

Annual Report 2017 - 2018



INCOME SECURITY ADVOCACY CENTRE
Centre d'action pour la sécurité du revenu

www.incomesecurity.org

Our Mission

To work with the community to advocate for and seek legal remedies to address systemic issues and improve income security for people in Ontario.

Who We Are and What We Do

The Income Security Advocacy Centre is a specialty legal clinic within the community legal clinic system in Ontario. We are funded by Legal Aid Ontario to advance the rights, interests and systemic concerns of low-income Ontarians in terms of their income security, which encompasses both income benefit programs and employment protections. Founded in 2001, we are the only legal clinic in Ontario wholly devoted to systemic advocacy on income security issues.

We do our work using four primary strategies: undertaking test case litigation, advocating on policy and law reform directly with government, empowering the voices of low-income Ontarians through community organizing, and creating and distributing public education materials and trainings.

We are governed by a community Board of Directors with representation from all regions of Ontario. Our Board includes legal clinic caseworkers and people who identify as low-income, as well as academics and advocates, and has representation from Indigenous communities, racialized communities, people with disabilities and recipients of income support benefit programs.

We work closely with the more than 60 community legal clinics, both local and those with a provincial mandate, who work every day with the challenges faced by low-income people in Ontario. We also work in coalition with other advocacy groups and organizations. Our analysis and recommendations are informed by ongoing consultation with, and information provided by, low-income Ontarians, our partners and others in the anti-poverty sector.

Message from the Board Chair

ISAC at its heart is its people, so I would first like to thank our dedicated staff and volunteer board members. These folks deserve our deepest admiration and gratitude for serving the people of Ontario so well.



As I look back over the past year, I am so proud of ISAC's accomplishments. The release of the *Income Security: A Roadmap for Change* report was another major advance in ISAC's social assistance law reform work, our lawyers went to the Supreme Court three times to advocate for Ontarians affected by poverty, and we continued to build our employment law practice, supporting migrant workers, fighting for improvements to the *Employment Standards Act*, and helping to build the overall capacity of the clinic system in this new and exciting area of law. As we look forward, we will be embarking on a strategic planning process to lay out our work for the next four years.

Finally, I am saddened to say a very special goodbye to Larry Wooley, who has been such a valuable leader of 'Team ISAC' and member of the board for the past seven years. As someone who has been working within the clinic system since 1999, Larry has committed a great deal of his life to supporting low income Ontarians. We sincerely thank you and will miss you.

Jess Rueger
Chair, ISAC Board of Directors

Message from the Co-Directors

The past year has seen many developments in the income security and employment landscape, with many more to come in the near future. From the release of the *Income Security: A Roadmap for Change* report, to new employment legislation and a new provincial government, ISAC's work in advocating for low-income Ontarians has never been more important as it is now, in this time of uncertainty. We encourage you to review the snapshot of our work over the past year that is presented in these pages, and read more at www.incomesecurity.org.



Looking forward, the big question that looms over us all is what's to be done? In a climate of austerity and repeals of hard fought gains, what can ISAC do to continue to push our agenda forward? We don't know all the answers, but we do know that this is not a fight we will be in alone.

Over the next year we will work more closely than ever with our partners. We will work to build a community base and support their voices. And internally, we will embark on a strategic planning process to lay out our direction for the next four years.

We want to extend our gratitude to and acknowledge the many pieces of the ISAC puzzle, without whom this work would not happen: our Board of Directors for their tremendous contributions, our community partners for their insights, our staff team for their energy, creativity and dedication, and Legal Aid Ontario for their funding and support.

Lily Manea,
Director of
Administration

Mary Marrone,
Director of Advocacy
& Legal Services

Key Milestones

2017

National Indigenous People's Day

ISAC closed its doors on June 21 to show our commitment to listening to, working with and supporting Indigenous communities on the journey to Reconciliation. We continue to move forward with building relationships with Indigenous communities, and are excited to begin work on an Indigenous Needs Assessment, looking at how ISAC can better work with and support Indigenous communities and partners across the province. This year we continued our work in bringing the historical impact of colonization into the Social Benefits Tribunal and ODSP systems, engaged in litigation representing an Indigenous Elder, met with the Ontario Federation of Indigenous Friendship Centres to share information on social assistance reform issues, and continued to work with the Indigenous Justice Coordinators and others throughout the clinic system engaged in this work.

Basic Income

Our work on Ontario's Basic Income Pilot Project continued this year with advocacy with government officials about the importance of ensuring the informed consent of Pilot participants, and a webinar for community members and agency partners about the basic income concept and details of the Pilot. We also met with the evaluation team and community partners to give feedback on how the Pilot would be assessed, and gave an information presentation to LAO senior managers. Unfortunately, the new provincial government cancelled the Pilot on July 31, 2018.

June

Federal Poverty Reduction Strategy Submission

As the federal government moved to create Canada's first-ever national poverty reduction strategy, ISAC weighed in with a submission on how government can improve federally-administered income support programs, like the Canada Child Benefit, Old Age Security, CPP-Disability, and Employment Insurance. Our submission highlighted systemic barriers in the design of these programs that have a disproportionately negative impact on people in certain historically disadvantaged groups. It also called on the federal government to play a stronger role in ensuring the adequacy of provincial and territorial social assistance programs through more stringent conditions in the Canada Social Transfer. The federal government released "Opportunity for All" in August 2018, which sets targets and timelines for reducing poverty as well as other important first steps. We continue to advocate for more federal action on poverty in Canada.

July

Access to Justice at the Social Security Tribunal

As part of our ongoing work on access to justice at the Social Security Tribunal (SST) ISAC organized legal clinic partners to participate in a large-scale review of the SST that was initiated by the federal government in the spring. Along with the EI Working Group and the Canada Pension Plan Working Group, we submitted two policy papers to KPMG, the contractor charged with providing recommendations to government, to bring the perspective of low-income workers and people with disabilities. Our work also included organizing a group of legal clinics to meet with MP Adam Vaughan to call for reform to the Social Security Tribunal. Many of our recommendations were adopted in KPMG's final report, released in January 2018.

Improving Access to ODSP for First Nations Members

In October 2017, ISAC delivered the last of three workshops at the Ontario Native Welfare Administrators Association (ONWAA) province-wide assemblies, designed to help ONWAA caseworkers improve access to ODSP for First Nations members through strategic use of the ODSP self-report form. The workshops build on our creation and distribution of expert evidence, authored by Dr. Chandrakant Shah, on the historical impact of colonization on the health of Indigenous people, which is being used by legal clinic caseworkers in appeals at the Social Benefits Tribunal.

Development of Gladue Briefs Pilot Project

Gladue Reports have traditionally been used in the criminal justice system to inform the sentencing of Indigenous persons. Gladue reports ensure that the court understands the impacts of colonialism and systemic oppression on the person before the court when deciding on a fair sentence. The Gladue Briefs project aims to bring these same considerations to other areas of the justice system, especially administrative tribunals like the Social Benefits Tribunal, which considers ODSP appeals, as well as the Criminal Injuries Compensation Board and the Landlord & Tenant Board. For example, an ODSP applicant's physical and mental health, ability and willingness to obtain treatment, as well as healing and recovery prognosis are all greatly impacted by intergenerational trauma, colonization and systemic racism. This work is in partnership with the Hamilton Community Legal Clinic and 17 other legal clinics in the southwest and will roll out in full in the winter of 2018.

September

Building our Employment Law Services

With the hire of our Workers' Rights Organizer in September 2018, ISAC continued to expand our support of the clinic system in this new area of law, while strengthening partnerships with community groups advocating for workers' rights. In 2017-2018, this area of work saw a focus on the fight for new employment standards legislation and an increase to the minimum wage, and a number of legal cases supporting precarious and marginalized workers. Much of 2017 was spent advocating for the best possible version of Bill 148. ISAC engaged in public outreach with others in the clinic system about the need for strong worker protections, and a systematic government lobbying effort with the Fight for \$15 and Fairness. In 2018, ISAC's employment team engaged in extensive efforts to educate clinic system workers and the public about Bill 148 reforms and to support enforcement and the best possible interpretations of the new law.

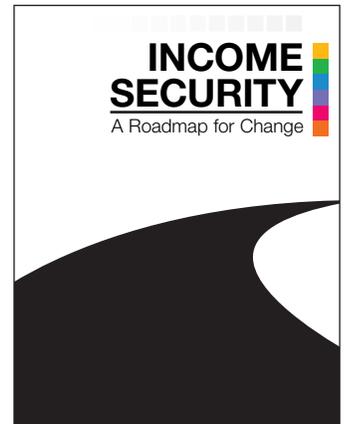
October

Raise the Rates Rally

With partners at OCAP, CUPE, Put Food in the Budget, Jane Finch Action Against Poverty and the ODSP Action Coalition, ISAC helped organize a large Raise the Rates Rally and March from city hall in Toronto to the offices of the Ministry of Community and Social Services on UN Day for the Eradication of Poverty. The action focused on challenging the provincial government's downloading of social assistance benefits and responsibilities to the municipalities without sufficient funding to pay for community needs.

The Roadmap

After more than a year of work by three working groups, including ISAC staff, *Income Security: A Roadmap for Change* was released by the Ministry of Community and Social Services. The Roadmap brought together community-based experts to provide advice and recommendations to the provincial government for ways to transform Ontario's income security system, including Ontario Works and the Ontario Disability Support Program, to better support low-income people in Ontario, including Indigenous peoples in both First Nations communities and urban areas. The report is the first in thirty years to recommend major investments in and improvements to programs that affect the lives of low-income people in Ontario, proposing a fundamentally different approach to income support programs and services that puts people and their needs and rights at the centre of the system.



November

Sharing the Roadmap's Vision

ISAC's work to promote the Roadmap after its release included creation and circulation of materials to explain and analyse the report, including a backgrounder and feedback kit for members of the public to contribute to government's consultations, which together have been downloaded from our website more than 1000 times. A webinar was held with more than 75 individuals and agency representatives about the report and its recommendations. We spoke about the Roadmap to legal clinic groups and trainings as well as Opposition MPPs, health promoters, food security advocates, Legal Aid Ontario staff, and members of the general public. We also published an article on the Roadmap in an important election-themed publication. After the 2018 Budget, we were pleased that government had worked diligently to implement a number of the key recommendations of the Roadmap as a start on the road to reform.

ODSP Action Coalition Community Assemblies

As part of our ongoing support of the ODSP Action Coalition in its policy, advocacy and organizing work, this year ISAC led the design and facilitation of four two-day Community Assembly conferences that would be delivered by the Coalition to engage people on ODSP across the province and recruit new members. Bringing recipients together to determine workshop contents, ISAC created a "train-the-trainer" manual and workshops for the assemblies. Four assemblies were held, in Perth, Muskoka, Scarborough, Kitchener, and many requests for additional assemblies have come in from groups in other areas of the province. Dozens of new members have joined the ODSP Action Coalition as a result, and requests for assemblies in other parts of the province continue to come in. .

Disability Adjudication Working Group

Our work on improving the quality of adjudication of decisions about whether or not people qualify for ODSP as a person with a disability continued this year. After last year's victory in working with the Ministry of Community and Social Services to create new medical review forms and a new medical review process, the Disability Adjudication Working Group that ISAC sits on met several times to provide advice to government on improving the processes for decision-making on people's initial ODSP applications and the forms they use to apply. As a result of this work, the number of people being found eligible when they initially apply has increased and the number of appeals to the Social Benefits Tribunal has begun to fall, saving people with disabilities months if not years of work, stress and insecurity when trying to access benefits.

Arts Grants Exemptions

Together with partners in the ODSP and Arts Grants Coalition and people from the arts and disabilities communities, ISAC celebrated a big victory after the Ministry of Community and Social Services announced that arts grants would be completely exempt as income in both OW and ODSP. This move allows professional artists who are on social assistance to keep funds they receive from an arts granting institution, such as the Canada Council for the Arts or the Ontario Arts Council, to pay for the production and dissemination of their artistic products without clawbacks. The Coalition also produced a brochure explaining the change and providing advice on reporting to artists with disabilities on ODSP. After two years of strategizing and advocating with government, this successful policy change is already having a big impact for low-income artists in Ontario.

2018

December

January



Tim Hortons Protests

In early 2018, ISAC worked with the Fight for \$15 and Fairness to organize a public campaign in response to employer attacks on workers' rights after Bill 148 became law. The most visible example was Tim Hortons franchises stripping away paid breaks, uniform allowances, shifts and hours from workers. Three large-scale Days of Action were organized in response outside of Tim Hortons locations across the province and the country. These protest and public outreach actions garnered local and national media coverage, and promoted a provincial tip line for workers' rights run by the Workers' Action Centre. They highlighted the need for strong and vigorous enforcement of the new employment standards rules and showed that employers could not get away with violating workers' rights. As many legal clinic workers helped organize and participated in actions in their local communities, they also helped build a stronger clinic system network of people engaged in defending employment standards reform.

African Canadian Heritage Month Events

To mark African Canadian Heritage Month, ISAC staff took the lead on organizing a series of weekly “lunch-and-learn” events for the staff of all the legal clinics sharing space at the 55 University Co-op. ISAC led presentations on the topics “Why Black Lives Matter in Canada” and “The Racialization of Work”, while partners at ACTO led a session on “Black Communities, Systemic Racism and Housing”, and Justice for Children and Youth led a session on “Education and Black Youth”. Each session was well attended and included time for discussion, reflection, and feedback. And all the sessions underlined the importance of understanding different experiences of oppression and examining the connections between them to get a fuller picture of how to work toward social justice for all.

Budget 2018

As usual, ISAC attended the provincial government’s Budget 2018 lockup to get an advance look at this year’s budget and its implications for low income people in Ontario. Our analysis of this year’s budget included good news about investment in some of the changes to Ontario’s social assistance system recommended in both ISAC’s pre-budget submission and the Income Security Roadmap for Change. The key issue – the adequacy of the benefits that people on social assistance receive – was unfortunately again not properly addressed. However, government was able to implement a number of changes before the 2018 election. A number of other changes that were slated for fall 2018 were unfortunately rescinded by the new government after the June election.

February

March

April



Supreme Court Cases

This year, ISAC took the historic step of arguing at the Supreme Court not only for the first time, but three times in total. In partnership with a range of legal clinics and racial justice organizations, ISAC brought the perspective of those who rely on social assistance or precarious work to survive in these three cases, two of which were heard in April 2018. As intervenors in the three cases, we argued that people who live in poverty must have effective access to justice. We also argued that laws – in these cases, the human rights regime, criminal sentencing and social assistance – must be interpreted in ways that reduce inequality. Being recognized as intervenors at the Supreme Court means our expertise in these areas has been accepted by Canada’s highest court, improving our ability to effect positive change in decision-making at courts and tribunals across the country.

Making Poverty an Election Issue

After working with legal clinics and organizational partners to plan for election-related organizing, ISAC released our “Making Poverty an Election Issue” lobbying and organizing kit to give legal clinics, individuals and groups across the province tools to use in their communities during the 2018 provincial election campaign. The kit included tools and tips on demands to call for, hosting all candidates meetings, lobbying local candidates, engaging the public, getting media attention, and working with community members to build power for the future. The kit was well received by our partners and used across the province.

Employment Law Conference

ISAC worked with the Workers’ Rights Action Group to organize and deliver the first Employment Law Conference for the legal clinic system. Over 60 lawyers, community legal workers, executive directors, and organizers attended the day-long conference, and clinics from all regions of Ontario were represented. The conference covered such issues as legal clinic practice in employment standards enforcement in casework and organizing, using strategic litigation to enforce new employment standards, employment law practice management and community organizing. ISAC staff gave two presentations. Feedback from conference attendees was overwhelmingly positive. The conference has bolstered the capacity of and communication among those in the clinic system working on employment law, which will help ISAC further our ability to undertake strategic litigation, offer advice and support to clinic caseworkers, and help ISAC better coordinate employment law advocacy.

May

June

Refugee Claimants Access to Rightful Entitlements

Canada has been affected by the historic global movement of migrants, who are fleeing violence and persecution. Ontario has an obligation to ensure that refugee claimants, who often arrive with nothing, have the means to survive. The laws that govern the province’s social assistance system rightly recognize this obligation. However, refugee claimants were routinely being denied social assistance on the basis that they had to be further along in the refugee process before they would be eligible. ISAC partnered with a number of legal clinics and advocated with the Directors of OW and ODSP. They responded and the social assistance policy directives now confirm that refugee claimants are eligible for social assistance from the day they start their claim.

Mental Health Report

Working with a group of medical experts from University of Toronto’s Collaborative Mental Health Care Working Group, ISAC produced an expert report that provides vital information on the nature of mental health disabilities and how they are treated in Ontario’s healthcare system. The report helps debunk assumptions that are often made by ODSP decision-makers about whether or not a person’s disability is “substantial enough” to meet the program’s definition of disability. People with mental health disabilities and their legal clinic caseworkers will be able to use the report as important evidence to help establish eligibility for ODSP benefits. The report also provides important general reference information for those assisting people with mental health disabilities, and anyone who wants to know more about mental health disabilities and their treatment in Ontario..

Trainings, Webinars and Presentations 2017 – 2018

Legal Clinic System

South West Region Training Conferences

- Advanced Advocacy Skills before the Social Security Tribunal on CPPD Appeals
- Appeals at the Divisional Court: Finding the Errors
- Community Development and Community Organizing in the Clinic System – it's Mandated
- Effective Written Submissions at the Social Security Tribunal
- How We Won \$15 and Fairness
- Making the Pitch: Effective Writing for Clinics
- Oral Advocacy at the General Division Social Security Tribunal
- Oral Advocacy in Court
- Social Assistance: Current Issues in Law, Policy and Organizing
- The Future of Social Assistance?: The Income Security Roadmap and Basic Income

GTA Region Training Conference

- Advanced Written and Oral Advocacy Skills at the Social Benefits Tribunal
- Community Development
- Explaining Bill 148 and the New Employment Standards Reforms
- How We Won Bill 148

Eastern Region Training Conferences

- Income Security: A Roadmap for Change
- Keeping Abreast of Social Assistance Challenges and Change
- Social Assistance Reform and 2018 Election Organizing
- Social Assistance Update

Northern Region Training Conference

- The Roadmap: What does it say and what does it mean?

Clinic Wide Trainings

- Bill 148: What Is It and How We Won It, ACLCO Annual Conference
- Building Community Leaders: Passing the torch from clinic to community
- How to be an Effective Clinic Leader, ACLCO New Clinic Directors Training
- The Roadmap: What does it say and what does it mean?, Social Assistance Action Committee
- Webinar: Enforcing and Shaping the Employment Standards Act after Bill 148
- Webinar: The Canada Child Benefit and Immigration Status: Ensuring all children benefit from the CCB

Cliniques conjointes

- ODSP 101, training session for IAVGO law students
- The Fight for \$15 and Fairness, South Etobicoke Community Legal Services AGM
- The Income Security Roadmap for Change, Windsor Community Legal Clinic AGM

Legal Community

- The Roadmap and the Ontario Basic Income Pilot, LAO senior managers meeting
- The Roadmap: What does it say and what does it mean?, Food Insecurity: Policy and Law session at the National Food Law Conference
- The Role Of The Law Society In Legal Aid Issues, Law Society of Ontario Legal Aid Working Group

Community

- 2018 Election Organizing, Muskoka Poverty Summit
- Access to OW for Immigrants and Refugees, Romero House
- Basic Income: What Is It and What Could It Mean for Social Assistance?, ISAC webinar
- Community Assemblies in Perth, Muskoka, Kitchener and Scarborough, ODSP Action Coalition
- Improving Access to Social Benefits for People with Mental Illness and Addiction, Canadian Collaborative Mental Health Care Conference
- Lessons Learned from Social Assistance Policy Advocacy, Maytree Policy School
- Preparing Compelling ODSP Applications for Indigenous Persons: How to Make the Self Report Form a Living Document, ONWAA First Nations administrators meetings, Thunder Bay, Sudbury and Toronto
- Responding to Employer Myths about ESA changes, and Legal Clinic Caucus, Fight for \$15 and Fairness Provincial Strategy Meeting
- Responses, Policy Research and Action Forum on Injured Workers and Social Assistance
- The Income Security Reform Working Group and the Roadmap report, Association of Municipalities of Ontario
- The Roadmap: Information and implications, Wellesley Institute panel discussion
- The Roadmap: Recommendations on Housing, Social Planning Toronto Portable Housing Benefits panel discussion
- The Roadmap: What does it say about disability benefits?, Injured Workers Forum
- The Roadmap: What does it say and what does it mean?, ISAC webinar
- The Roadmap: What does it say and what does it mean?, ODSP Action Coalition
- The Roadmap's Recommendations and Next Steps for Advocacy, Health Providers Against Poverty
- Why Unions Should Support the Fight for \$15 and Fairness, United Steelworkers Local 1998 AGM



Income Security Advocacy Centre

Statement of Financial Position

March 31, 2018

	General Fund \$	Legal Disbursements Fund \$	Capital Fund \$	OPICCO Fund \$	SCSA Fund \$	FISWG Fund \$	Non-LAO Fund \$	TOTAL \$
ASSETS								
Current Assets								
Cash	145,006	96,249	-	16,684	-	-	-	257,939
HST recoverable	17,939	439	-	1,048	-	-	-	19,426
Prepaid expenses	33,717	-	-	-	-	-	-	33,717
	196,662	96,688	-	17,732	-	-	-	311,082
Capital assets	-	-	10,323	-	-	-	-	10,323
Total Assets	196,662	96,688	10,323	17,732	-	-	-	321,405
LIABILITIES								
Current Liabilities								
Accounts payable	52,655	-	-	-	-	-	-	52,655
Inter-fund payable (receivable)	16,008	3,558	-	38	(3,249)	-	(16,355)	-
	68,663	3,558	-	38	(3,249)	-	(16,355)	52,655
FUNDS BALANCE	127,999	93,130	10,323	17,694	3,249	-	16,355	268,750
Total liabilities and funds balance	196,662	96,688	10,323	17,732	-	-	-	321,405

NOTE: This information is a condensed financial statement consistent with and derived from the audited financial statements of the Income Security Advocacy Centre as at March 31, 2018. Audited financial statements were prepared by Hilborn LLP Chartered Professional Accountants in accordance with the Canadian generally accepted standards and who expressed an unqualified opinion on these financial statements in their report dated September 22, 2018. To obtain a better understanding of the organization's financial position and the results of its operations and cash flows for the year in question, the condensed financial statements should be read in light of the relevant audited financial statements, which are available upon request.

INCOME SECURITY ADVOCACY CENTRE

Statement of Operations and Funds Balance

Year ended March 31, 2018

	General Fund \$	Legal Disbursements Fund \$	- Capitol Fund \$	OPICCO Fund \$	SCSA Fund \$	FISWG Fund \$	Non-LAO Fund \$	TOTAL \$
REVENUES								
Legal Aid Ontario								
-direct receipts	1,382,309	-	-	-	-	-	-	1,382,309
-indirect receipts	7,705	-	-	-	-	-	-	7,705
ACLCO	-	-	-	15,377	3,288	1,718	-	20,383
Other income	1,718	357	-	8	-	-	2,422	4,505
	<u>1,391,732</u>	<u>357</u>	<u>-</u>	<u>15,385</u>	<u>3,288</u>	<u>1,718</u>	<u>2,422</u>	<u>1,414,902</u>
EXPENSES								
Salaries	935,287	-	-	-	-	-	-	935,287
Benefits	143,366	-	-	-	-	-	-	143,366
Professional dues	10,447	-	-	-	-	-	-	10,447
Travel	48,016	-	-	-	-	-	-	48,016
Communications	7,153	-	-	-	-	-	-	7,153
Accommodations	111,493	-	-	-	-	-	-	111,493
Equipment	4,410	-	-	-	-	-	-	4,410
Library	12,561	-	-	-	-	-	-	12,561
Supplies and services	73,858	-	-	-	-	-	-	73,858
Audit fees	3,763	-	-	-	-	-	-	3,763
Indirect payments	7,705	-	-	-	-	-	-	7,705
Legal disbursements	-	10,617	-	-	-	-	-	10,617
Project expenses	-	-	-	14,022	3,692	3,018	-	20,732
Co-op expense	33,447	-	-	-	-	-	-	33,447
Amortization	-	-	14,453	-	-	-	-	14,453
	<u>1,391,506</u>	<u>10,617</u>	<u>14,453</u>	<u>14,022</u>	<u>3,692</u>	<u>3,018</u>	<u>-</u>	<u>1,437,308</u>
Excess of revenues over expenses (expenses over revenues)	226	(10,260)	(14,453)	1,363	(404)	(1,300)	2,422	(22,406)
Transfer to Capital Fund	(9,132)	-	9,132	-	-	-	-	-
Return of funding to Legal Aid Ontario	(364,621)	-	-	-	-	-	-	(364,621)
Funds balance, beginning of year	501,526	103,390	15,644	16,331	3,653	1,300	13,933	655,777
Funds balance, end of year	<u>127,999</u>	<u>93,130</u>	<u>10,323</u>	<u>17,694</u>	<u>3,249</u>	<u>-</u>	<u>16,355</u>	<u>268,750</u>

Our Team

Board of Directors

Community Members

Claudette Paul
Jan Richardson
(secretary)
Jenny Gullen (chair)
Jess Rueger
Julia McNally
Michaela Beder
Opal Sparks (vice-
chair)
Sandi Bell
Sandra Parker



Regional Clinic Reps

Donna Eaton
Fay Moore
Kimberly Hurt
(treasurer)
Norma MacKenzie
Yodit Edemariam

Staff



Ayasha Hatia, Litigation Assistant
David Bush, Workers' Rights Organizer
Jackie Esmonde, Staff Lawyer
Jennefer Laidley, Research & Policy Analyst
Leandra Matthie, Legal Secretary (on leave)
Lily Manea, Director of Administration
Liz walker, Provincial Organizer

Lorna Martin, Receptionist &
Administrative Assistant
Marie Chen, Staff Lawyer
Mary Marrone, Director of Advocacy &
Legal Services
Nabila Qureshi, Staff Lawyer

Key Partners

We deeply appreciate our partnerships with and the support of:

All the clinics we've co-counselled with in 2017-2018
Advocacy Centre for Tenants Ontario
Basic Income Clinics Group
Clinic Learning and Training Committee
Clinic Resource Office
Chinese and Southeast Asian Legal Clinic
Co-operative of Specialty Community Legal Clinics of Ontario
EI and CPP-D Working Groups
Hamilton Community Legal Clinic
Injured Workers Community Legal Clinic
Ontario Project for Inter-Clinic Community Organizing (OPICCO)
Regional Income Maintenance Study Groups and Social Assistance Action Committee
South Asian Legal Clinic Ontario
Steering Committee on Social Assistance
Steps to Justice, a project of CLEO
Toronto Training and Learning Committee
Workers Rights' Action Group
Your Legal Rights, a project of CLEO

Campaign 2000 and Ontario Campaign 2000
Canada Social Research Newsletter (Gilles Séguin)
Canadian Centre for Policy Alternatives – National and Ontario offices
Canadian Labour Congress EI Committee
Collaborative Mental Health Care Working Group, University of Toronto
Colour of Poverty / Colour of Change Coalition
Community Legal Assistance Society (Vancouver)
EI Commissioner for Workers
Fight for \$15 & Fairness
Good Jobs for All Coalition
Income Security Reform Working Group
Maytree
Migrant Workers Alliance for Change
ODSP Action Coalition recipient members & member organizations
ODSP and Arts Grants Coalition
Ontario Coalition Against Poverty
Ontario Federation of Indigenous Friendship Centres
Ontario for All
Ontario Native Welfare Administrators Association
Ontario Network of Injured Workers Groups
Open Policy Ontario
Partner organizations from the 25in5 Network for Poverty Reduction
Put Food in the Budget
WSIB / ODSP Research Working Group

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**INCOME SECURITY ADVOCACY CENTRE
Centre d'action pour la sécurité du revenu**