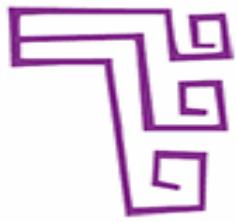


W O M E N L A W Y E R S
A s s o c i a t i o n o f S A I n c



Annual General Report 2009/10

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ABOUT WOMEN LAWYERS' ASSOCIATION OF SA INC

The Women Lawyers' Association of South Australia Inc (WLA/'the Association') is a professional association that represents the interests of women legal practitioners across South Australia. The Association is an affiliate of the national branch of Women Lawyers' and its Committee meets once a month at the Law Society of South Australia. The SA branch of the Association runs fundraising events for charity as well as making representations to parliament and other bodies on issues that impact upon the status of women in the law and society. The Association also fosters networking amongst women members of the profession.

Membership of the Association is open to all practitioners and law students who wish to further the interests of women under the law and women legal practitioners in South Australia.

The following is a synopsis of the key activities undertaken by the Association:

- WLA is regularly consulted on the appointment of senior counsel and the judiciary in South Australia.
- WLA writes submissions on proposed law reform(s) which affect women and impact upon the broader justice arena.
- WLA organises regular social and networking events, to provide women with legal backgrounds and women practising in the profession the opportunity to develop valuable contacts and meet like minded professionals.
- WLA has an important educational objective and regularly organises career seminars and information sessions for law students and junior solicitors.

OUR OBJECTIVES

The Women Lawyers' Association of SA Inc. (WLA/ 'the Association') is the South Australian branch of the Australian Women Lawyers Association (AWL) and was founded with a number of objectives in mind.

These objectives include:

- achieve justice and equality for all women
- further the understanding of, and support for, the legal rights of women
- identify, highlight and eradicate discrimination against women inherent in the legal system
- identify, highlight and eradicate discrimination against women in the community generally
- advance equality for women in the legal profession
- create and enhance awareness of women's contribution to the practice of the law
- create and enhance awareness of women's contribution to the development of the law
- make recommendations or submissions on law reform
- provide a professional and social network for women lawyers
- do all such other things as may be incidental to the attainment of the Associations objectives
- fulfill any other objects as the Association may in General Meeting decide

STRATEGIC VISION

WLA's strategic direction is underpinned by the following:

- improving our profile among the legal profession, business and the community
- providing opportunities for our members to engage with fellow female practitioners including senior practitioners and members of the judiciary
- improving the engagement that we have with our members
- ensuring our membership is diverse and includes members from private practice, the public sector, 'in house', courts, universities, law students, the Bar, the judiciary and non practising practitioners

In achieving its strategic vision WLA recognises that it must continue to strive for excellence in all aspects of its operation. This includes WLA events, consultation with stakeholders, professional development for members and relationships with sponsors.

OUR VALUES

Respect

Respect is an essential value which drives all dealings undertaken by WLA as it works towards fulfilling its objectives. WLA prides itself on respect and esteem from the legal profession, the judiciary and the business community. As a professional Association, WLA respects its members, stakeholders, all members of the legal profession, the judiciary and members of the broader community.

By pursuing excellence and having committed and professional people to deliver and work towards its goals WLA aims to earn the respect of all parties that it deals and interacts with.

People

People are integral to the success of WLA and are its most important asset. It is essential to WLA that its members feel proud of their involvement and participation in WLA and receive benefit from their membership.

Excellence

WLA is committed to strive for excellence at all times. This includes being innovative and using best suited methods and processes to deliver a wide range of services and events that exceed the expectation of our members, stakeholders, sponsors and associated charities. WLA is committed to improving the level of enjoyment by WLA members, their colleagues and the 'Friends of WLA'.

PRESIDENTS REPORT



'It is my pleasure to report to members on another successful year for Women Lawyers' Association of SA Inc.'

Thank you to all members and friends and in particular to the management Committee; for their hard work, organisational skills and friendship over the 2009/2010 year. I also wish to thank with gratitude the on-going encouragement and financial support of our patron, Her Honour Justice Margaret Nyland.

The Committee members who served during this term (2009/2010) are:

Current Executive

- Melissa Ballantyne (Vice President)
- Amy Challans (Secretary and Australian Women Lawyers Director)
- Karla McCulloch (Treasurer - retiring)
- Ilona Schultz (Treasurer – elect)

Current Committee Members

- Philippa Branson (and Law Society Committee Resource Person)
- Shelley O'Connell (néé Broadbent)
- Christina Von Muenster
- Daniella Di Girolamo
- Victoria Lecky
- Adriana Pasquale
- Taruna Heuzenroeder (néé McLean)
- Rachel Cain (Observer)

Retired Committee Members

- Anne Hewitt
- Jo Murphy
- Anne Barnett

Special acknowledgements

Extra special thanks go to our retiring Treasurer Karla McCulloch who has served tirelessly on the Committee since its inception. Without her dedication, and the assistance of her staff at Karla McCulloch & Associates, the Women Lawyers' Association of SA Inc. (WLA/'the Association') simply could not have functioned and certainly would not be where it is today. Most notably, without Karla as our long serving treasurer, we would have no money, and worse, no wine! Karla, the hours you have given to WLA must be innumerable, yet you have always cheerily volunteered without hesitation – our most sincere and heart-felt thanks.

I would also like to single out for special mention Melissa Ballantyne who is stepping down from the position as Vice-President. Melissa and I have had a fabulous working relationship during my term as President. Put simply, I would not have been able to juggle the demands of the role with my other commitments had it not been for Melissa's support and ability to seamlessly step into the role of President and Chairperson when needed. A big thank you!

Activities

Details and photographs of the activities WLA has been involved with can be found on our website and throughout this report.

Many of these functions have become annual WLA events and include:

- UNIFEM International Women's Day Breakfast
- Alternate Careers Seminar (in conjunction with the Adelaide University Law Students Association)
- Walk for Justice
- WLA Movie Night
- WLA Quiz Night
- Christmas Drinks with the Judiciary

In July this year WLA hosted its first ever Quiz Night at the Hungarian Club Norwood which was a huge success and raised several thousand dollars for our nominated charity this year; NUNGA MIMNAR. Well done to the organising Committee.

Our next function will be held in October 2010 to welcome the five women barristers who have been called to the Bar this year. Keep a look out on our website for more information about this event.

Consultation

WLA again participated in consultation with the Chief Justice regarding the appointment of Senior Counsel.

Through AWL, we continue to provide feedback to the Commonwealth Attorney-General about appointments to Federal Courts, tribunals and statutory positions.

For the first time in 2010, the President met with the State Attorney-General to discuss the work of WLA and policy issues of concern to us. WLA was also consulted regarding appointments to State Superior Courts. In the lead-up to the State election, the President met with the Shadow Attorney-General and corresponded with the Leader of the Opposition.

Our various submissions to government over the years and appearance at the national parliamentary inquiry finally came to fruition with the passage of legislation to introduce tax-payer-funded paid parental leave at the Federal minimum wage. Joining with other women's groups who have lobbied for this change for decades, WLA wishes to emphasize the fundamental importance of the scheme, the introduction of which was overshadowed by other political developments. WLA will continue to advocate for improvements to paid parental leave including extending the term beyond the current 18 weeks, addressing the question of continuity of superannuation contributions, and changing the means-test to "total family income" rather than focusing on the mother's income (which unfairly discriminates against professional women who are the main bread-winners in their families).

Australian Women Lawyers

Australian Women Lawyers (AWL) had a full and exciting year under the leadership of President Olivia Perkiss of the Queensland Bar. I served as Vice President, but having completed four years on the board, stepped down at this year's AGM and will be replaced by Amy Challans. The incoming AWL President is Mary Anne Ryan from Tasmania.

AWL's major projects this year included the 2009 Gender Appearance Survey, conducted by Eliquent and funded by the Law Council, which measured the rate at which women advocates appear in Australian superior courts. This has resulted in the Law Council producing an "Action Plan" to address the low rate of participation of women as barristers (19% of the Bar nationally), and the type and length of matters in which they are briefed (shorter matters, less likely to be briefed by private firms). The results of the survey and the Law Council's response can be found on the website <http://www.lawcouncil.asn.au>.

AWL also ran (with the assistance of Lexis Nexis) its third national conference in Brisbane in August 2010 which was well attended and attracted a very high caliber of presenters. With the benefit of a scholarship funded by our Patron, WLA was able to send junior lawyer Kristina Piper as a delegate to the AWL conference.

Changes to WLA Administration

Congratulations to Ilona and Amy for bringing the Association's financial and administrative affairs (respectively) into the 21st century. We now have the ability to use internet banking, Pay Pal (including credit card payments) and conduct most transactions via our website. Amy has also been collating pro forma documentation and attending to the updating of our website.

Please ensure that if you change your email address, you provide WLA with your new details. To save on postage and paper, we communicate with members exclusively via email.

The Committee determined in 2009 to publish an annual report in lieu of the previous *Boardroom & Bench* newsletter. We welcome feedback regarding this change and encourage any member who wishes to contribute articles or photographs to do so.

Weddings and Babies

Be wary of drinking the water at Committee meetings!! Congratulations to our brides Taruna, Christina and Shelley and also to Christina and former Committee member Anne Barnett who will both be new mums (again, in Anne's case) by the time this report goes to print.

The Challenges Ahead

In last year's report, I wrote about pay equity, retention and promotion of women to senior positions within the profession and flexible work practices. Like paid parental leave, these are not goals we can realistically expect to achieve overnight, they require sustained and continued action by us and our likeminded male colleagues. Sometimes I am frustrated by the slow pace of progress.

This year, I want to highlight the struggles faced by the newest members of our profession; recently admitted graduate lawyers, over half of whom are women. With three law schools now teaching in Adelaide (and UniSA is yet to produce a graduating class) and the increased popularity of law as the "new arts degree", more new lawyers than ever are entering the profession. Admission ceremonies, once held only one or two times per year, are conducted back-to-back to cater for the number of graduates. However, for those wishing to work as lawyers, there are only so many employment opportunities, especially in Adelaide.

Of course, economic ups and downs and the ebb and flow of legal work in certain fields have always created periods when either employee solicitors or firms had the upper hand. But with hundreds and hundreds of applications for every clerkship, graduate position or government contract I cannot remember a time when it was more difficult for new lawyers to find a job.

This has led some unscrupulous employers to take advantage of the desire of graduates to gain practical experience by offering long periods of unpaid "work experience". To those who offer short term, meaningful and well supervised placements – I salute you. To those employers who are using unpaid, unsupervised (and often uninsured) labour - do not kid yourself, it amounts to exploitation and brings our profession into disrepute. Confusion about the changes to Commonwealth employment laws and the status of the State Salaried Lawyers Award has also lead to instances of underpayment of junior lawyers. Those concerned are often so thankful to have a job at all they are extremely reluctant to complain.

Members and friends, whether you are an employer or a more senior employee with the courage to stand up for your junior colleagues, please ensure that we do the right thing by the most vulnerable in our profession.

If you are in a position where you make recruitment decisions, you certainly have difficult choices to make with so many well qualified graduates. No doubt there will frequently be little which separates one candidate from another. Consider hiring the person who doesn't have a single relative in the law, who has no connection to the partners or to

an important client. She may have ("only") a Distinction average rather than straight HDs, didn't do a clerkship at a top-tier national firm in the uni holidays or work as a volunteer for UNHCR in a war-zone refugee camp. On the flip side, she might have useful life and workplace skills gleaned during, or before, law school and the ability to juggle exams, assignments, tutorials and paid work with family responsibilities. Oh, and she might turn out to be a brilliant lawyer if she can just get her foot in the door!

Kerry Clark
President

WLA COMMITTEE 2009/2010

**Kerry Clark
President**

Member since 2004. Committee member since 2006 and President since 2007.

I joined to give practical expression to my values as a feminist, to advance the position of women in the profession and to be an advocate for women's issues in the wider community.

What I most enjoy about being on the Committee is the friendship of the other Committee members (past and present), who represent the legal profession in all its diversity, most of whom I would not have met in my day-to-day practice.

I hope that over my term as President I have provided leadership and contributed to building relationships with Government, the judiciary, the Law Council and Bar Association. I am also proud of the generational change we have achieved over the last few years.

I think the enthusiasm of our new Committee members will ensure the continued development of Women Lawyers Association of SA Inc as an organisation and its relevance to young practitioners.

**Melissa Ballantyne
Vice President**

Member since 1998. Committee member since 2000 with the last 4 years as Vice-President.

I joined WLA because it was an opportunity to meet women practitioners from all parts of the profession.

It is a great way to assist female practitioners to further their opportunities in the profession and to raise issues of concern to the profession and women generally.

I bring to the Committee over 20 years experience as a practitioner and a real passion for social justice and women's issues.

**Karla McCulloch
Treasurer**

Member of WLA since its inception. First, I was a member of the Australian Women Lawyers Association, and at the same time I was a member of the Law Society's Women's Committee. In July 1998 the Women Lawyers Association of SA incorporated, and I became the Treasurer, succeeding Charlotte Kelly.

I opened an account with the Commonwealth Bank because they did not charge the FID (Financial Institutions Duty) on society accounts, but shortly after promising me a fee-free relationship they changed their minds, and Women Lawyers Association moved to Westpac where we have had an account ever since.

I joined WLA because it is a good organization, working for the benefit of women at several levels. I also enjoy collaborating with excellent people and the work that Committee undertakes.

I have brought to the Committee the opportunity to look after its finances. I have always staffed the door at functions and collected the money. I am very glad to have spent so many years in Women Lawyers, and equally glad to hand the finances over to Ilona Schultz who will be an outstanding treasurer.

Amy Challans
Secretary

Member of the Association and the Committee since 2006. Secretary since 2009.

I joined WLA so that I could be actively involved in providing a female perspective to the legal profession and to meet people with similar views and experiences working in a male dominated industry. I also wanted to meet and network with like minded individuals from all parts of the profession.

I bring to the Committee the public sector perspective of female legal practitioners and firsthand knowledge as an industrial relations practitioner of the people and business management challenges faced in creating a workplace environment that truly promotes and supports work life balance.

One of things that I enjoy most about being on the Committee is friendship of the other Committee members and working with a group of like minded, highly dedicated and enthusiastic professionals.

Philippa Branson

I was a member for many years in the 80's and early 90's until I went to NSW. I rejoined in 2009 when I recommenced legal practice after coming back to SA. Since rejoining I have been on the Committee officially since September 2009.

As an old feminist, I think it is very important to support each other and do what we can to advance in a male dominated profession. Numbers of women are increasing but we are still poorly paid in comparison and in less powerful positions generally.

I have enjoyed getting to know my fellow Committee members and the social and networking opportunities that WLA offers.

I bring to the Committee a bit of that old radical feminist fire

Daniella Di Girolamo

I have been a member since 2009 and a Committee member since 2010.

I joined Women Lawyers because I thought it would be a good way to meet and get to know other women working as lawyers and barristers in SA. My firm only has one other female lawyer so I thought meeting some more couldn't hurt!

I enjoy being on the Committee because it is made up of such a great group of Women who are passionate about the law and about furthering the role of women in the legal field. I like that the women come from all different areas (private, public, CBD, rural, all areas of practice, etc).

I like to organise things (which I know sounds odd) so I hope I have brought my organisational skills to the Committee. I have run a few fundraising events over the years so I hope that I bring my knowledge in that area too.

Taruna Heuzenroeder

I have been a member since about 2004 and I joined the Committee in 2010.

I joined WLA because although we are the majority of graduates, we are not yet anywhere near half the partners, senior counsel and judges. It is easy to think that as we dominate law schools, there are no longer any barriers to women in the law. While the culture of the profession has changed enormously over the past 50 years, there is still room for improvement, and organisations like Women Lawyers play an important role in fostering networking, support and mentoring for female practitioners.

I enjoy the wide range of experiences of the other women on the committee and I bring to the Committee the token representative of the big end of town.

Victoria Lecky

Member of the Committee since 2009.

Shelley O'Connell

Member of the Association and the Committee since 2006.

I joined the Committee as I was attracted to the idea of having a role in an Organisation whose objects are to promote equality for women in our profession and to strengthen support for women in our profession in terms of networking, relationship-building, socialising and fundraising for charity groups with a similar ethos.

I enjoy feeling part of a wider group of women with similar ideas and objectives, and I also enjoy organising events that bring us all together, such as our annual Christmas Drinks with the Judiciary, and more recently our Movie and Quiz nights.

I think I bring to WLA commitment and enthusiasm and a desire to see our Association reach its goals as best we can.

Adriana Pasquale

I have been a Committee member for the last 12 months.

I was fortunate that when I became a member of WLA, there was the opportunity to be a part of the Committee. I expressed my interest to be a Committee member and was accepted.

I joined WLA because I am passionate about raising concerns and challenges that graduate/junior lawyers are experiencing in the profession. I am also passionate about addressing those concerns and finding solutions to them.

What I enjoy the most about being on the Committee is being able to freely voice my concerns and opinions with fellow Committee members. I also enjoy being part of an association that has a presence and aims to make a difference.

Being a first year lawyer, I bring my experiences in the law thus far and the point of view of a graduate/junior lawyer. As lawyers become more experienced, it is easy for the difficulties they experienced in their early years of practice to be easily forgotten. I therefore feel that I keep the Committee updated as to the current position of graduate/junior lawyers in the profession.

Illona Schultz

Member and Committee member since December 2009.

As a 3rd year law student I wanted to meet women in the legal profession in order to network and connect with women who could be my role models. I've found plenty that I now look up to!

I find WLA Committee members very supportive, inspirational, intelligent, motivated women. I very much enjoy WLA meetings and feel privileged to be part of such a dynamic group.

I bring my experience and skills as an office manager to the Treasurer role, as well as my drive and dedication to working with women lawyers to advance women in the legal profession and to make lifelong friends.

Christina Von Muenster

I have been a member of WLA and the Committee since September 2006.

I joined WLA on encouragement from past President Jane Knowler (my mentor).

The things I enjoy most about being on the Committee is the social and professional contact with other women lawyers, socialising with others in the profession at functions, being part of a team.

WLA EVENTS (December 2009 – April 2010)

2009 Christmas Drinks



The Association held its annual Christmas Drinks with the Judiciary on the 26 November 2009. This event is now a permanent feature on the calendar of events for South Australia's legal profession and a great opportunity for members and the Judiciary to network in a relaxed environment. WLA President Kerry Clark welcomed everyone and wished all a very happy festive season.

We invite all members to attend this year's Drinks which will be held on Thursday 25th November 2010. Keep a look out on our website for further information.

Strategic Planning Day



On the 16 January 2010, the Association's Committee met to plan for the coming year. In addition to addressing the makeup of the Committee into the next year, a calendar of events was planned including a Movie Night, Careers Seminars, Quiz Night, International Women's Day breakfast, Annual General Meeting and Christmas Drinks with the Judiciary.

Also on the agenda were initiatives to improve the WLA website, the development of regular communication with members through e-newsletters, sponsorship opportunities and revamping our membership process.

Many thanks to all members of the Committee for their involvement in the day and special thanks to our President Kerry Clark for kindly hosting us at Murray Chambers.

Unifem Breakfast



On Friday 5 March 2010 ten members of the Association attended the annual UNIFEM International Women's Day Breakfast hosted by The Hon Senator Penny Wong. Over 1900 women attended the annual breakfast to support various projects run by UNIFEM and to celebrate international women's day.

The breakfast featured guest speaker, ABC reporter Sally Sara, who was well received and had a great sense of humour. WLA was delighted with the demand for places and would like to thank everyone that registered their interest to attend. Unfortunately due to high demand places were snapped up quickly and there was a waiting list. As a result of the interest generated WLA will be looking at booking more places for 2010. Keep a look out on our website for further information.

Alternative Careers Seminar



On the 27 April 2010, the Adelaide University Law Students Society (AULSS) in conjunction with the Women Lawyers Association of South Australia Inc presented a seminar at the University of Adelaide entitled 'Alternative Careers in the Law'.

The purpose of the seminar was to inform law students about the different options they have once they graduate. Presenters discussed the advantages and disadvantages of their chosen career paths and their motivations for studying law and getting to where they are. As students soon learnt, working as a lawyer in one of the top tier firms is not the only option available once they graduate.

Presenters included Melissa Ballantyne from the Environmental Defenders Office (WLA Committee member) and Adriana Pasquale from Clark Radin Lawyers (WLA Committee member). Other presenters included Gillian Walker, barrister at Murray Chambers, Dami Sheldon from ASIC and Paula Stirling from the Crown Solicitor's Office.

All the presenters were very inspiring as they shared their diverse experiences in the law, both good and bad. There was also discussion about the importance of work/life balance, mentoring, public sector versus private practice and the value of social justice.



After the seminar, there was an opportunity for the students to engage in conversation with the presenters. This was very valuable as many students were concerned about finding employment once they graduate and thus sought advice as to what they can do to ensure they do find a job in the law doing what they love. Overall, the seminar was a very enjoyable and informative night for all.

A big thank you to Melissa Ballantyne of WLA and David Jordan from the AULSS for their assistance in organising the event, as well as to the presenters for making the night a success and of course to the students who attended.

TREASURER'S REPORT 30 AUGUST 2010

Women Lawyers' Association of SA Inc

ABN 85 996 217 080

1/7/09 to 30/6/10

	BALANCE
Reconciled cash book balance at 1.7.09	\$4,739.38
Plus cheques outstanding at 1.7.09	700.00
Opening bank balance at 1.7.09	<u>\$5,439.38</u>
Plus receipts 1.7.09 – 30.6.10	5,876.17
Less payments 1.7.09 – 30.6.10	<u>\$11,315.55</u>
Cash book balance 30.6.10	6,438.95
	<u>\$4,876.60</u>
Bank balance at 30.6.10	\$5,116.60
Less unpresented cheque:	
- no. 200146 dated 23.6.10 to Justice Net – donation	240.00
Reconciled balance 30.6.10	<u>\$4,876.60</u>

SUMMARY OF INCOME AND EXPENDITURE FOR THE 2009/2010 YEAR

INCOME \$	EXPENDITURE \$	
Membership subs	AWL and Law Council	586.50
and Functions	Functions	3,196.21
Donations	Donations	965.00
Interest	Postage etc and website	991.24
TOTAL INCOME	<u>\$5,876.17</u>	TOTAL EXPENDITURE
		<u>\$5,738.95</u>

Treasurer's Notes

My records for receipts for membership and functions failed to differentiate between the two at times. As a result I cannot provide an accurate breakdown of membership subs and payments for functions.

During the year we had the opportunity to buy some cheap wine. We purchased three cases of red wine for \$288.00 and two cases of white wine for \$182.88. We still have much of that wine.

Profit for the year: \$137.22

COMMITTEE REPORT

(This report is to the year ended 30 August 2010)

Committee Members

The names of the Committee members of the Women Lawyers Association of SA Inc. ('WLA/the Association') in office during the financial year and until the date of this report are as follows:

- Philippa Branson (also Law Society CRP)
- Shelley O'Connell (née Broadbent)
- Christina von Muenster
- Daniella Di Girolamo
- Victoria Lecky
- Adriana Pasquale

The following Committee members retired/resigned during the 2009/2010 year

- Anne Hewitt
- Jo Murphy
- Anne Barnett

The following Committee members were appointed during the 2009/2010 year

- Taruna Heuzenroeder (née McLean)
- Rachel Cain (Observer)

Nature of Operations and Principal Activities

The principal activities of WLA during the 2009/2010 year were as follows:

- Update the website with improved features and capabilities
- Introduce a new arm of WLA 'The Friends of WLA'
- Introduce non member events
- Appoint a single charity for the year
- Improve level of communication and correspondence with members
- Develop new events that are relevant to the interests of members
- Develop a corporate font and colour scheme for all WLA documents and materials
- Review all WLA documentation and create uniform templates
- Review and update the content of all WLA marketing materials

Significant Changes in the State of Affairs

There have been no significant changes in the WLA's state of affairs during the 2009/2010 financial year.

Significant Events After the Balance Date

There have been no significant events occurring after balance date (30 August 2010), which may affect either WLA's operations or results of those operations or the WLA's state of affairs. The next WLA event is not scheduled until October 2010.

Likely Developments and Expected Results

The Committee does not expect any significant changes to the operations of WLA. Kerry Clark President of WLA has indicated that she will not stand for re election as President at the upcoming Annual General Meeting. Karla McCulloch Treasurer of WLA has indicated that she will not seek re election as Treasurer and will retire from the Committee.

Rounding

The financial report is presented in Australian dollars and all values are rounded to the nearest thousand dollars (\$'000).

GOVERNANCE STATEMENT

Introduction

Women Lawyers Association of SA Inc. ('WLA/ the Association') is incorporated under the Associations Incorporated Act (SA) 1995. The business and affairs of WLA are overseen and controlled by a Committee ('the Committee'). The Committee comprises of WLA members elected to office bearer positions, namely, president, vice-president, treasurer, Secretary and eight other WLA members elected as general members of the Committee.

WLA is governed with integrity and in a responsible and accountable manner. The Committee is dedicated in their approach to work continuously to meet the objectives of the Association and to implement strategies in pursuit of excellence and providing the best membership value.

The Committee meets at least twelve times a year for the purposes of overseeing all aspects WLA's business plan, its objectives and values. Additionally, the Committee reviews its performance by measuring the outcomes of its events and yearly actions against its annual business plan objectives and ensuring compliance with any legal requirements.

Twelve meetings of the Committee were held during the period 1 September 2009 -30 August 2010.

Members Role

The Constitution of WLA requires that a meeting of full members known as the Annual General Meeting ('AGM') is to be held annually; refer to section 4.7 of the WLA Constitution.

The purpose of the AGM is to:

- To confirm the minutes of the preceding Annual General Meeting
- To receive the President's report for the previous financial year
- To receive the Treasurer's report and the financial statements for the previous financial year
- To elect or re-elect the Office Bearers and Committee Members who must consent in person or in writing
- To conduct any other business placed on the agenda before the commencement of the meeting

All Full (voting) members of WLA are advised in advance of the AGM in accordance with the requirements of the Constitution. This notice includes notice of retirements from the Committee and nominations for the election or re-election of office bearers. The notice for this year's AGM was distributed to all members via e-mail on 19 August 2010

WLA Committee encourages all members to attend the AGM.

Committee Composition

The names and details of all Committee members in office up to 30 August 2010 are set out in this annual report.

The composition of the Committee reflects the broad range of experience, skills and knowledge required to oversee the running of WLA, its business and affairs.

The Committee is responsible for wide variety of matters including succession planning.

Sub Committees

To assist in the execution of its responsibilities, the Committee has established a number of sub-Committees. These sub-Committees operate on a needs basis to fulfill a number of diverse roles.

These roles include:

- To provide specialist knowledge to the Committee on a certain matter(s)
- To review and/or advise the Committee on legislation, policy, best practice
- To organise specific social events
- To manage certain projects outlined in the business plan
- To make recommendations to the Committee on a range of matters

Each sub-Committee meets as required whether it be monthly, weekly or an ad hoc basis. The current composition and functions of the WLA sub-Committees are summarised below.

- Membership sub committee
- Bar sub committee
- Finance and audit sub committee
- Website sub committee
- Quiz night sub committee
- Movie night sub committee

Membership Sub Committee

This sub Committee is responsible for reviewing WLA's current membership policies including membership benefits and services. It is envisioned that this sub Committee will have a large role to play in the 2010 -2011 year with increased focus by the WLA Committee its membership in the coming year.

Quiz Night Sub Committee

This sub Committee is responsible for project managing all aspects of WLA's Quiz night; including the identification of sponsors, venues, hosts, marketing and prizes. The Quiz night sub Committee did a fabulous job this year in hosting the Association's inaugural quiz night which raised thousands of dollars for our 2010 nominated charity NUNGA MIMINAR.

Bar Sub Committee

This sub Committee aims to focus on issues specific to women at the Bar. In October this year WLA will be hosting its inaugural drinks night for women that have successfully completed their Bar exams. This committee also identifies issues that are pertinent to the Bar and liaises on behalf of WLA with the SA Bar Association.

Finance and Audit Sub Committee

This sub Committee oversees WLA's accounting and reporting practices including the effectiveness of its accounting and internal control systems, management reporting and compliance with policy, regulatory and legal requirements.

Communication to Members

WLA aims to ensure that members are informed of all major developments affecting the Association. Information is communicated to members as follows:

Annual report

WLA has an annual report that is made available to all members. This report includes relevant information about the operations of WLA during the year and details of future developments. It also discloses information required by WLA's rules and policies or by law. A copy of this report can be downloaded from the WLA website after its Annual General Meeting.

Website

WLA's website provides up to date information for all members. It includes notice of events, recent newspaper articles of interest, policies, information about membership, information about Committee members and member distribution and referral system.

Member E-mails

Regular emails are distributed to members who have submitted their email address to WLA. Examples of e-mails include advance notices of WLA events, external events, membership information, membership deals and offers and Scholarship opportunities for members.

WLA EVENTS (May 2010– August 2010)

2010 Movie Night



The latest film version of Robin Hood starring Russell Crowe and Cate Blanchett was chosen for this year's annual movie night. Screening at the Palace Cinema on the 13 May 2010 the film proved to a popular choice with approximately seventy members and friends attending. The Movie night was also a fundraiser for our 2010 nominated charity, NUNGA MIMINAR, which provides housing and other services for indigenous women and their children who have been victims of domestic violence.



Quiz Night



The WLA held its inaugural quiz night on Friday 23 July 2010 and the word on the street is it was a raging success! The Hungarian Club in Norwood provided a setting that was lavishly decorated with our WLA colours of purple and white, and a total of eighteen teams (around 170 people) competed for a range of fantastic prizes and trivia glory.

Geoff Jenke was our Quiz Master extraordinaire, and with questions ranging from cheesy to challenging (and more often than not involving Bob Dylan!) all participants got an education as well as having a laugh at the same time. Everyone was a winner, with table prizes, musical games, spot prizes and silent auctions, in addition to ten rounds of team questions.



The ultimate prize of the night went to the Brains Trust, just outscoring the Ladyboyz in a close contest.

WLA would like to thank and acknowledge the many generous sponsors who donated fantastic prizes including Griffin Wines, Wirra Wirra, Woodstock Wines, Cranford Wines, Premium Wines Direct, Aramis Vineyards , Milhinch Wines, Coopers, Grumpy's Brewhaus , K & M Flowers , Embellish Beauty Therapy, Rebecca Hall Photography, Open2View, Roll on In, Beerenberg, Edible Blooms, Hollywood Fresh, Charlesworth Nuts and Cibo.



Our chosen charity this year, NUNGA MIMINAR Indigenous Women's Shelter, was represented on the night by CEO Rosney Snell and her assistant Deborah. Rosney spoke to the attendees about the important role that NUNGA MIMINAR play in the community by assisting indigenous women and children in rebuilding their lives after domestic violence and other challenges.

All in all it was a great night, fun was had, connections made, and funds raised for a worthy cause. Keep a look out on our website for the next quiz night in 2011.

Australian Women Lawyers National Conference



"Justice for All" was the theme of the third annual Australian Women Lawyers (AWL) National Conference held in Brisbane in August. AWL is primarily concerned with issues relating to the advancement of women in the legal profession and access to justice issues for women in the community. It works to eliminate both direct and indirect discrimination against women in the legal system and in the administration of justice so that the legal system is more responsive to women's needs.

Keynote speakers at the conference covered issues relating to family violence, the financial sector and the long-term effects of the Global Financial Crisis, gender discrimination and access to justice, the state of the profession, and law and policy reform.

Delegates were privileged to hear many distinguished speakers and for me, highlights were addresses by The Chief Justice of the Family Court, the Hon Diana Bryant; Tasmanian barrister Mary-Anne Ryan; the Hon Justice Jane Mathews AO from the Supreme Court of NSW; and the Queensland Attorney General the Hon Cameron Dick MP.

Chief Justice Bryant spoke about the process of ADR within the Family Court system and pointed out that many clients who have been bullied in an abusive relationship may feel they have been bullied into accepting terms of an agreement. There was a suggestion that a "cooling off period" for the clients would allow them time to reflect away from the presence of the abusive partner, and to ask if the agreement really is in the best interests of themselves and their children. Also, it was suggested that some ADR facilitators may want an agreement reached as they have target numbers of successfully negotiated agreements to reach.

Mary-Anne Ryan presented some worrying statistics from the ALRC Family Violence inquiry. One study showed that out of 11 partner murders where the deceased was a victim of domestic violence, only two perpetrators were previously known to the police.

Gender discrimination and its effect on access to justice were discussed by the Hon Jane Mathews from NSW. She said critics had noted that laws and the legal system were primarily constructed by males, which is reflected in the adversarial system. With only 18% of barristers in NSW being female, the state is currently conducting surveys to source why this number is so low, with the aim of removing the barriers that may be holding women back.

The Hon Cameron Dick's address on his role was especially interesting. He spoke of a recent Bill that amended the Queensland Criminal Code to insert a new partial defence to murder of "killing in an abusive relationship", available in addition to the existing defences of provocation and self-defence. For the defence to apply, the accused will have to prove they had been in an abusive domestic relationship and the person they killed had committed acts of serious domestic violence against them. The Queensland Attorney-General said he was implementing new projects and initiatives, reviewing state Acts and working to improve opportunities for women lawyers in the state.

The social program included Governor-General Ms Quentin Bryce AC launching the book *Women and the Law in Australia*. She gave a talk which was both informative and entertaining and afterwards, to our delight, mingled with the delegates.

I would strongly encourage all women lawyers to attend the next conference - to be held in Canberra in 2012 - and to promote it with colleagues, peers and associates. Apart from the great networking opportunity and a fun time, the conference promotes the interests of the AWL and, more generally, of women in the legal profession.

HONORARY LIFE MEMBERS

The Women Lawyers Association of SA Inc ('WLA/the Association') constitution makes provision for the appointment of honorary members of the Association. In accordance with section 2.4 of our constitution WLA is delighted to announce that it has bestowed honorary membership of the Association upon three very talented and committed women; retired Supreme Court Justice Robyn Layton, Retired Senior Judge of the Environment, Resources and Development Court Christine Trenorden and SA Supreme Court Justice Margaret Nyland.

Robyn Layton



Justice Robyn Layton graduated from the University of Adelaide in 1967 and was admitted to the bar in 1968. After ten years as a practitioner in private practice with the Honourable Elliott Johnston AO QC, she was appointed at a young age as a Judge and Deputy President of the South Australian Industrial Court and Commission where she served for seven years, and then sat as a Deputy President of the Administrative Appeals Tribunal for four years. The Honourable Ms Layton QC then returned to practice at the independent Bar from Murray Chambers and took silk in 1992. She completed a Master's Degree in 1999 and was appointed a Justice of the Supreme Court of South Australia in 2005.

Early on, Ms Layton QC was the South Australian Counsel for Civil Liberties and was appointed as a solicitor for the Central Aboriginal Land Council. She was also Chair of the South Australian Sex Discrimination Board and later chaired the Human Rights Committee of the Law Society of South Australia. She is currently a patron of the Migrant Resource Centre of South Australia.

In 2003 she was commissioned to produce a comprehensive review and government plan for the protection of children, entitled "*Our Best Investment*". She was been a Member and Chair of the Committee of Experts for the United Nations' International Labour Organization in Geneva for over 15 years, which subsequently led her to involvement in judicial and legal practitioner education and training, both in Australia and in various international venues in Europe and Asia.

Ms Layton QC, Chairs the Advisory Committee for the Australian Centre for Child Protection. She has also served on various boards and corporations such as the South Australian State Theatre and the South Australian Art Gallery, the National Bioethics Consultative Committee, the Health Insurance Commission and was a Director of the National Rail Corporation.

Her retirement from the Supreme Court of South Australia became effective 3 September 2010 and she now intends to pursue her interest in international judicial education. She was recently appointed an adjunct Professor of the School of Law at the University of South Australia.

Ms Layton QC is the mother of two adult daughters, both of whom are lawyers. We wish Robyn well in her retirement!

Margaret Nyland



Justice Margaret Nyland was appointed a Justice of the Supreme Court of South Australia on 15 October 1993. She is the Chairperson for the Law Foundation of South Australia and Patron of WLA SA.

Christine Trenorden



Judge Christine Trenorden, of the District Court of South Australia and the senior judge of the Environment, Resources and Development Court, was appointed in 1993 and retired on the 10 September 2010. Her Honour was also a Presiding Member of the Equal Opportunity Tribunal of South Australia and chaired the Community Relations Committee of the State Courts Administration Council, which has responsibility for drafting and implementing, the Courts' Community Involvement Plan. She chaired the South Australian chapter of the Australian Institute of Judicial Administration and has been extensively involved in education and professional development in the area of environment and planning law. We wish Christine well in her retirement!

RECOGNITION OF SERVICE

Karla McCulloch



WLA would like acknowledge the long standing contribution and involvement of Karla McCulloch with WLA. Karla has been a member of the Association since its inception and treasurer of WLA for the past 12 years (since the Association's incorporation in 1998). It is with sadness that Karla announced her retirement from the Committee. However she will continue to be an active member of the Association and assures us that she will continue to attend all WLA events and keep us in the loop regarding wine specials! The committee would like to say a big thank you to Karla and acknowledge her commitment, drive and contribution! Please keep in touch.

Kerry Clark



WLA would like to thank outgoing WLA President Kerry Clark for her contribution to WLA during the last three years as President. Kerry has represented WLA with professionalism and dedication since her appointment as President in 2007. Kerry has overseen many changes in the Association since her time at the helm and has served as WLA's representative on Australian Women Lawyers (AWL) for the last four years. Kerry will remain on the Committee of WLA and will support the incoming President to ensure a smooth transition. Thank you Kerry for all your hard work and dedication!