



the equality effect

Annual Report

2021 / 2022



The United Nations has recognized the equality effect's 160 Girls project as a best practice in advancing women's rights and women's empowerment.

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A Message from our CEO and Board Chair

It has been another exceptional year at the equality effect thanks to the support of all our staff, partners, volunteers, funders and stakeholders, like you. To ensure both your continued support and our focus on results and transparency, **this year's annual report will focus on the measurement of e²'s unique human rights work.**

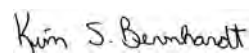
Our goal in measuring the work we have done is to demonstrate the links between human rights law and the tangible impacts of an equality initiative. Developing a robust measurement system that shows the links between human rights law and health and personal security outcomes will help to remove the law from the isolated context in which it usually exists and help to demonstrate the benefits for society of law as it can impact health and security.

Our challenge is that measurement is a tricky business to begin with, and particularly so when it comes to the abstract nature of equality and human rights law. **So much of the resulting benefits of these rights and their implementation are unquantifiable.** How do you measure the absence of fear or a newly found freedom to thrive? How do you measure future successes or the development and implementation of legal solutions and their impact when there is no international standard to do so? (In fact, the United Nations noted e²'s broader societal impact in its Compendium of Good Practices in the Elimination of Discrimination Against Women by stating "The judgment has been referenced in other cases, including an important class action suit by victims of post-election violence, and the high courts have issued further progressive decisions on related grounds.") It is positive that the success of e²'s equality work has had a broader societal impact, but measuring that success is certainly a challenge.

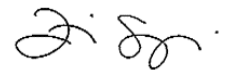
To address these challenges, we partnered with experts from the Rotman School of Management/University of Toronto, Compass Partners, International Centre for Reproductive Health – Kenya and individual Measurement and Evaluation (M&E) experts to develop and apply measurement criteria that is meaningful and respected in the community that monitors this discipline, and that will be helpful to the beneficiaries of e²'s human rights work. We will continue to evaluate our measurement criteria going forward to ensure it reflects the results of our efforts, to ensure that e²'s established goals and milestones are being met, and to ensure that the equality change being made is documented in a concrete and accessible fashion.

As we reflect on this past year, and all of the equality effect's work, it is important to note that **central to the success of the equality effect's efforts is the collaborative nature of its projects.** This crucial element of our success was recognized by the UN, stating: "What makes this case study a uniquely good practice is that, rather than ending with a court decision, the coalition of organizations involved continued to work together to expand that decision into a comprehensive movement for change. The 160 Girls Project developed as a result of the case centres on training and education programmes involving police, shelters, social workers and community members to ensure a multi-level long-term impact." We must underscore that without our partners, we would not have achieved the massive societal impact that we endeavour to present to you in this report. The systemic impact of these efforts, the newly found access to justice and the promise of bringing perpetrators to justice is profound.

As we move into a new year, we will continue with e²'s human rights work both in Kenya and other countries and communities. We look forward to joining with you on our equality journey.



Kim Bernhardt,
Board Chair



Fiona Sampson,
CEO



Our Mission and Vision

Our Mission:

The equality effect (e²) develops and implements legal solutions to girls'/women's inequality, including eliminating impunity for rape. Using international, inter-disciplinary teams, e² creates systemic change that disrupts the existing discriminatory status quo, i.e. suing the state to achieve the enforcement of existing laws so that perpetrators are held accountable for their sexual violence. The equality effect provides international social justice leadership, making girls'/women's rights real.

Our Vision:

By using the law to create systemic change, the equality effect envisions a society in which girls and women are treated as persons, not property; a society in which girls/women have equal access to justice; and the impunity for rape is eliminated.

160 Girls Project:

The 160 Girls initiative is an equality effect project. The equality effect, in partnership with local rape rescue centres, schools and police in Kenya, work collaboratively on the "160 Girls Project". Under the umbrella of the 160 Girls project, an interdisciplinary team of international partners, including rape rescue centres, police, social workers, human rights lawyers, artists, IT experts, behavioural economists, and measurement experts aim to create systemic change that addresses the root source of discrimination experienced by girls/women. The 160 Girls Project is named after the 160 girls between ages three and 17 who in 2012 sued the Kenyan government for failing to protect them from being raped. Their efforts resulted in the groundbreaking 2013 Kenyan High Court Decision that made legal history and secured access to justice and legal protection from rape for all 10,500,000 girls in Kenya and beyond.



Measuring the impact and transformative value of the equality effect's projects

All attempts at measurement need a baseline, a starting point for the measurement. In 2012, the High Court of Kenya found that the police treatment of child rape (defilement) was unconstitutional in **100 per cent** of the 160 Girls' cases. In other words, none of the plaintiffs in the 160 Girls Constitutional claim received justice, setting our baseline at zero.

With the equality effect's efforts, in 2021/22 **73 per cent** of defilement victims in 46/47 of the Kenyan counties where e² police training took place, are seeing their perpetrators arrested within one to three months. While the percentage of arrests in defilement cases compliant with human rights best practices before the 160 Girls police training is unknown, we are quite certain that it was well below 73 per cent. All the girls whose cases were included in the original 160 Girls Constitutional claim tried to engage the police and only four resulted in an arrest, and none of their cases resulted in an arrest that was the result of an investigation consistent with domestic, regional, or international human rights standards. In addition, anecdotal evidence collected from the police themselves, and e²'s rape centre partners support the conclusion that there has been a significant change in police treatment of defilement resulting in investigations consistent with the 160 Girls High Court decision, timely arrests, increased access to justice for claimants, and increased accountability for perpetrators.

As our CEO and Chair wisely point out, "Our challenge is that measurement is a tricky business". To put this in context; e² has introduced an array of interventions that are all aimed at reducing the incidence of rape overall and delivering due process and justice when a defilement sadly does occur. These include providing human rights education of the girls and boys in schools, extensive police training and various forms of public legal education. Taken altogether, our hypothesis is that these interventions would lead to measurable decreases in the incidence of rape over time and vastly improved delivery of justice.

The evidence of overall success would be found by tracking the decrease in rape in large population surveys and watching arrests and convictions increase in future cases!





In practice, this is not as straight-forward as it appears. Here are some of the reasons why and descriptions of how we developed our unique measurement program to overcome challenges:

- **It is plausible that the e² programs and interventions would in fact increase the rate of reporting defilement** based on an increased, broad awareness of girls' rights and increased public confidence that the police would undertake proper investigations. To overcome this conundrum, we developed intermediate measures of progress for each of the elements of the 160 Girls programs. These were specific to the actions and activities and attitudes that we were trying to influence.
- All of these interventions were newly developed for the Kenyan situation. **We needed to measure the quality of the programs to guide us to future program improvements and to determine how much to invest in each part in the future.** We collected a lot of qualitative information from the participants in the education and training programs. We then developed very rigorous protocols for codifying and quantifying this open-ended, narrative style information. This has produced surprising insights into the unexpected benefits like empowerment of the girls in the justice clubs and the gratitude of the police for human rights-based training.
- With such a multi-pronged approach to change, **it is extremely difficult to determine how much each part of the program is contributing to the overall success.** To address this issue, we structured various research studies to capture pre/post differences on training or education programs. We did research in different geographies with different timing on training as test versus control studies. Furthermore, we established tracking programs, repeated at different time intervals, to see the development of change as the interventions matured and became more widespread. These designs help us assess the impact of individual components of the project.



160 Girls Project – M&E Methodologies



Justice Clubs

A pre- and post-engagement survey was designed for evaluating the impact of the Justice Clubs program. Justice Club members and leaders were surveyed before and after participating in Justice Club activities. Surveys included both closed and open-ended questions.

Questions were designed to gather data in categories including demographics, defilement reporting, and police interaction, among others. Responses were analyzed for dominant themes. Results were used to make recommendations for continued improvement of and engagement through the Justice Clubs.



Virtual Justice Clubs

Virtual Justice Clubs (VJCs) are the reinvention of the in-person Justice Clubs, developed in response to the COVID-19 pandemic – done virtually via 135 iPads in individual homes. The devices are shared amongst neighbours and siblings, to stretch the impact of the modest number of devices available through this program. The VJCs are designed to teach and empower children regarding their human rights with respect to rape, investigations, and access to justice.

In addition to providing education, VJCs promote community awareness through the 160 Girls Justice Journal, a bi-weekly newspaper delivered by teams of VJC leaders, teachers, rape rescue workers and local police. The Virtual Justice Clubs use a modified version of the Justice Club's pre- and post-engagement survey. Modifications were made to account for and evaluate the virtual experience. This modified survey is circulated to VJC members and leaders. Data from VJC members and leaders is collected through the VJC app. Responses from the pre-engagement survey from 135 leaders indicate that the culture of rape is changing in areas where VJCs have been implemented.

160 Girls Police Training

The equality effect works in collaboration with the Kenya National Police Service (NPS) and the Vancouver Police Department (VPD) to train police officers in Kenya on how to investigate defilement cases, consistent with the 160 Girls High Court decision and human rights law. Trained middle management officers go on to train front line officers in a “Train the Trainer” model, and using the 160 Girls e-learning system. Additionally, training is being introduced into police colleges to ensure that newly graduated officers start their careers with a solid foundation in investigating defilement cases and an awareness of the Public Legal Education campaign.

The impact of police training is measured according to international best practices regarding child rape investigations. There are 12 defined steps to appropriately investigate defilement cases – beginning with recording of the complaint and ending with an arrest of the accused. A matrix is used to evaluate investigations; each step is assigned a value according to clear and consistent performance indicators. Defilement victims are also surveyed about their experience with the police, to ensure a 360-degree evaluation. Approximately three to six months after initial police training takes place, police stations are randomly selected for evaluation by senior Kenyan police and members of the Vancouver Police Department; evaluations are then on-going at three to six month intervals.

Results are shared with police station managers – poor performing police may receive discipline, while officers with impressive results are rewarded through promotions and awards. The equality effect continues to scale up measures to improve police training in defilement investigations so that the staggering number of victims have a fair chance for justice.

The 160 Girls police training is also evaluated through pre and post surveying the impact of the training on the trainees. This training data allows for finetuning of the training to ensure its relevance, and to ensure it remains a useful educational option for police.



Each and every one of the trainees is required to develop an action plan which outlines how they will implement the 160 Girls training at the stations for which they are responsible – they are assessed on the implementation of these action plans.

Each trainee also provides data to e² on the number of defilement cases reported to their stations, and the status of those cases – this access to justice data is critical to assessing the 160 Girls impact as it relates directly to survivors of defilement reporting rape to police, and as it relates to holding perpetrators accountable for their sexual violence.

Rape Incidence Measurement (RIM)

The goal of the 160 Girls project is to reduce the incidence of child rape by increasing perpetrator accountability and eliminating the climate of impunity for child rape. Using surveys completed by children ages 11-17 years old, e² conducts regular studies that measure incidence of child rape, reporting rates to police, and police treatment of defilement claims. Approximately 2400 school-aged children from 16 schools in four counties will be surveyed over a period of four years.

Baseline, interim and final research studies are being conducted to measure the change impact of e²'s 160 Girls initiatives. Qualitative research (including focus groups and discussions with police and other local authorities) will provide further insights regarding the impact of police training and help explain outcomes from the RIM surveys undertaken with the children.

Impact Results 2021/22



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e² the equality effect

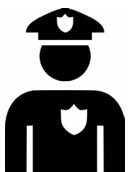
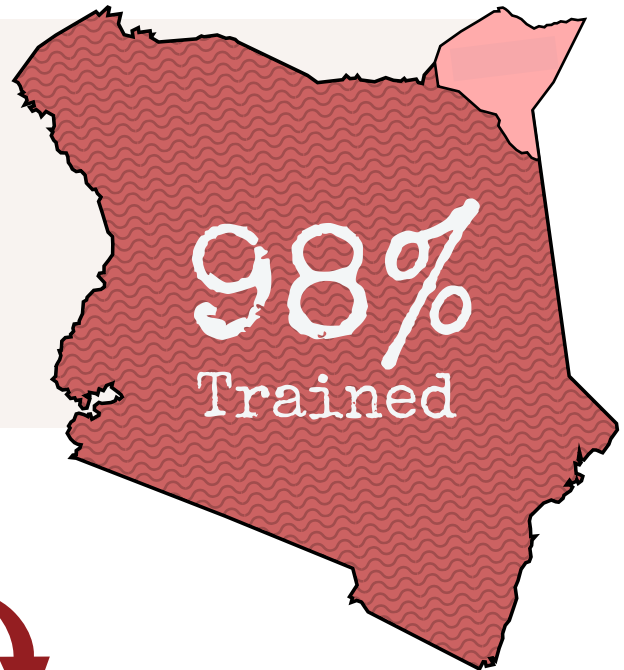
160 Girls Police Training Impact Results

73 per cent of victims in trained counties saw perpetrators arrested within 3 months!

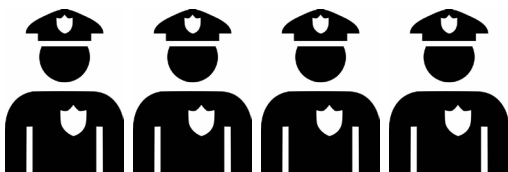
Train the Trainer Model:

46 of 47 Counties in Kenya have been trained using the 160 Girls “Train the Trainer” model.

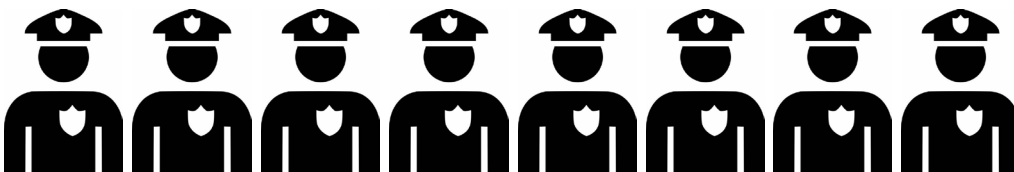
*Mandera County was unable to participate in in-person training due to security reasons.



e² Joint Organization Team
(26 Officers Trained per session)



204 Criminal Investigation Officers
488 Officers in Command of Station (99 per cent)
99 Police College Instructors (99 per cent)



48,800 Police Officers
in Kenya (99%)



Note: estimate since NPS does not provide exact number of officers per station for security reasons. There are approximately 100 – 150 front line officers per station.

The 160 Girls training has been made available to all police with possible responsibility for defilement cases.

Milestones:

- 160 Girls training curriculum and evaluation plan developed, approved and operationalized.
- 160 Girls E-learning system developed and operationalized, available to approximately 48,800 members of the NPS, and adopted by Police colleges.
- 488/492 Officers in Command of Station (OCS) received 160 Girls training to date (19 per cent female, 81 per cent male, .04 per cent identified as disabled).
- 5/5 Kenya National Police Colleges endorse the 160 Girls training, providing for the institutionalization of the 160 Girls training to ensure its sustainability.
- 99 Police College instructors trained (29 per cent women, 68 per cent men; 4 per cent identified as disabled).
- Approximately 48,800/49,200 police received 160 Girls training through the OCS TOT model (training of trainer).
- 204 Directorate Criminal Investigation (DCI) Officers, specialized defilement investigators, received the 160 Girls training (33 per cent women, 64 per cent men; 1 per cent identified as disabled) - this creates an unanticipated opportunity to train DCI officers.
- 508 160 Girls trained officers (OCS, DCI, and College Instructors) mentored through WhatsApp groups.
- Proven value added, i.e: on a scale of 1-10, 98 per cent of trainees rated the 160 Girls course as an 8/10 or higher; 100 per cent of trainees stated that they would recommend the 160 Girls course to colleagues. 100 per cent of trainees reported finding the 160 Girls course useful and that their knowledge and skills had improved.
- Proven creation of positive attitude, example: "It has been so wonderful and an awakening call that will go a long way to transform our way of handling defilement cases."



Police Trainee Survey:

98 per cent of trainees rated the course as an 8/10 or higher with 100 per cent of trainees stating that they would recommend the 160 Girls course to colleagues.

Survey Questions	Survey Results
Please identify three ways you will change how you conduct defilement investigations based on what you learned in this course.	"Prompt, professional and ethical investigations" (quoting the 160 Girls decision, High Court of Kenya)
Did your knowledge of children's rights and human rights increase as a result of the 160 Girls course?	100 per cent of trainees responded "Yes, very much so." or "Yes" (the top two scores), with the vast majority answering "Yes, very much so."
How would you summarize the goal of the 160 Girls Defilement Investigation course?	"It has enlightened me, on the ignored child defilement and sexual assault cases, and the stigma they undergo in silence."; "We must investigate defilement cases professionally and efficiently."; "My eyes are now wide open. I can assure you that things will never be the same again."
Name three things you enjoyed the most about the 160 Girls Defilement Investigation Training.	"Courage to fight for justice, how different stake holders can obstruct justice. Justice applies to both victim and perpetrator and the overall handling of the victims of 160 girls", "It was interactive, engaging & educative."
Is there anything else you would like to tell us about your experience with this training program?	"It has been so wonderful and an awakening call that will go a long way to transform our way handling defilement cases." "God bless the sponsor and facilitators."

The only negative feedback is that the five day training course is too short.

Trained OCS mentor groups have been established for trainees to connect with their 160 Girls instructors and peers to brainstorm re: the application of their new skills once back in the field, and to seek the advice of their training peers and 160 Girls instructors, who assume the role of mentors after the training.

The mentor groups are also being used as a tool to share ideas re: 160 Girls TOT implementation.

Top Three 160 Girls Police Training Successes:

20 trained stations in **4** counties evaluated, **139** defilement files were reviewed and assessed by senior Kenya National Police Service and Vancouver Police Department officers, active and retired (Feb. 2022 evaluation).

**Before any 160 Girls intervention, the police investigation level was judged unconstitutional.*



Post-training, trainees were assessed on their ability to execute the 12 steps of the Defilement Investigation Checklist. The following is a sample of their average scores:

6.1 /10

Trainees ability to complete and collect sexual assault evidence forms and forensic evidence from doctors/hospitals.

7.6 /10

Trainees ability to ensure Occurrence Book Entries are thorough and complete to include all facts related to incident.

7.75 /10

Trainees ability to draft charges, prepare charge sheet related to the arrest of the accused.



160 Girls Access to Justice Results

Police Defilement Investigation Training – (Early Results):

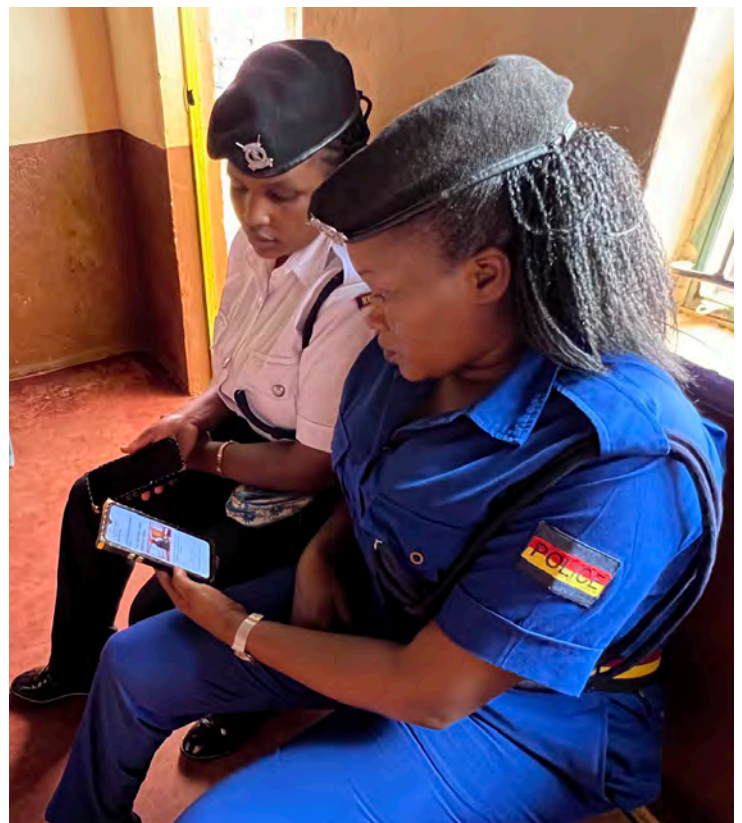
160 Girls High Court Decision – The High Court of Kenya found that the police treatment of child rape was unconstitutional in 100 per cent of the 160 Girls' cases.

160 Girls Begin Collaborative and Interdisciplinary Police Training and Public Legal Education (Justice Clubs/VJC, billboards, TV ads) - Transition to Scale (piloted in four counties scaling to reach all 47 counties).

2013

Police laying charges and prosecutions initiated in **73 per cent** of defilement cases within one-three months of reporting to police; 477 victim base group.

2022



Virtual Justice Club Impact Results

Virtual Justice Clubs were originally created as a pandemic Justice Club pivot. The VJC are designated to teach and empower children regarding their human rights with respect to rape, investigations, and access to justice.

Virtual Justice Clubs:

- **135 devices (iPads) were shared with 683 VJC leaders.** Those leaders went on to share with neighbours and siblings resulting in 3415 total participants.
- **VJCs operated in nine schools** - Kilifi, Kwale, and Kisumu counties.
- Operated from **January to June 2022** with three rape rescue partners.
- **30,046 160 Girls Justice Journals** delivered by hand to individual community members.
- **71,336 160 Girls Justice Journal** digital outreach.
- Out of all the Girls Justice Journals recipients surveyed, **98 per cent gained awareness of the 160 Girls High Court decision** through the Justice Journal.



Virtual Justice Clubs Survey Results:

Survey Questions	Survey Results
Would your peers now consider you to be a leader in your community?	97% Yes
What kind of feedback did you receive about the 160 Girls Justice Journal from members of your community?	52% Positive 30% Negative 18% None
Since you became a VJC leader, have you helped anyone with a defilement situation (During newsletter deliveries or otherwise)?	22% Yes

The need to continue the work - 22 per cent of VJC leaders helped someone with a defilement situation - based on previous research, it is safe to assume that 22 per cent is grossly under representative of the true number of defilements, and yet still a number too high, especially given the short period of time and in only a few regions where trainings have taken place.



Meet some equality effect Measurement and Evaluation team members



Delaine Hampton

Soon after retiring from my 30-year career at Procter & Gamble as the Director of Consumer and Market Knowledge, I entered my “second act” as a professor at Rotman School of Management/University of Toronto - and that’s when Fiona and the equality effect came calling. I found myself in a unique position where I could take my experience in consumer-packaged goods and reapply it to researching the impact of social justice interventions with schoolgirls, communities, and police in Kenya. I said to myself, ‘Okay, this is a new challenge, but the principles should be absolutely the same. Good research is good research. A well-structured survey is a well-structured survey.’ We assembled the Measurement and Evaluation (M&E) team to really dig into the data we were getting from the Justice Club surveys. It’s definitely a challenge because a lot of the information we’re after doesn’t lend itself to standardized questions. So, we start with hundreds of statements, made by the girls, and we identify themes to quantify all this open-ended data. Over several years and several different kinds of training, we’ve come up with a highly disciplined methodology for taking qualitative data and turning it into quantitative reports.

Because the equality effect runs by grants, we have to keep providing evidence to the granting bodies that our programs and interventions are working to have their desired impact.

We’re humbled by how this work has changed the lives of these girls in Kenya. We are constantly moved by the comments we get from the girls about developing their confidence, developing their sense of worth in the community, developing their leadership - this has been probably one of the most rewarding parts of the work. What began as a mission to keep the girls safe and deliver their right to justice expanded into an amazing journey of “girl empowerment.”



Alyson Kelley

Volunteering has always been an important part of my life, it’s something I’ve always done. I’ve volunteered at other organizations where I’ve walked away hoping my work has been impactful. The amazing thing about the equality effect - and the M&E team - is I get to use my nine to five skill set in a really meaningful way and I can see very clearly the direct impact our work is having on young childrens’ lives - and that feels good.

The main role of the M&E team is to analyze the results of the Justice Club leader surveys pre and post the school term. The surveys include a variety of questions grouped into different categories to identify the impact the Club is having on the leaders and the overall communication of childrens’ rights to the community.

I came into this thinking I’d just be analyzing this data. But it’s so much more than that - we’re invested! If we can prove the Justice Club is doing what it says it’s doing, that will lead to more funding and potential expansion of the equality effect.

For me, the most rewarding part of this work is reading the verbatims where the children describe their experiences being part of the Justice Clubs and how it’s changed their trajectories. Here’s one, for example: “I got to learn how to be a good leader and through that I intend to be a leader in Kenya in the future.” They now know they have rights and can advocate for themselves and others - and this to me is very moving.



Yvonne Kemunto

I've seen first-hand the impact the equality effect has in the counties that need it. Born and raised in Kenya, I started with e² in 2017 as an intern. Through my work then, I was amazed by the courage displayed by the team to challenge the Kenyan government to protect girls and really enact systemic change. It's e²'s mission to empower girls and give them a voice they didn't have – and that's what attracted me to this organization.

After coming to Canada in September to continue my psychology studies with a focus on youth justice and intervention, I joined the M&E team in January. We're responsible for interpreting and evaluating the data provided to us from the Justice Club surveys in Kenya. We all have different backgrounds that complement each other. I'm so privileged to be able to learn from these influential and intelligent women.

As for my role, I provide insight based on my experience on the ground as an intern and understanding how the program runs. I also offer a Kenyan perspective for interpreting qualitative data and how it might differ from county to county. It's gratifying to know I'm contributing to an initiative that provides protection, education and opportunity for Kenyan children. The most rewarding part of this work is seeing how empowered the girls in the Justice Clubs are. Whether it's through their testimonials, which are nothing short of amazing, or hearing from them on how much this project has helped them, it's clear how impactful this work is.



Susan Wright

I wear many hats at the equality effect. In addition to my role with the M&E team, I'm also the US Board chair, and I'm helping set up a US entity so we can leverage the American philanthropic space.

The equality effect is very near and dear to my heart because I'm a market researcher and I own my own market research consulting firm, so when the opportunity to volunteer presented itself, I thought to myself, 'I can do one more pricing revenue optimization study for my clients - which I do love - or I can do research in Kenya measuring the incidence of rape.' What's challenging about the work we do is the subject matter is sensitive and hard to measure – and we really want to focus on outcomes. It's important for our surveys to give us an accurate picture of what's going on in Kenya so we can have a real measure of the impact of the Justice Clubs, the police training and the prosecutorial and judicial training programs working together to create systemic change.

What's unique about the M&E team is we've adopted a 360-degree approach. For many nonprofits, it would be enough to stop once we've determined how many girls we've helped. But that's not enough. We take it a step further – how many girls have received access to justice? How many perpetrators were arrested? How many cases were prosecuted? What's happening now in the community? Being part of this team and seeing the results of the surveys make me feel optimistic that things can change, and are changing - and future generations will grow up with true freedom and realize their economic empowerment.



Dr. Griffins Manguro

My introduction to the equality effect came six years ago when I was working as the Director of the International Centre for Reproductive Health (ICRH) in Kenya. We partnered with e² to set-up and run Justice Clubs in primary schools in Mombasa, Kenya to educate boys and girls on their rights to be protected from, and to report sexual violence if and when it happens.

For this study, I worked with the e² team and other investigators to conceptualize the research design and the methodology. Our goal was to determine if training police could improve how they manage sexual violence cases and if this had an effect on reporting of sexual violence cases from the communities. This was considered an implementation research study with two parts; we collected baseline and end-line data collection and the e² conducted the police training in between the two data collection points. At the end of the training, we'd compare what was reported in the first round of data (baseline) to what was reported in the second round (data collected after training) with the hypothesis that as a result of police training, we'd have better outcomes.

The study is not yet completed so we don't have final data on the outcome. In my opinion and comparing my experience to how it was when I first started working in this field, we didn't have many police stations with gender desks staffed by officers who are properly trained to deal with victims and are sensitive to their needs at that time as we do now. I don't have the data, but I feel that there's been an improvement in the management of gender-based violence by police gender desks. This is not only due to e² efforts but more due to ongoing systemic efforts by the country and other stakeholders to improve management of sexual violence.

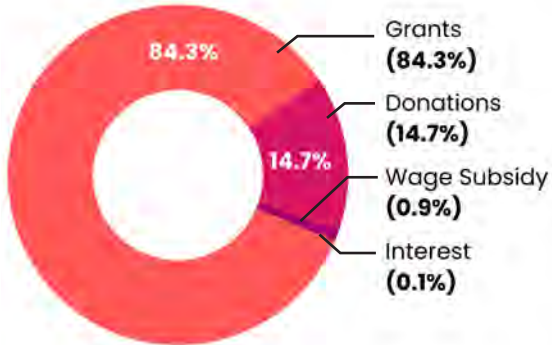
The hard part about this work is things at times do not change as fast as we'd like them to. For the past five years, we were at (ICRHK) trying to figure out how best to improve the number of cases reported to police and the proportion of those that end up in court and then with a conviction. While I feel that there have been improvements, we still do not have as many cases of sexual violence successfully prosecuted as we would like to. Change takes time.

These days I call Seattle home. I moved here from Kenya in January to work with the Gates Foundation as a Senior Program Officer in the Women's Health Innovation team. I continue to serve in an advisory role, as a volunteer, with the equality effect. It feels good to know the work we do is meaningful and impactful and there's always more to be done.

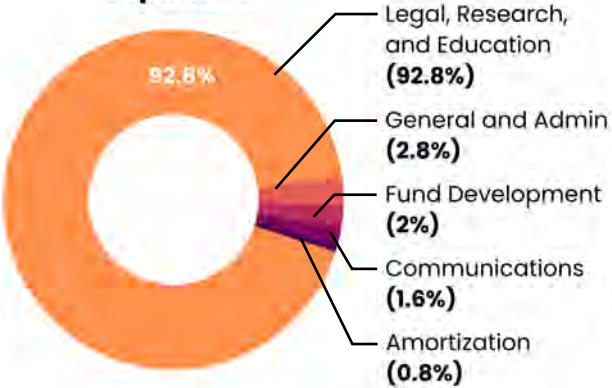


Finance Update – For the year ended June 30, 2022

Revenue



Expenses



Revenues:

• Grants	1,221,972
• Donations	212,811
• Canada Emergency Wage Subsidy	13,316
• Interest Income	941

Total Revenues:

\$1,449,040

Expenses:

• Legal, Research, and Education	1,376,764
• General and Administration	41,945
• Fund Development	30,007
• Communications	23,572
• Amortization	11,315

Total Expenses:

\$1,483,603

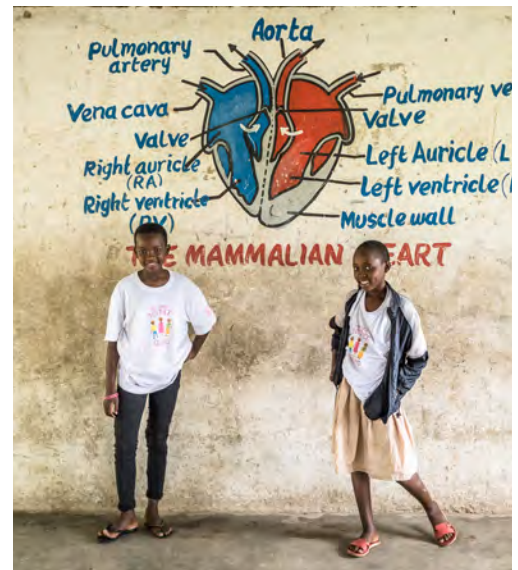
Excess of revenues over expenses: (34,563)

Net assets, beginning of year: 819,714

Net assets, end of year:

\$785,151

* The equality effect's financial statements have been independently audited by Koster, Spinks & Koster, Chartered Professional Accountants, and found to be in accordance with Canadian accounting standards for non-profit organizations.



THANK YOU!

The work we do depends on our incredible team of dedicated volunteers, which is made up of lawyers, legal academics, measurement experts, app developers, artists and many more. Every year, these volunteers donate invaluable pro bono hours to the equality effect, allowing us to continue our work. Thank you to our committed volunteers and to our generous funders, partners and donors. We could not do our critical human rights work without you.

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