



Dalhousie Legal Aid Service
A Community Service of Dalhousie University

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Message from the Executive Director

We have had a very productive year at Dalhousie Legal Aid Service. We have taken the opportunity to reflect on what we do and how we might do it better. We have started a process of implementing systems to better help us manage the many and varied aspects of our service. We have identified some needs to be addressed in the coming year. Financing the cost of our service continues to pose a challenge.

As with many community based non-profit agencies, demand for services is not a problem. Meeting that demand with scarce resources however takes sustained effort, ingenuity and commitment. This is truly where our staff, both support and professional shine. It is through the dedication of our staff and their unwavering commitment to carrying out the three founding goals as set out in the Trust Indenture (below) that continues to make DLAS an effective, unique advocacy and community service:

- To provide legal aid services for persons who otherwise would not be able to obtain legal advice or assistance;
- To conduct research, provide information, make recommendations, and engage in programs relating to the legal aid and law reform in the Province of Nova Scotia;
- To provide an educational experience for students enrolled in the Faculty of Law of Dalhousie University, in the solution of legal problems.

We have been supported by the community, our students, staff, volunteers and board members in our pursuit of social justice goals. We have been exceedingly fortunate to have worked with top notch students, from the faculties of both law and social work. We have also been privileged to work together for change with many marginalized and oft neglected communities. The road to change is not an easy one and comes with its own pitfalls, disappointments and trade offs, however, we continue to lay the foundation for the future through both our successes and failures. However, we persist undaunted knowing that change is hard work! We look forward to the challenges of next year and the positive changes waiting to be uncovered.

BOARD OF TRUSTEES

The members of our board of trustees continue to share their insight, understanding, and guidance in serving our organization. In May of 2004 staff and board members attended a 2 day session facilitated by People Development Limited to develop a strategic plan for current and future reference. Our Board of Trustees is successfully implementing the Strategic Plan through responsibility for task completion and follow up. Staff and Board members have been achieving goals as set out in the 5 areas identified by the Strategic Plan. The areas defined by the Board include:

1. Continuous Management Plan

- A comprehensive and integrated management planning and review process.

2. Promotional Plan

- A marketing approach to our “partners” and stakeholders.

3. Funding

- A diversification of funding sources and more stable funding.

4. Full Student Enrollment

- Encourage more students to avail themselves of this incredible learning experience.

5. Board Renewal

- After 35 years in operation, a re-examination of the constitution, the Board structure, its selection process, its “fit” with the actual context.

Our gratitude is extended to the dedication of our board members who devote effort, thoughtfulness and sharing of their talents and time in support of the mission of DLAS.

FUNDING

The Law Foundation of Nova Scotia

The core funding grant from the Law Foundation has been instrumental in helping us achieve significant successes in maintaining our commitment to provide community development and law reform initiatives, community legal education and poverty law services. This fiscal year marks the end of this initial three-year commitment. We have applied to the Law Foundation for continuation of the core funding for the work of DLAS as well as additional funding to assist us in financing a full time community legal worker position. The community’s need for poverty law services has not declined and indeed has increased since the Nova Scotia Legal Aid Commission’s decision to eliminate funding for this vital service.

Dalhousie Law School

We would like to express our appreciation for the continued support and response to the needs of DLAS as provided by the Dalhousie Law School. In addition to their commitment as one of our core funders, the Dean authorized production and payment of the new DLAS brochure.

Nova Scotia Legal Aid Commission

Our funding arrangement with the Commission remains unchanged. Some of the systemic problems of artificially low preparation times, lengthy lifecycles of certificate files, restricted menu of services, and unevenness of referrals continues to cause difficulties with the smooth operation of our service. Although this is unlikely to change in the near future, we are and have developed strategies to work within the rigidity of the current funding regime.

FINANCE

Our financial statement for the year ending March 31, 2004 is attached.

Our financial statement for the year to date ending December 31, 2004 is attached.

Dalhousie Alumni and Social Action Law Students Association (SALSA) continue to be one of our main sources of support for the continued work of the service. Donations from alumni to December 31, 2003 totaled \$5,104. These funds play an essential role in the continuation of our ongoing operations.

COMMUNITY DEVELOPMENT AND LAW REFORM

Our work under this branch of our mandate continues to be centered on test case litigation, community legal education and advocacy. We continue to challenge inequity and systemic deficiencies affecting the low-income community in the areas of social assistance legislation, housing, homelessness and mental health issues.

Test Case Litigation:

Social Assistance - Denial based on University Attendance

The Supreme Court rendered a decision in April, 2004 denying the application made by a single mother who wishes to pursue a University degree. We argued this test case claiming that the regulation which terminates income assistance to single parents because of their attendance at University is in violation of s. 15 of the *Charter of Rights and Freedoms*. We also argued administrative discrimination and that the regulation is contrary to the purpose of the *Act*. This case was further argued before the Court of Appeal in November, 2004. We received a written decision dismissing our appeal on January 5, 2005. While we were disappointed with this outcome, we have been re-energized by the public response which has labeled the regulation as unfair, short-sighted, and shameful.

Mental Health-Adult Protection Act

In response to an appeal from the Supreme Court Family Division, we invited the Court to interpret the *Adult Protection Act* using the equality provisions of the Charter to ensure services be provided in the best interest of the adult client. We were successful in having the Court of Appeal impose a stay of proceedings to prevent the Minister of Health from placing the adult outside of the Halifax Regional Municipality. With respect to the substance of the appeal, we were granted leave to appeal the decision to the Supreme Court of Canada. The issue is centered on the Court's role to direct services and placement for persons with disabilities under the Adult Protection Act in the Adult's best interests. Oral argument was heard by the Supreme Court of Canada November 4, 2004. This followed the Court's dismissal of the Minister of Health's earlier Motion to Quash, which was heard in June 2004.

Challenge to City By-law restricting the use of Signs

We challenged the City By-law restricting the use of signs as a violation of s. 2, freedom of expression, of the *Charter of Rights and Freedoms* in Provincial Court. In response, the Halifax Regional Police department withdrew all existing charges and publicly changed their charging policy.

Challenge to s.127(2) of the Motor Vehicle Act-Squeegee Kids

This was a challenge to a provision s. 127(2) of the Motor Vehicle Act that was being used to target "squeegee kids". We were successful in having the court declare the provision to be overly broad, too vague and open to too much discretion. Consequently, the provision was "read down" to clarify its application and reduce potential for its abuse by police.

Challenge to the Employment Support and Income Assistance Act

We were successful in challenging the provision of the Act that had the effect of attributing income to a self employed individual, even when they failed to have such income. The regulation deemed them to have the monetary equivalent of someone working 40 hours per

week at minimum wage. The regulation unfairly excluded many self-employed individuals from receiving social assistance regardless of need.

Community Based Options for Adults with Disabilities: We continue to actively challenge the lack of government funding for community placements. This lack of resources and commitment has had a significant impact on individuals with mental health concerns. We have submitted a response to the Community Supports for Adults discussion paper.

Mental Health Discussion Paper: We have submitted a response to this discussion paper and participated in a forum hosted by the Minister of Health to discuss responses and reservations about the proposed Mental Health Act.

Adult Protection Act: We have completed and submitted a response to the Discussion Paper issued on proposed reform of this Act.

Nova Scotia Power Application for Rate Increase: We intervened in the rate hearings before the Utilities and Review Board to advocate for a universal service program on behalf of low income users. We also advocated and addressed issues of unfair customer collection practices, and unreasonable fees charged in relation to collection, cut offs, connections and re-connections. We also made written submissions and are now awaiting the decision.

JGS v. Attorney General of Nova Scotia: We intervened on behalf of the Canadian Mental Health Association in a case involving a 17 year old youth with mental disabilities who was hospitalized and required housing in the community. Although the matter will not be proceeding, we raised issues of systemic disadvantage affecting individuals with mental disabilities.

Community Legal Education:

The Metro Coalition for a Non-Racist Society: This society has published the 2nd edition of its book "Racism Whose Problem?" Dalhousie Legal Aid Service is involved in writing letters to The Department of Community Services and Public Housing to purchase the book for their Race relations/affirmative action committees and to offer to hold workshops for employees of these institutions about anti-racist practice.

Cornerstone Project in the Greystone: In association with the Salvation Army, this project covers many areas such as meal sharing, community kitchen, and parenting resources. Our involvement is to respond to legal needs of the low income residents. We spend one day per month at the Salvation Army Drop-in Centre providing legal information and discussing the legal needs of members who live in the Greystone community. As the Greystone is geographically further away from the City core than other housing developments, it is more difficult for these residents to get into the city to seek resources to respond to their legal needs. We were involved as co-sponsors for a panel on *Bullying* held at Rockingstone Heights School on September 23, 2004.

Uptown Initiative Workshop: We are a community member of this initiative working with the Halifax Regional Municipal Police and the Uniacke Square community to develop open lines of communication between the police and the community.

African Heritage Month: We presented the research entitled "*Black on Black Violence among Adolescent Females in North Central Halifax*" (Hoyte: 2003), as a part of the series: "*Blacks and Justice: What the Research Says, Black Youth and Crime: A Community Speaks Out*" during February, 2004.

The Mini Manual: The Community Advocates Network and Dalhousie Legal Aid are in the final draft of a mini manual on social assistance. This will be a user-friendly format to explain changes to the social assistance system. As well, it will include advocacy pointers.

Impact Players: A group of community advocates has been meeting to develop a series of skits to present to the Department of Community Services on what good client service looks like.

Sunroot Farm: This is a series of information sessions on social assistance which were held for persons with disabilities in the fall and winter of 2004-05 and a strategy developed to assist them to learn self-advocacy skills. The next meeting will be in April to continue to develop the group's education and development of self-advocacy skills.

Parents Rights Group: we provide information and educational services for parents who wish to address the injustice in the child protection legal system. The group has named itself FUJA – Family Unity and Justice Advocates. We held a number of meetings during the spring of 2004 to help determine appropriate issues to be addressed with our assistance. In May, 2004 we presented a workshop entitled, "How the Agency Builds Their Case and What You Can Do to Build Yours". In June, 2004 we held a second workshop with a guest speaker who spoke to the issue of the components that make for sound Parental Capacity Assessments. In the third session we presented ideas on reforming the system. All sessions were well attended by members of the group as well as workers in community agencies. This group of parents also provides support and information group to its members and others. It has taken on the political task of pressing the Minister of Community Services to appoint the advisory committee required by law to review issues and concerns with the child welfare system in Nova Scotia.

Community Advocacy

Equality

Nova Scotia Aids Coalition: We continue our monthly meetings with the Program Coordinator/Executive Director providing legal advice on policy development, bylaw amendments, employee and volunteer matters, consent forms review, disclosure issues, brochure development, and staff training. We have recently provided input in the development of a new program of the Coalition entitled "Positive Connections". This program provides a teleconference support group for those with HIV positive status.

Lesbian, Gay and Bisexual Youth Project: We continue to offer legal advice to this organization and co-facilitate a Women's group offered twice monthly for young lesbian and bi-sexual women.

Family Pride Camping Association: We fill the chair position of this organization which provides a week long camping experience to children of gay, lesbian, bisexual and transgender parents in an atmosphere where the children can be openly proud of their families.

Gay Fathers' Group: We host and offer support to this group of parents who meet monthly at Dalhousie Legal Aid Service Offices. We provide legal information on family law matters and assistance on other issues.

Nova Scotia Rainbow Action Project: We currently sit on NSRAP's transsexual issues committee. We recently held an education workshop with the Nova Scotia Human Rights Commission on transsexual rights and discrimination, and have been invited to do both a follow up workshop with staff who participated as well as to be involved with new staff training. Currently, we are organizing with HRM doctors who are familiar with transsexual medical needs to develop a plan for Medical Services Insurance reform.

Child Protection and the Legal System: Information sessions on child protection matters and parental rights have been offered to participants of several community organizations, such as the Dartmouth Parent Resource Centre, Adsum Centre and Bayers Westwood Parent Resource centre. The purpose of these information sessions is to develop in the participant an understanding of the legal process when child protection authorities become involved in their family.

Community Justice Society: We sit as a member of the Board of Directors of this society. The work involves all aspects of the administration of the Restorative Justice Program and the Black Youth and Crime Program.

BCAANS (Black Community Advocates Association of Nova Scotia): We continue to provide ongoing support to the advocates by imparting legal information. We provided training to the members on the new *Youth Criminal Justice Act* and Community Justice during their 2003 Annual General Meeting held in Halifax. We facilitated a summer retreat in Kentville in July 2004 as part of preparations for a community conference.

Canada Congress of Black Women (Nova Scotia Chapter): We are working with the Congress of Black Women in Preston/Cherrybrook/Lake Loon on a project aimed at preventing African Canadian women from becoming involved with crimes of substance abuse, prostitution, abuse, violence and bullying. The project will develop and identify strategies to employ with women who do become involved with the justice system. As a community partner, we will provide resource support to the counselors and participants through information, education and community development. A steering committee continues to formalize details for delivery of the program.

North Central Halifax Youth and Family Association: This group was organized in the fall of 2002 when the School Support Worker for the schools in the North End of Halifax approached DLAS to be involved in a community response to the system pressures of racism and poverty on students. These pressures led to negative behaviours at school and in the home, and, in some cases, involvement with the youth criminal justice system. The resulting organization has identified five areas of action: participatory research with the youth; surveying current services available which are culturally appropriate to youth and parents from the North End; increasing educational and mental health services for parents and youth and community development projects to address the underlying causes; as well as educational initiatives with school personnel to increase awareness of the systemic factors and to address the resulting behaviours effectively. We continue to participate, provide resource, research and support to this group.

Aboriginal Peoples Health: We continue to be involved in a national organization conceived by the Royal Commission on Aboriginal Peoples. This initiative seeks to advance the health of Aboriginal Peoples by developing a holistic approach to health care in the aboriginal community. We are currently participating in the following subcommittees: Task Group on Priority Advisory Committees, Planning Committee who are organizing a National

Aboriginal Conference, Evaluation Committee charged with a 5 year evaluation of the organization and a Search Committee.

Native Housing: We continue our work with a not for profit society dedicated to strengthening efforts, policies and programs to ensure that all Canadians and in particular, native peoples have access to and benefit from adequate and safe shelter. We provide support and resources to this organization through consultation with the native community and development of negotiation strategies.

Mi'kmaq Native Friendship Centre: We sit as a member of the Board of Directors of this organization which operates for the use and benefit of Aboriginal Peoples. This mandate is carried out through the promotion of educational and cultural advancement, assistance in meeting shelter needs and support for newly arrived Aboriginal Peoples in Metro Halifax.

Kendrick Coalition: We continue to be a member of this coalition that is comprised of disability rights groups working on implementation of the recommendations of the Kendrick Report. In addition to being involved in consultations with the group we act as a resource by providing information. One of the main issues being addressed by the coalition is community placement for adults.

Poverty

Community Advocates Network: Dalhousie Legal Aid Service is a major resource to this coalition of community-based agencies, volunteer organizations and people on social assistance. The mandate of the group is social assistance reform to meet real needs. Rates of assistance, access to special needs, pharmacare and citizen participation are the issues the group is currently working on. At a recent workshop, the group agreed to organize persons with disabilities to appeal access to special needs issues as a group. As well, the group hopes to challenge the inadequacies in the pharmacare system by partnering with other groups with similar concerns.

CHANGES: When the *Clyke* case was lost, we decided to organize a political response to the policy preventing single parents on social assistance from attending university. Over a dozen groups and organizations have come forward to join the coalition—women's organizations, social justice groups, anti-poverty groups, African Nova Scotian educational and advocacy groups, a university and a university school faculty. To date the coalition has held a press conference to kick off its fairness in education campaign, developed promotional material, written a brief on the issue, and held meetings with both provincial opposition parties. The plan is to press the government to change the policy during the upcoming sitting of the legislature beginning on April 18, 2005.

Housing

Homeless Youth: This community file has its focus on homelessness amongst youth in the City. We collaborate with groups in the local neighbourhood to work on these issues and search for solutions. We participated in a panel discussion held in July 2004 at the Mi'kmaq Friendship Centre entitled "*A Discussion of Street Culture, Panhandling, Squeegeeing and the Solutions to Youth Homelessness*". This panel was sponsored by the Community Action on Homelessness.

Tenant Rights Project: During the summer of 2004, we had the opportunity to have a full-time student working in the area of tenant rights, thanks to funding from Labatt People In Action. Capp Larsen, a first year Community Planning student, started at DLAS in May

2004. Ms. Larsen created DLAS' latest publication, "Tenants' Rights Guide: A Guide to Rental Housing in Nova Scotia." This plain language guide covers all aspects of tenant rights and the law, from tenant empowerment and organizing, to making a complaint at Residential Tenancies, to the law on ending a lease to responsibilities of landlords and tenants, and the guide has already helped many unrepresented Nova Scotians with their rights as renters. We are currently soliciting funding from other groups to print more guides for distribution around Halifax.

A tenant info session was organized at the North Branch Library in June, 2004. The session was attended by about 30 community members, and covered issues like eviction and repairs. From this session a tenant rights group has formed, with DLAS providing support and resources to the group. The tenant group is subdivided into a committee tackling the issue of rent control in Nova Scotia, and a committee working on tenant advocacy in general.

As part of our work in tenant rights DLAS has been hosting tenant information drop-in hours at the North Branch Library every second Tuesday. During a two hour period, people have the opportunity to talk to a student or community legal worker to discuss their rental issues, and attendance at the sessions average 3-4 people per night.

Our next step is to bring the tenant info sessions to Dartmouth. We will be working with students from Pro Bono Students Canada, as well as with students enrolled at the clinic. We have also had discussions with 14 other community groups about tenant advocacy, which resulted in two completed workshops and four workshops planned for the fall on tenant issues. Our outreach has also prompted reachAbility, an organization for people with disabilities, to put together a proposal for a peer advocacy group. DLAS has offered to do the advocacy training for this group. We received a request from the Halifax Anti-Poverty Initiative to have our community legal workers do advocacy training for their organization as well.

We have presented tenant workshops for Options Work Activity Program, Laing house and Community Action on Homelessness. We have scheduled workshops in the fall of 2004 with Canadian Mental Health Association and reachAbility.

Homelessness and Diversity: We are in the process of preparing a proposal to examine the interrelationship of homelessness on differing populations as related to or impacted by legislative provisions affecting their lives including the Employment and Income Assistance Act, Children and Family Services Act, Motor Vehicle Act, Youth Criminal Justice Act, Adult Protection Act, Hospitals Act and the like. Once the research is completed, our goal will be to design a plan for community action to address the identified deficiencies.

Access to Justice

Poverty Law File: This project seeks to put poverty law and advocacy front and centre in terms of the lack of resources and marginalization of those requiring services. We are currently pursuing a number of objectives to develop options for representation for those faced with inability to protect and exercise legal rights due to a lack of legal services. Among the objectives are: to advocate for representation which is being carried out with the assistance of Pro Bono Student Canada Students; to develop and disseminate information about legal rights to pursue representation under the *Legal Aid Act*; and to conduct a comprehensive poverty law needs assessment as the foundation for advocating for reform.

We have completed the first stage of this project and produced a plain language pamphlet on Legal Aid Appeals ensuring access to information about the right to appeal decisions around the provision of legal aid. We are now in the distribution and training phase. We will be training law students as Justice workers to assist individuals in the community who require information or assistance with respect to appealing decisions on legal aid services.

Legal Links: This continues to be a major initiative of Dalhousie Legal Aid to assist the low income community in accessing services and information about their rights and representation. The Legal Links project is about to enter its 4th year of operation. We are currently working in the community in the following locations:

- Dartmouth Parent Resource Centre
- Bayers Westwood Family Resource Centre
- Cornerstone Family Centre, Spryfield
- Parent Resource Centre, Uniacke
- Phoenix Centre
- Canadian Mental Health Association
- Metro Immigrant Settlement Association (MISA)
- Adsum House

While we do regular sessions at some locations, we attend at the others only when appointments are booked. This enables us to conserve some resources for use in other areas of the program.

The project provides information to clients who either meet with Legal Links in the community or make contact by phone. We have also started hosting monthly legal clinics at Dartmouth Parent Resource Centre, and MISA. The topics of our information sessions includes renter's rights; child protection; custody, access and maintenance; and social assistance. The following outcomes measure the success of the project between May 1, 2004 and March 15, 2005.

- Contact By Telephone 242 (excluding calls on open client files)
- Advice Only Intakes 167 clients
- Number of Files Opened 75

Legal Links responds to specific legal needs of women, men and youth. The objective is to provide individuals with information about the legal system, for example, how to access government, solve legal problems, negotiate settlement, or to represent themselves before an administrative board. For those with more complex issues or inability to advocate on their own behalf, we open an individual client file and provide representation. Files are predominantly opened in areas of residential tenancies (living conditions); debtor/creditor (conduct of collection agencies); income assistance (special needs for children with disabilities, co-habitation termination, income appeals and CPP disability appeals).

FLLAG (Family Law Lawyers and Advocates Group): we are a member of this organization whose objective include:

- Improving and promoting family law services
- Increasing availability and quality of family law services for low income Nova Scotians;
- Identifying gaps in family law services and advocating for reforms; and
- Promoting quality continuing legal education to meet the needs of family law practitioners and clients.

We provide support, input and resources to the organization.

Racial Profiling Project

In 2003, a decision was handed down from the Nova Scotia Human Rights Commission citing an incident of differential treatment by Halifax Regional Police officers of a man based on race. The adjudicator found that the officer in question relied on racial stereotypes of black male criminality in dealing with a black man, Kirk Johnson, during a traffic stop. The Kirk Johnson decision has had an important impact on Nova Scotian communities in that it has brought much needed attention to the problem of racial profiling in Nova Scotia, and it is the community discussion stemming from this decision that has pushed Dalhousie Legal Aid Service to consider the effects of racial profiling in Nova Scotia.

Racial profiling takes place in different contexts by different people in positions of power and on different communities for different reasons. We believe that there needs to be a forum in which Nova Scotians can share their experiences of racial profiling, and that we need to draw attention to and learn from the unique experiences of racial profiling in Nova Scotia in order to better develop solutions to the problem. Working closely with community partners DLAS is proposing to conduct a province-wide inquiry into the effects of racial profiling on Nova Scotian individuals and communities.

The inquiry falls under DLAS's mandate, specifically, to conduct research, provide information, make recommendations, and engage in programs relating to law reform in the Province of Nova Scotia. DLAS is starting this inquiry with the basic premise that racial profiling exists.

We have developed a framework for the project and completed initial research. We continue to seek funding to support this initiative.

LEGAL SERVICES TO CLIENTS:

Over the past 12 months students and staff have been very diligent in representing 364 new clients in the areas of poverty law (125); new community initiatives (4), family law (118), adult and child protection (30) and young persons involved in the criminal justice system (84).

CLINICAL LEGAL EDUCATION

Participation of third year law students in the work of Dalhousie Legal Aid Service continues to be a high priority. Our community development projects and law reform initiatives play a key role in their education. The exposure of students to systemic and discriminatory problems faced by the low-income community broadens their perspective regarding the impact of the law on the lives of the disadvantaged and powerless.

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We continue to be active in student placement activities, participating in a recruitment session with law firms and government departments held at the Dalhousie Law School. The inquiries and expressed interest was high.

We have completed a project ably lead by Karen Kavanaugh of the Dalhousie Law School to develop an all purpose brochure to be used in student recruitment, community initiatives, and provision of general information on the workings of DLAS.

Our Website linked to the Dalhousie Law School site has been updated and contains information of interest to the community as well as students. Two information sessions, complete with a power point presentation and the participation of three esteemed alumni (Jim Rossiter-class of 1998; Loretta Taylor-class of 1999; and Jasmine Walsh-class of 2002) who fielded questions and commented on their experience at the clinic were held in January, 2005.

We are excited and delighted to have two Bachelor of Social Work students from the Maritime School of Social Work doing their placement with us this term. Michelle Bushey, Jeff Hood have participated in our seminar/skills program and are actively working on client and community files. They bring a welcome perspective to the work and their through their interaction with law students.

STUDENT ENROLMENT				
Term	2001-2002	2002-2003	2003-2004	2004-2005
Summer	11	7	9	13
Fall	3	7	6	13
Winter	10	11	13	14
Total	28	25	28	40

STAFFING

The management of Dalhousie Legal Aid Service has been carried out by the Executive Director, Donna Franey since May, 1995. Our dedicated staff consists of Staff Lawyers, Claire McNeil, Shawna Hoyte, Heather McNeill, Susanne Litke, Tim Morse and Susan Young. Our work is enriched by the valuable contributions of our Community Legal Workers, Jeanne Fay and Megan Leslie. Megan began as a summer research student and subsequently joined our staff as a Community Legal Worker. Susan Young has been on leave looking after her new daughter "Haley". We were fortunate to have Tim Morse join our staff until Susan returns in May 2005. We were honoured to have a Labatt People in Action summer student, Capp Larsen, who participated in our landlord/tenant project. Randy Saba and Toni Desmond joined us a part of their high school coop education programs. Both students are hoping to be future lawyers. Other equally significant contributions are made by our diligent, dedicated support staff. Catherine Currell is the Office Manager, Cathy Leiper is the Receptionist, Melinda Shaw and Susan Jones are Legal Assistants.