakil

James Shields
Sabrina Shillingford
Jamie Shilton
Rumsha Siddiqui
Kylie Sier
Kelly Simpson
Katia Snukal
Danika So
Dongni Sun
David Sworn
Erin Tobin
Kimberly Veller
Kenneth Wakely
Ruth Wellen
Brianna Westland
Anna Willwerth
Carolyn Wilson
Majd Zakout

Volunteers

Nika Baghaie
Fatimah Khan
Ibrahim Khider
Videographer
Adam Lee
Eileen Liu
Dana Kalisky
Laura Moore
Jenn O'Dell
Chair, Funder Development Committee
Graham Reeder
Krisna Saravanamuttu
David Shellnut
ACLCO Board Representative; Funder Development Committee
Joanna Tatar
Sajal Waheed
Elie Waitzer
Neil Wilson
Membership Committee



PARKDALE
COMMUNITY
LEGAL SERVICES

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