

2018

Annual Report



Income Security Advocacy Centre
Centre d'action pour la sécurité du revenu

incomesecurity.org

OUR MISSION

To advance the systemic interests and rights of low-income Ontarians around income security programs and low-wage precarious employment.

WHO WE ARE

The Income Security Advocacy Centre (ISAC) was established in 2001 by Legal Aid Ontario (LAO) to serve low-income Ontarians. Since then, we have been fully funded by LAO.

ISAC is a specialty legal clinic within a network of community legal clinics across Ontario. We are the only legal clinic wholly devoted to systemic advocacy on income security.

Our mandate requires us to advance the rights, interests and systemic concerns of low-income Ontarians. We do this through test case and *Charter* litigation, organizing, and advocacy for both provincial and federal income security programs.

In order to achieve income security, ISAC works for improvements to both income benefit programs and employment protections.

WHAT WE DO

We do our work using four primary strategies: test case litigation, policy and law reform, community organizing, and creating and distributing public education materials and training.

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 low-income people in Ontario. We also work in coalition with other advocacy groups and organizations. Our analysis and recommendations are informed by our ongoing engagement with low-income Ontarians, our partners and others in the anti-poverty sector.

Contents

Message from our Chair	1	Organizing	10
Message from our Co-Director	2	Financials	12
To Our Communities	4	Strategic Plan	16
Legal Work Highlights	5	Who We Are	17
Public Interest Interventions	6	Key Partners	Back Cover
Ensuring Access to disability benefits	7		
Protecting Workers' Rights	9		
Ensuring Access to EI & CPP	9		

liz walker contributed to the production of this annual report

Message from our Chair



Dear Members of the Income Security Advocacy Centre:

In our prosperous province, in one of the most prosperous nations on earth, ISAC's goal is to ensure that those Ontarians that have less economic power and greater vulnerability have access to those supports to which they are entitled by law. It is also our goal to ensure that these legal entitlements are not further eroded.

We have many challenges ahead in the coming year. For example, a potential change in the definition of disability for the Ontario Disability Support Program threatens to leave many Ontarians who are now applying for disability support without the resources they need to live their lives in relative comfort and dignity.

Like all community legal clinics, ISAC's strengths are its community base and its collaborative approach. Our volunteer Board of Directors bring a wealth of diverse wisdom and experience to the governance

of the organization, making sure that we remain accountable to both our funders and to the communities we serve. The list of accomplishments outlined in this Annual Report illustrates the extent to which ISAC staff and Board work with a wide array of community partners to ensure that we achieve our goals as efficiently and effectively as possible.

For the next few years, we are in a new political climate and the work of ISAC (and the entire system of community legal clinics) is as important as ever. Active and clear support of our work, by our volunteer Boards of Directors, our membership, our partner

organizations and Ontario communities as a whole is essential if we are to continue.

With support from you, our members and our community partners, we will continue to work to provide access to justice for low-income Ontarians in the coming year and beyond.

**“we are in a new
political climate
and the work
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important as ever”**

Jenny Gullen
Chair, ISAC Board of Directors

Message from Co-Director - Legal Services

With my departure from ISAC shortly after the end of the fiscal year, I'm pleased to be able to contribute one last time to its 2018/19 report. It has been an honour and a privilege to work for and with Ontario's low-income communities. And as ISAC moves into a new era, it's an opportunity to reflect on past challenges and achievements and what can be learned from them.

When I first came to ISAC some 12 years ago, it was still in its early developmental years. One of its strengths was and continues to be its unwavering commitment to community representation on its board. ISAC's board includes members of low-income, racialized, and Indigenous communities, as well as clinic staff representing all four of the clinic system's regions. This reflects ISAC's unique relationship with the clinic system. As Director of Legal Services, I always knew who I was accountable to as we navigated our way through income security reform and other challenges faced by our client community. That knowledge meant that whatever external pressures we might face, the interests of our client community always had to come first.

One of my first challenges was to develop ISAC's litigation strategy, which needed to catch up to the successes of its established policy advocacy and organizing work. We built our relationship with clinics around the province, laying the groundwork for our litigation strategy that led to many successful co-counselling relationships at the Divisional Court, Court of Appeal and the Supreme Court of Canada. Clinic partnerships have helped ensure that ISAC's work, as a small specialty clinic based in downtown Toronto, remains grounded in the experiences of the clients who walk through the doors of local

clinics around the province. ISAC's litigation has meant, among many other things, that government programs must comply with the *Ontario Human Rights Code*, and that accountability to taxpayers does not mean that social programs must be miserly, but simply that funds need to be spent "fairly, honestly and reasonably". ISAC's litigation has often made the difference in being able to survive on social assistance. But we also learned that litigation has risks, such as government's decision to eliminate the Special Diet Allowance when a tribunal found that the way in which the allowance was administered was in violation of the *Code*. It was largely through ISAC's advocacy and an organizing campaign that government was persuaded to fix the program rather than eliminate it.

ISAC's policy advocacy and organizing work has had other successes. ISAC's advocacy helped to bring a poverty reduction strategy to Ontario with the introduction of the *Poverty Reduction Act*, requiring future governments to set and report on poverty reduction targets. ISAC's advocacy also led to the requirement of government to consult groups at heightened risk of poverty, including racialized communities and persons with disabilities. The statute remains an advocacy tool for future work.

ISAC's work also helped ensure that children living in families on social assistance would receive some benefit from the newly introduced Ontario Child Benefit, one of the highlights of the government's poverty reduction efforts.

Over a number of years, ISAC worked with legal clinics, the ODSP Action Coalition, Campaign 2000, Colour of Poverty/Colour of Change, women's groups and other



community partners to move towards a consensus on the direction that income security reform should take, and to develop its own analysis and strategy based on that consensus. Together, we also worked on shorter term goals to protect and improve benefits that were critical to the lives of low-income communities. We achieved some of those short-term goals and responded effectively to government reviews, despite the sometimes disappointing outcomes and the painfully slow pace of reform.

But the years of consensus-based policy work and development of recommendations meant that ISAC was ready when opportunity for change came. We were able to respond quickly to the threat created by government's plan to eliminate the ODSP medical review backlog by offering an alternative process that was accepted. And later, we were able to rely on the consensus-based policy recommendations for our contribution to the Income Security Reform Working Group. Together with the ODSP Action Coalition and our health partners we made meaningful improvements to the ODSP medical review process and the decision-making on initial ODSP applications. This reduced the risk and burden on recipients of ODSP, on the health care system and on clinics. And we worked with our Indigenous partners to improve access for Indigenous people with disabilities to ODSP, by bringing expert evidence and Gladue briefs to the Social Benefits Tribunal so they could better understand the impacts of colonization on Indigenous appellants who appear before them.

In our work in the Income Security Reform Working Group, which included a number of community partners we had worked with over the years, we were able to significantly contribute to a Roadmap for reform of income security programs that has seen strong support in the community. While the implementation of the Roadmap has been interrupted it remains a document that can be a touchstone for future policy advocacy. It is a vision that can be revisited and built upon.

ISAC has undergone many other changes over the years. We broadened our work to include federal income security programs and in 2016 we expanded our mandate to workers' rights and employment law. As we moved into these new areas, the equity lens that we have applied to our work helped us focus on the interests of those at greatest risk of poverty and other vulnerabilities – women, migrant workers, and those with precarious immigration status.

In the fiscal year 2018/19, as government embarked on a new path of income security reform based on a different vision and priorities, we continued to work with our partners to try to ensure that both the community and the government understand what is at stake, and to protect income supports for Ontario's most vulnerable communities.

I am confident ISAC will meet the new challenges that lie ahead in continuing to bring the voices and concerns of low-income and disadvantaged communities to the justice system and to inform government policy.

Mary Marrone
Co-Director, Legal Services

To Our Communities



Strategic Highlights

ISAC's strategic plan is defined by our mandate. With a small complement of staff, this organization is a leader in the world of income security law, advocacy, law reform and community organizing.

Over the past year, ISAC has launched litigation challenges with far reaching impact, like the Mandatory Victims Surcharge case at the Supreme Court of Canada. In that case, the impact was greater than our mandate.

ISAC also continues to be at the forefront by being actively involved in campaigns with other organizations; like the \$15 and Fairness Campaign. Many of our staff work with community groups to ensure that ISAC is fully integrated and take direction on the most pressing issues affecting our communities.

ISAC supports community legal clinics across the province in many ways, including providing expert reports and evidence which have been used countless times in submissions to tribunals. We also co-counsel, draft materials, provide advice and feedback to our clinic counterparts. Furthermore, we provide clinics with support in their efforts to organize, provide trainings, submissions and campaigning in their communities

The depth and scope of poverty in Ontario must be addressed. ISAC is committed to being part of that fight. ISAC will continue advocating for systemic change and a better standard of living for low-income communities across Ontario.

Our Legal Highlights: Our Successes



*Marie Chen, ISAC lawyer, on the steps of the Supreme Court of Canada, Ottawa.
Photo credit: Jackie Esmonde (ISAC lawyer)*

ISAC does legal work designed to have a broad impact on the lives of our low-income community members. Our strong relationship with community legal clinics allow us to do this work effectively. When they see cases that could affect many low-income people, we join and support them in fighting for justice. The 2018/2019 year was a busy one, as ISAC continued to offer its expertise and direct representation, co-counselling and legal supports for legal clinics across Ontario.

Legal clinics also help to shape ISAC's policy and advocacy work. ISAC seeks to only take on cases which will have significant systemic impact.

2018/2019 has also been a year of tremendous legal success for ISAC's test case work with ground breaking public interest and constitutional cases. As the summary in the following pages show, ISAC's casework is having far wider reaching impacts: geographically, ethnically and demographically.

Legal Highlights



Victim Surcharge Abolished!

Tim McCooye protests the victim surcharge. Photo credit: Andrew Seymour

Public Interest Interventions

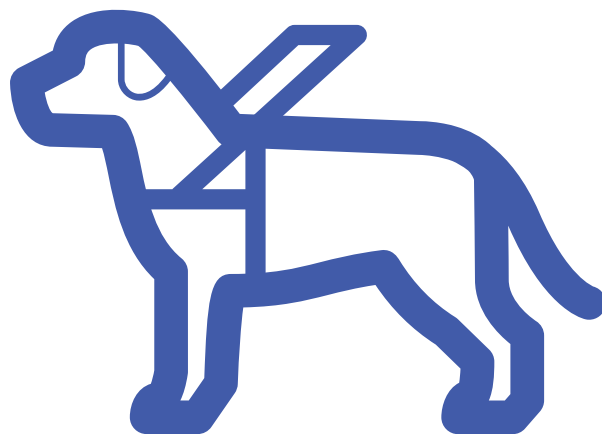
Interventions are an important way to ensure that courts take into account the impact their decisions have on people living in poverty. ISAC effectively represented our community's interests in two interventions at Supreme Court hearings.

In *R. v. Boudreault*, ISAC represented a coalition challenging the constitutionality of a fine that everyone convicted of a criminal offence was required to pay – even if they did not have the money to do so. In a decision that benefits every person convicted of a criminal offence in Canada, the Supreme Court ruled on December 4, 2018, that the fine was “cruel and unusual punishment” and that the fine can no longer be imposed. This benefits everyone - rich and poor.

A month later, on January 25, 2019, the Supreme Court again agreed with ISAC's position in *S.A. v. Metro Vancouver Housing*,

ruling that money held in a trust that a social assistance recipient could not access should not disqualify them from accessing social programs.

ISAC's interventions in two other cases played an important role in making sure that the courts did not make decisions with unintended consequences for people living in poverty. On June 14, 2018, in *Canadian Human Rights Commission v. Canada*, the Supreme Court put limits on where human rights challenges to laws can be raised, but did not close the door on such challenges, which have played an important part in making sure social programs operate fairly. In *Toronto Star v. Ontario*, on April 27, 2018, the Superior Court ruled that documents filed with administrative tribunals should be presumptively available to the public but recognized that there should be protections for privacy rights and access to justice for vulnerable people.



Ensuring Access to Disability Benefits

ISAC continued its important work in ensuring that Ontarians can access disability benefits. In *S.F. v. ODSP*, ISAC represented an ODSP recipient who lives with mental health disabilities and who had lost her home. As a result of becoming homeless, she put her personal possessions and contents of her home in a storage unit. ODSP refused to cover the storage costs. ISAC co-counselled with Parkdale Community Legal Services in her appeal to the Divisional Court. We argued that Ms F.'s storage unit costs justified a storage allowance under the legislation and ODSP should pay the costs so she could preserve the contents of her former home and make it easier to transition out of homelessness in the future. The appeal was settled successfully with a substantial arrears payment to Ms F.

In *S.S. v. ODSP*, ISAC represented an ODSP recipient who relies on her dog to help her

cope with her PTSD, anxiety and social phobia. With her dogs, she can go out and function in public. ODSP refused to pay the "guide dog health benefit" saying it would only approve dogs trained and certified by one specific organization. Ms S.'s dog was not trained by the accredited facility but had medical documentation establishing that her dog supports her disability needs. ISAC co-counselled with the Community Advocacy and Legal Centre in Belleville in a successful appeal to the Social Benefits Tribunal. We maintained that an interpretation of guide dog which imposed a training and certification requirement by one facility is too narrow and restrictive, undermines the remedial purpose of the legislation, and discriminates against people with disabilities.

Legal Highlights



Ensuring Access to Disability Benefits

In *T.T.L. v. ODSP*, ISAC represented a single mother of four young children with a history of sexual abuse and domestic assault, and who suffers from major depressive disorder and obsessive compulsive disorder. She was denied disability benefits. During her appeal hearing, the Tribunal interrupted her very early in her testimony, erroneously stating that T.T.L. was not able to work because she had to stay at home to care for her children and suggested that she consider withdrawing her appeal. ISAC co-counselled with East Toronto Community Legal Services in her appeal at Divisional Court arguing that the member's comments showed bias and prejudged the outcome of her case. The member's conduct also reflected stereotypes that single mothers on social assistance face. The appeal was successfully settled.

ISAC also did important work on expert evidence to help people with mental health disabilities access ODSP. ISAC worked with medical experts from the University of Toronto's Collaborative Mental Health

Care Working Group to prepare a report "Understanding the complexity of treatment of mental illness and addictions in Ontario", released in August 2018. The report debunks many assumptions and stereotypes about people with mental health disabilities which are being relied on by ODSP and the Social Benefits Tribunal to deny disability benefits because their disabilities are not "substantial" enough. People are often expected to be undergoing certain types of treatment such as psychiatric care, taking prescribed medication or requiring hospitalization, or are even expected to be suicidal. The report provides information on the treatment of mental health disabilities in Ontario's healthcare system and explains why many people with mental health conditions do not seek treatment, and that treatment history can be an unreliable predictor of the severity of a person's disability. The report can serve as useful evidence for applicants with mental health disabilities and legal clinic caseworkers to help qualify for ODSP benefits.



Dave Bush (Organizer), Dan Rohde (lawyer), Jackie Esmonde (lawyer), Ayesha Mehreen (ISAC Summer Student) and Jennefer Laidley (Policy Analyst) were 5 ISAC staff members among group leafletting at Union Station for the \$15 & Fairness Campaign

Protecting Workers' Rights

ISAC continues to develop its new workers' rights casework mandate. Together with Lake Country Community Legal Clinic, ISAC is representing an Indigenous Elder who worked as a Cultural Advisor at a federal penitentiary who experienced discrimination and harassment. We successfully challenged a Canadian Human Rights Commission decision not to deal with his complaint until after his wrongful dismissal case was over.

ISAC has also played a key role in the fight for justice for migrant rights. During the past year, that advocacy led to a series of significant improvements to federal laws and policies, including the creation of new "open" work permits for migrant workers experiencing or at risk of abuse; a new program that allows careworkers to bring their families with them when they come to work in Canada and the announcement of a new pathway to permanent residence for agricultural workers.

Ensuring Access to EI and CPP

ISAC's work ensuring access and fairness in the federal programs, like Employment Insurance and the Canada Pension Plan, made great progress this year. ISAC and the Clinique Juridique de l'Ottawa joined forces to represent a migrant worker who was denied EI maternity benefits after the Canada Revenue Agency decided that her hours of work were not "insurable." We appealed the CRA's decision to the Tax Court of Canada, and were successful in persuading the CRA to review its decision. The federal government also announced sweeping changes to the appeal process for Employment Insurance and the Canada Pension Plan, adopting reforms that ISAC has been advocating for years.

Organizing



ISAC Staff Jennefer Laidley and Nabila Qureshi (lawyer) at centre of banner at the 15 and Fairness campaign Day of Action (October 2018)

Organizing - Provincial

2018/2019 was a year of challenges and successes for organizing at ISAC. Working with the ODSP Action Coalition (ODSPAC), ISAC helped to successfully advocate for significant social assistance reform. ISAC led a successful rebuild of the ODSPAC from a disengaged 300 membership group of ODSP recipients and agencies, into an active, provincially represented, 1200 membership group led by a strong steering committee of six recipients and three agency chairs, from three active steering members. ISAC also helped the ODSPAC re-establish and built new partnerships with 10 other community legal clinics across the province. ISAC facilitated the addition of 10 new community groups to the ODSPAC.

The beginning of 2018 was hopeful, after years of advocacy with the ODSPAC, the budget announcement included an increase to rates across the board as well as rule regulatory reforms that put money in the hands of poor people. Unfortunately, 2018/2019 also saw the revocation of many of the promised social assistance reforms. ISAC played an important role in limiting the extent of these revocations through organizing lobbying visits and letter writing campaigns as well as publishing valuable factsheets and resources for community members and clinic staff. ISAC continues to play a strong leadership role in the coalition.

Organizing - Employment

ISAC continued its positive involvement in the Fight for \$15 and Fairness (FF15) campaign. ISAC regularly attends both the monthly FF15 provincial call-in meetings and the twice monthly meetings. ISAC staff has been involved in multiple facets of the campaign, from organizing outreach activities and trainings, to undertaking research and developing materials. The FF15 campaign achieved major reforms to employment standards in 2017 with the passage *Fair Workplaces, Better Jobs Act*. Much of the campaign work in 2018 was focused on defending those reforms. The passage of *Making Ontario Open for Business Act* (passed in November 2018), and *Restoring Ontario's Competitiveness Act* (passed April 2019) revoked many of the reforms in Bill 148. However, the FF15 campaign, through sustained outreach efforts, preserved a number of important employment standards reform such as the \$14 minimum wage, access to Personal Emergency Days for workers in small workplaces and increased paid vacation.

ISAC established important connections with the Ontario Federation of Indigenous Friendship Centres. As part of the income security organizing around the new regulatory reforms impacting social assistance, ISAC hosted a meeting with Indigenous organizations such as members from the Ontario Native Welfare workers, Indigenous justice coordinators from across the province

and the OFIFC. Together, we talked about how the changes to social assistance would impact Indigenous communities and developed tools for outreach in their communities.

ISAC played a leading role within the larger community legal clinic system around social assistance organizing. ISAC organized regional trainings and workshops, sat on eight inter clinic committees dealing with issues of training, organizing, advocacy and lobbying. These committees gave ISAC access to a wide network of clinics and communities to help organize and advocate for income security.

ISAC is strategically situated to connect community legal clinics with efforts to raise employment standards across the province. The Workers Rights Action Group (WRAG), the interclinic group focused on employment law, has been a critical group to talk through current employment law cases, share legal strategies and connect individual cases at the clinic level with broader efforts at labour law reform. WRAG is helping to build out the employment law practice in the community legal clinic system. ISAC played a leading role in organizing two annual WRAG conferences that saw participation from clinics in every region. Through WRAG, a number of clinics have become active in efforts to raise employment standards.

Financials

Statement of Financial Position

	General Fund	Legal Disbursements Fund	Capital Fund	Other Funds
ASSETS				
Current Assets				
Cash and cash equivalents	178,200	79,845	-	
HST recoverable	18,245	72	-	
Prepaid expenses	53,343	-	-	
	249,788	79,917	-	
Capital assets*	-	-	11,649	
Total Assets	249,788	79,917	11,649	
LIABILITIES				
Current Liabilities				
Accounts payable	63,000	-	-	
Inter-fund payable (receivable)	43,638	666	-	
	106,638	666	-	
FUNDS BALANCE	143,150	79,251	11,649	
Total liabilities and funds balance	249,788	79,917	11,649	

* 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.

PICCO Fund	SCSA Fund	FISWG Fund	Indigenous Research Fund	Non-LAO Fund	Total
26,289	-	-	-	-	284,334
388	-	-	-	-	18,705
	-	-	-	-	53,343
26,677	-	-	-	-	356,382
	-	-	-	-	11,649
26,677	-	-	-	-	368,031
-	-	-	-	-	63,000
1,099	(21,528)	(1,972)	(5,000)	(16,903)	-
1,099	(21,528)	(1,972)	(5,000)	(16,903)	63,000
25,578	21,528	1,972	5,000	16,903	305,031
26,677	-	-	-	-	368,031

Financials (ctd.)

Statement of Operations and Funds Balance

	General Fund	Legal Disbursements Fund	Capital Fund	Other Funds
REVENUES				
Legal Aid Ontario				
- direct receipts	1,425,650	-	-	
- indirect receipts*	30,153	-	8,874	
ACLCO	-	-	-	
Other income	1,975	86	-	
	1,457,778	86	8,874	
EXPENSES				
Salaries	883,473	-	-	
Benefits	146,436	-	-	
Professional dues	11,584	-	-	
Travel	47,874	-	-	
Communications	5,905	-	-	
Accommodations	115,780	-	-	
Equipment	3,963	-	-	
Library	18,122	-	-	
Supplies and services	37,810	-	-	
Audit fees	3,763	-	-	
Indirect payments*	30,153	-	-	
Consulting and legal	89,764	-	-	
Legal disbursements	-	13,965	-	
Project expenses	-	-	-	
Amortization	-	-	7,548	
	1,394,627	13,965	7,548	
Excess of revenues over expenses (expenses over revenues)	63,151	(13,879)	1,326	
Transfer to Indigenous Research Fund	(48,000)	-	-	
Funds balance, beginning of year	127,999	93,130	10,323	
Funds balance, end of year	143,150	79,251	11,649	

* NOTE Legal Aid Ontario administers and makes payments on behalf of the ISAC.

PICCO Fund	SCSA Fund	FISWG Fund	Indigenous Research Fund	Non-LAO Fund	Total
-	-	-	-	-	1,425,650
-	-	-	-	-	39,027
32,800	21,972	2,550	-	-	57,322
18	-	-	-	1,517	3,596
32,818	21,972	2,550	-	1,517	1,525,595
-	-	-	-	-	883,473
-	-	-	-	-	146,436
-	-	-	-	-	11,584
-	-	-	-	-	47,874
-	-	-	-	-	5,905
-	-	-	-	-	115,780
-	-	-	-	-	3,963
-	-	-	-	-	18,122
-	-	-	-	-	37,810
-	-	-	-	-	3,763
-	-	-	-	-	30,153
-	-	-	-	-	89,764
-	-	-	-	-	13,965
24,934	3,693	578	43,000	969	73,174
-	-	-	-	-	7,548
24,934	3,693	578	43,000	969	1,489,314
7,884	18,279	1,972	(43,000)	548	36,281
-	-	-	48,000	-	-
17,694	3,249	-	-	16,355	268,750
25,578	21,528	1,972	5,000	16,903	305,031

Strategic Plan for 2013-Present

Strategic Priorities

- Participate in Legislative/regulatory reform opportunities at the provincial and federal level, particularly the transformation process for social assistance.
- Advocate for improvements within existing programs through more generous statutory interpretation at appellate courts.
- Advocate for improved access to disability benefits and improved disability adjudication.
- Participate in opportunities to improve access to justice at provincial and federal Tribunals.
- Develop ISAC's economic literacy to better engage in advocating for investments in income security programs.
- Continue to develop equity lens on income security for historically disadvantaged groups: Indigenous communities, immigrants and newcomers with temporary immigration status, persons with disabilities, racialized communities, seniors, women and other marginalized genders.
- Build on ISAC's leadership role in the clinic system and work with our clinic colleagues to implement the ACLCO strategic plan.
- Continue to develop ISAC's approach to delivering French language services in partnerships.
- Continuous improvement of ISAC's governance process including its ability to evaluate programs.

Strategies

- Litigation: Undertake appellate and systemic cases through direct representation, co-counselling with partners, and interventions.
- Policy advocacy: Link policy development with our community organizing work and other policy experts.
- Community organizing: Develop appropriate partnerships so ISAC can maintain a provincial focus.
- Working with partners: Leverage our resources in each of litigation, policy advocacy and organizing; build coalitions to advance our policy advocacy and organizing; share expertise.
- Convening: Bring together a range of expertise, particularly to explore emerging or controversial issues.
- Increased use of technology: Broaden the reach of our public legal education and training.

Who We Are

Board of Directors



Community Members

Claudette Paul
Jan Richardson
Secretary
Jenny Gullen
Chair
Jess Rueger
Immediate Past Chair
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

Marie Chen
Staff Lawyer

Jennefer Laidley
Research & Policy Analyst

Lorna Martin
Receptionist & Administrative Assistant

David Bush
Workers' Rights Organizer

Mary Marrone
Director of Advocacy & Legal Services

Iiz walker
Provincial Organizer

Jackie Esmonde
Staff Lawyer

Lily Manea
Director of Administration

Nabila Qureshi
Staff Lawyer

Karin Baqi
Staff Lawyer (not pictured)

Leandra Louis
Paralegal/Litigation Assistant – on leave

We deeply appreciate our partnerships with and the support of:

All the clinics we've co-counselled with in 2018-2019

Advocacy Centre for Tenants Ontario
Campaign 2000 and Ontario Campaign 2000
Canada Social Research Newsletter
Canadian Centre for Policy Alternatives – National and Ontario offices
Canadian Labour Congress EI Committee
CCP Disability Client and Stakeholder Roundtable
Chinese and Southeast Asian Legal Clinic
Clinic Learning and Training Committee
Clinic Resource Office
Collaborative Mental Health Care Working Group, University of Toronto
Colour of Poverty / Colour of Change Coalition
Community Legal Assistance Society (Vancouver)
Co-operative of Specialty Community Legal Clinics of Ontario
EI and CPP-D Working Groups
EI Commissioner for Workers
Fight for \$15 & Fairness
Gladue Justice Project
Good Jobs for All Coalition
Hamilton Community Legal Clinic
Income Security Reform Working Group
Injured Workers and Social Assistance Group

Injured Workers Community Legal Clinic
Maytree
Migrant Rights Network
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
Ontario Project for Inter-Clinic Community Organizing (OPICCO)
Open Policy Ontario
Partner organizations from the 25in5 Network for Poverty Reduction
Regional Income Maintenance Study Groups
Social Assistance Action Committee
Social Security Tribunal Review Income Security Engagement Working Group
South Asian Legal Clinic Ontario
Steering Committee on Social Assistance
Toronto Training and Learning Committee
Workers Rights' Action Group
WSIB / ODSP Research Working Group
Your Legal Rights, a project of CLEO



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