

Women Lawyers' Association  
South Australia Inc



# Annual Report 2016 / 17





## Annual Report 2016/2017

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# THE WOMEN LAWYERS' ASSOCIATION OF SOUTH AUSTRALIA INC.

The Women Lawyers' Association of South Australia Incorporated (WLASA or the Association) is a professional association that represents the interests of women legal practitioners across South Australia as well as aiming to achieve equity and justice for all women in society. WLASA is a constituent body of the national organisation Australian Women Lawyers and its Committee meets once a month. WLASA makes representations to parliament and other bodies on issues that impact upon the status of women in the law and society. WLASA also fosters networking amongst women members of the legal profession and hosts continuing professional development seminars.

Ordinary Membership of WLASA is open to all individuals who hold a law degree, are studying law or otherwise eligible to practice law in South Australia. Corporate Membership is open to all incorporated bodies and partnerships that have principals or employ individuals who would be eligible to be an Ordinary Member. Membership of WLASA demonstrates that the individual or organisation wishes 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 regularly undertaken by WLASA:

- Consultation with the Chief Justice on the appointment of senior counsel in South Australia.
- The submission of recommendations to the Federal and State Attorneys-General on the appointment of judiciary in Federal and South Australian Courts.
- The submission of reports and papers on proposed law reform which affect women and impact upon the broader justice arena.
- The hosting of 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 likeminded professionals.
- The hosting of educational activities including continuing professional development seminars, career seminars and information sessions for law students, junior solicitors and aspiring barristers.

## OUR OBJECTIVES

WLASA was founded with a number of objectives in mind. These objectives include to:

- 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 law;
- create and enhance awareness of women's contribution to the development of law;
- make recommendations and/or submissions on law reform related matters;
- provide a professional and social network for women lawyers;
- do all such other things as may be incidental to the attainment of WLASA's objectives; and
- fulfil any other objects the members of WLASA may in a General Meeting decide.

## MISSION STATEMENT

*Fostering equality and justice in the legal profession and the general community and championing the recognition of women lawyers and supporting them to achieve their full potential*

## STRATEGIC VISION

WLASA'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 level of engagement with our members; and
- ensuring our membership is diverse and includes members from private practice, the public sector, 'in house', courts, universities, law students, the Independent Bar, the judiciary and non-practising lawyers.

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

## OUR VALUES

### RESPECT

Respect is an essential and core value which drives all dealings undertaken by WLASA. WLASA prides itself on engendering respect and esteem from the legal profession, the judiciary and the business community. By pursuing excellence and having committed and professional people to deliver, work towards and achieve its goals WLASA aims to earn the respect of all parties with whom it deals and interacts.

As a professional association, WLASA respects its members, stakeholders, all members of the legal profession, the judiciary and members of the broader community.

### PEOPLE

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

### EXCELLENCE

WLASA is committed to strive for excellence at all times. This includes being innovative and delivering a wide range of services tailored to benefiting the needs of its members.

WLASA is committed to hosting events that exceed the expectation of its members, stakeholders, sponsors and associated organisations and charities.

WLASA is committed to improving the level of enjoyment by WLASA members, their colleagues and the 'Friends of WLASA'.

# GOVERNANCE STATEMENT

## INTRODUCTION

WLASA is incorporated under the *Associations Incorporated Act 1985 (SA)*. WLASA is a not-for-profit member organisation, is a *Charitable Institution* for the purposes of Commonwealth taxation laws and has been endorsed as a tax concession charity by the Australian Taxation Office.

The business and affairs of WLASA are overseen and controlled by a Committee. The Committee comprises WLASA Ordinary Members elected to office bearer positions, namely, President, Vice President, Treasurer, Secretary and eight other WLASA Ordinary Members elected as general members of the Committee. All Committee members provide their time and expertise on a volunteer basis.

The Secretary of WLASA submits an Annual Information Statement to the Australian Charities and Not-for-Profits Commission each year.

WLASA 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 WLASA and to implement strategies in the pursuit of excellence and providing the best membership value.

The Committee meets once a month for the purposes of overseeing all aspects of WLASA's Strategic Plan, its objectives and values. Additionally, the Committee reviews its performance by measuring the outcomes of its events and yearly actions against its objectives and ensuring that it complies with any legal requirement(s).

Twelve formal meetings of the Committee were held during the period 1 July 2016 - 30 June 2017, including a meeting followed by a Christmas dinner in December 2016 and the Strategic Planning Day in February 2017.

## FIVE YEAR STRATEGIC PLAN 2015 – 2019

On 25 February 2017 the WLASA Committee met for its annual Strategic Planning Day. The annual Strategic Planning Day has previously been held in September; however it was decided that February was traditionally a less busy time of the year for everyone which works well for the purposes of forward planning on a financial year basis. Accordingly, the next Strategic Planning Day will be held in February 2017.

At the September 2015 meeting the Committee settled the WLASA Five Year Strategic Plan for the period 2015 to 2019. This document is now available to download from our website. The Strategic Plan sets out the Objects of the Association and the planned activities of the Committee to satisfy those Objects.

It is anticipated that during 2019 a report will be prepared on the effectiveness of the Committee in achieving the objectives set out in the Strategic Plan which will inform the plan for the subsequent five years.

## COMMITTEE COMPOSITION

The names and details of all Committee members in office up to 30 June 2017 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 WLASA, 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 Subcommittees. These Subcommittees operate on a needs basis to fulfil a number of diverse roles. The Subcommittees were first established following the 2013 AGM. At the September 2015

planning day some changes were made to reflect the changing work of the Association. The current permanent Subcommittees are:

- Policy Subcommittee
- Education Subcommittee
- Member Benefits Subcommittee
- Recognising and Promoting Women Subcommittee

The Member Benefits Subcommittee has been formed by combining the former Events and Membership Subcommittees. The Recognising and Promoting Women Subcommittee is new.

Role Descriptions for the Office Bearer positions, permanent Subcommittees and the Website/Social Media Administrator can be downloaded from the WLASA website.

It is intended that the Role Descriptions be reviewed annually at the Strategic Planning Day for the purposes of continuity, consistency and efficiency of the Committee's activities overall, and to provide information for prospective members and candidates interested in participating in such activities.

The Role Descriptions were updated during 2016 and were officially accepted at the Strategic Planning Day in February 2017. The Committee confirmed at the Strategic Planning Day that amendments may be proposed throughout the year if necessary, and Subcommittees should aim for transparency with the general Committee in regard to activities and decision-making.

## **MEMBERS' ROLE**

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

The purpose of the AGM is to:

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

All financial members of WLASA are advised in advance of the AGM in accordance with the requirements of the Constitution. This notice includes notice of nominations for the election or re-election of office bearers and general members of the Committee. The notice for this year's AGM was first distributed to all members via e-mail on 25 August 2016.

WLASA Committee encourages all of its members to attend the AGM.

## **COMMUNICATION TO MEMBERS**

WLASA aims to ensure that members are informed of all major developments affecting its membership. Information is communicated to members as follows:

### **Annual Report**

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

## **Website and Find a Female Lawyer Directory**

WLASA's website provides up to date information for all members. It includes advance notice of events and general meetings, articles of interest, policies, information about membership, Committee member profiles, history of the Association, a list of our Corporate Members and the Find a Female Lawyer Directory (FaFL). The FaFL is a searchable directory for use by the profession and the public and lists, by area of practice, WLASA's members practising as solicitors in South Australia. This is an exciting new initiative of WLASA. The directory was formally launched to the public on 27 July 2016. The Committee is currently in the process of developing and implementing a marketing strategy to increase the benefits of FAFL to its members.



## **Member E-mails**

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

## **Facebook, LinkedIn and Twitter**

The WLASA Facebook page enables us to communicate with members and share information. The information contained on this social media site includes photographs, event notices, media articles about issues affecting women and women lawyers and activities of other Women Lawyer associations around Australia. The LinkedIn profile is similar but at present does not share photos. In 2015, WLASA set up a Twitter account so members have another way to find out about events and information relevant to WLASA's policy objectives. Please see the President's Report for further information on WLASA's social media engagement.

# PRESIDENT'S REPORT

Welcome to the Annual Report of WLASA for the financial year 2016/17.

I have really enjoyed the privilege of being President in this last year. The WLASA Committee has been exceptionally hard working this year with increased activity in a number of areas. I thank all of the Committee members for their time, work, and dedication. Together we have achieved so much and continue to achieve more and more each year.

The various subcommittee reports cover in more detail these efforts, however I have summarised briefly the activities of the year as follows:

## **Strategic Planning with New Committee**

We had a few new members join the Committee this year and the renewal has provided some great new ideas and energy. Susan Cole, Kymberley Lawrence, Rebecca Lucas, Camille McDonald, Shannon McMenamin, Emily Rutherford and Nicole Santinon all came on board this year and gave their invaluable time and work. I thank them for making this commitment. Also a huge thank you to all of our continuing Committee members for the valuable time they volunteer for WLASA. Thanks especially to Shannon for taking on the role of Secretary mid-term. Click [here](#) to find out more about the members of this year's Committee. Nicole also graciously offered her home for our productive Strategic Planning Day on 25 February 2017.

## **Finding Female Lawyers**

On 27 July 2016 the Honourable Chief Justice Chris Kourakis officially launched the [Find a Female Lawyer \(FAFL\)](#) directory. WLASA is proud to provide this new and unique service to its members and hopes it proves helpful to members of the public who would like to access a female lawyer.

Katrine Hildyard MP, the Assistant Minister to the Premier, also spoke and Jayne Stinson was emcee. I presented a speech and Christina Von Muenster, Ruth Beach and Kymberley Lawrence also spoke, along with Kerstin Bruneder from JPE Design Studio who sponsored the event.

I put together a media release for this (download the [media release here](#)) and subsequently was interviewed by ABC National News radio and in the studio with Ali Clarke on 891 ABC Adelaide's morning's program. We also had an [ABC news online story](#). I sent the media release through many personal media and legal contacts we had a reach of thousands, who liked, retweeted and otherwise engaged with the news of the service.

We also had an [article in the Jurist](#) (Flinders Law School Magazine) about this service.

Christina and Adeline did a brilliant job of getting all the logistics organised for the launch, and thanks too for those Committee members who served drinks and food. The Launch was fabulously attended and really enjoyable. Christina was pivotal in the development of this service and we thank her for all her work over many years on this project. I hope that we build and expand upon this popular initiative.

Our next steps with the FAFL involves a marketing campaign to increase awareness and use of the service, and the Committee has begun by designing and printing flyers for the service which are being distributed to many locations.

## **Lobbying for Reform in the Profession – Silk Selection Process and Advocacy around Bias, Equitable Briefing, Pay Gap, Sexual Harassment , and more.**

I spoke to ABC news TV about the gender pay gap on 28 October 2016.

I wrote an opinion article for the Advertiser published online on 1 November 2016 on behalf of the Association: '[Progress has been made but still much work needed to address gender inequity within South Australian legal profession](#)'. This received very good responses from both within and outside of the profession.

On 20 November I met with the President of Victorian Women Lawyers and we shared some ideas about what our organisations are working on and how we can share further ideas and knowledge in the future. I also worked with her on a paid parental leave submission, focusing particularly on sole practitioners and women barristers.

On 22 November 2016 I spoke at the 4th Women in Leadership SA Summit Conference on the topic '*Unconscious bias – a case study: the Legal Profession*'.

I wrote an article which was published in the Advertiser 1 December 2016 responding to request from the paper to comment on the appointment of the High Court's first female Chief Justice, and what this meant for gender equity in the law. In the article I explained that while having a female High Court Chief Justice was a [pleasing sign we still have a long way to go to reach equity in the profession](#). This article was given a dominant position in the paper and was on the front page of the website. I had a strong social media response to this article as well as other positive feedback in person and by email.

I met with the Chief Justice of the Supreme Court on 21 December 2016 about the appointment of Silks process. I conveyed the Associations strong feeling that a more open, thorough, and rigorous process was desirable. This led to meetings and correspondence with Justice Hinton whom the Chief Justice assigned to investigate into this further. With the help of Shannon McMenamin and Shelley O'Connell I have presented summaries of what other common law jurisdictions were doing as well as provided suggestions on alternative processes over the course of the last year. A full report on our work on this is in the Policy subcommittee report.

On 12 February I met with the President of Tasmanian Women Lawyers in Hobart as I was travelling for work. Our Patron had asked me to make efforts to reach out and help a smaller sister organisation, and we shared some ideas about what our organisations are working on and how we can share further ideas and knowledge in the future. I am currently working with them in relation to assistance and advice on setting up corporate membership.

For International Women's Day in March I published an article on LinkedIn on what the Legal Profession can do to address unconscious bias: <https://www.linkedin.com/pulse/unconscious-bias-legal-profession-what-we-can-do-leah-marrone>.

We have continuously lobbied for and promoted Equitable Briefing throughout the year and continue to look at ways of addressing the [National Attrition and Re-engagement Study](#) results which see women leaving the profession or otherwise being underrepresented at senior levels.

One ongoing concern of the Committee this year has been Sexual Harassment in the profession. It is something that we want to do more about. I have personally, during my time on the WLASA committee, had dozens of women lawyers share their experiences of sexual harassment in the profession. I organised the Equal Opportunity Commissioner, and Robyn Dwight, from the EOC to join me in presenting a specific CPD for our members on this issue. It was a well attended and received a lot of positive feedback following this. There are many people interested in being involved in a further discussion about what WLASA should push in terms of reform in this area. Robyn offered to facilitate such a session. Please let me know your thoughts and ideas about what WLASA can do into the future on this area.

### **Social Events and CPDs - Long Lunch, Fun Run, WLS breakfast, and Christmas Drinks**

The Margaret Nyland Long Lunch with Fiona McLeod SC followed our mission on promoting the advancement of women in the law with Fiona's speech: '[Equality – an idea whose time has come](#)'. A full report of this fantastic event is in the Events subcommittee report. It was a privilege to emcee the day. Massive thanks must go to Marissa Mackie, our Treasurer, who really led the organisation of this fantastic function.

Our Christmas event with the Judiciary was very well attended and raised money for this year's annual charity [Seeds of Affinity – Pathways for Women](#). We had one of the most successful Christmas events ever, thank you to all involved. The Chief Justice made some very good comments to us as to what we have achieved, in particular in the past year. Other Judges and other attendees approached me with similar positive feedback in particular to comment on the 1 November article that we published about inequity in the profession. **Save the date for the next Christmas Drinks – 23 November 2017!**

We have also supported other organisations in their efforts, with WLASA members (at their own cost) organising to support DV services in particular. On 7 November 2016 WLASA had a table at the Women's Legal Service fundraiser – Rosie Batty Roadshow Breakfast – on the topic of Domestic Violence. On 4 December 2016 WLASA Committee members Leah, Camille, Rebecca, Shannon, Marissa and Christina formed a team for the Zahra Foundation's Women on the Run fundraiser (which ended up being run in a sandstorm!), raising money to support victims of domestic violence. We raised \$580 on top of our entrance fees which also goes to raise funds (\$40 each). We were the second largest team and second highest fundraisers. Marissa and Rebecca both won their running categories too, which was a nice bonus.

We have had two really successful CPDs – both will all women panels, one on unrepresented litigants and the aforementioned sexual harassment CPD. We hold these CPDs free for members and I thank the Education sub-Committee for their work in getting these delivered each year.



## **Campaigns – Women in Prison and Decriminalisation of Sex Work**

Throughout the year our major campaigning effort has been on the push to establish Mother and Infant facilities in the Adelaide Women's Prison. This is after researching the issue and discovering that such facilities are good for not only mother, but also child, and have many long term system wide benefits. We also discovered that South Australia used to have a facility in the 1990s but had closed due to lack of funds and need for space in the prison. We discovered that SA was the only mainland State to not have such facilities. We have had two meetings with the Minister on this and also meetings with the Department for Correctional Services.

We have had meetings with Seeds of Affinity and others on this also. Juliette McIntyre, a legal academic from the University of South Australia, became interested in the campaign and we encouraged her to put together a research report to present to the Minister. I briefed Juliette on the research we had already done and what the Minister was looking for (cost analysis and the effects on the children in these programs). Juliette has put together a fantastic report and I provided feedback on an initial draft of this. Juliette and I then presented the report to the Minister and have since gained his in-principle support for the facilities. Cost and priorities within the Department are still an ongoing issue however, so we will continue to keep the issue live keep and lobbying for the facility's establishment (with proper programs in place around those facilities).

Juliette McIntyre is publically launching her report at our AGM, the report can be accessed here: <http://search.ror.unisa.edu.au/media/researcharchive/open/9916119902101831/53142519590001831>.

I also wrote an article for the *Jurist* (Flinders law school magazine) on the campaign and assisted in article for Uni SA law magazine, *Obiter*, on the same topic.

Our other main campaign has been in conjunction with the Women Lawyers Committee of the Law Society, that is, lobbying and assisting with research and advice in relation to the proposed Decriminalisation of Sex Work Legislation. After last year giving evidence to the Parliamentary Committee, the Chair of that Committee, Hon Michelle Lensink MLC approached me to thank me for the evidence presented and stayed in contact with me about the process, seeking further submissions in response to SAPOL submissions, which we were able to assist in this. We have joined with the YWCA in their media campaign on this issue. A recent Media article on this [quoted my evidence](#) from Hansard. More about this is covered in the Policy subcommittee report.



## **Other bits and pieces**

Peppered throughout the year we have meet with various organisations, like the Workplace Gender Equity Agency, The Collective Organisation, and others to foster partnerships and share ideas and knowledge.

We have also attended careers fairs, and kept in touch with the Universities, and we have continued to work on policy, including our internal policies and practices. We are working on celebrating and recognising women, with the creation of a new award in the pipeline (thanks to Camille and the sub-Committee). We also nominated the Working Women's Centre for the Law Society's 2016 Justice Award, which they won.

We have remained engaged with members and supporters on social media and this has increased our social media following, with over 250 followers on [Twitter](#) and over 700 on [Facebook](#) (an increase of about 200 people on Facebook and 50 on Twitter from the last financial year).

To say it has been a busy year would be an understatement, especially for a volunteer committee, and I thank each and every one of them for their hard work. I would particularly like to thank my Vice President Shelley O'Connell, who has provided a great sounding board, proof reader, and guide throughout my past two terms as President.

**Leah Marrone, President**

THURSDAY DA

22 **OPINION**



### A female Chief Justice is a pleasing sign, but gender equity in the legal profession still has long way to go - Leah Marrone

**A**USTRALIA'S first female Chief Justice is cause for celebration but much still needs to be done to improve the path for women lawyers to ensure equity at the bench.

The Women Lawyers Association of South Australia congratulates Justice Susan Kiefel, AC, on becoming Chief Justice of the High Court. It is a deserving and admirable appointment.

However, we look forward to the day when the appointment of women to senior positions in the profession is no longer the exception.

It is encouraging that we now have three female Justices on the High Court and we strive to achieve similar ratios and consistency throughout courts and tribunals elsewhere in the country.

For example, Western Australian Chief Justice Wayne Martin last year described the numbers of women appointed to his court as tragically low, with only one woman out of 18 Justices appointed to that court in the past decade.

We hope that the new Chief Justice of the High Court uses the opportunity to assist the overall advancement of women in the profession, and support Australian Women Lawyers and other organisations promoting women lawyers across Australia in their efforts.

While appointments of women to positions of leadership are a pleasing sign, we still have a long way to go to achieve gender equity in our profession.

One of the key pathways to the bench is through working as a barrister, at the independent Bar.

Barristers are self-employed, with no access to parental leave and similar benefits available to those employed as solicitors or in-house counsel.

This is one of the disincentives preventing women from going to the Bar.

Another is awareness of the pay gap that awaits them in making that move.

A report this year based on Australian Taxation Office data stated that the average female barrister earns about \$60,000, whereas the average male barrister earns about \$169,000, resulting in a 141 per cent gender pay gap after adjusting for hours worked.

Continuing biases against women in the profession have been well documented, particularly in the National Attrition and Re-Engagement Study report (NARS), published in 2014.

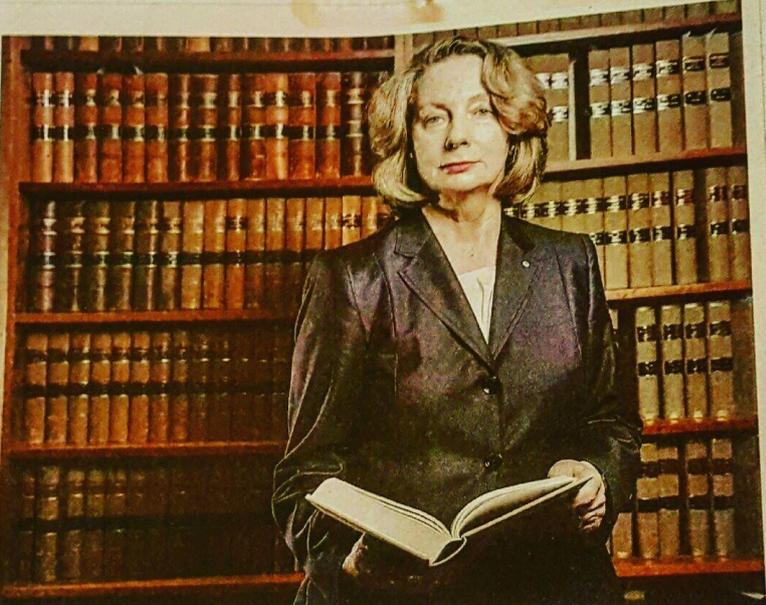
While progress has been made in some areas, the causes of these biases are far from being addressed.

Consequently we have a profession made up of over 50 per cent women, and yet 2015 Australian Bar Association statistics show that 23.13 per cent of barristers in the profession were women.

They also show that nationally, only 91 of the 842 senior barristers were women.

So while it is encouraging for all female practitioners to see the progression of women to senior positions in the law, we do not lose sight of the overall cause for greater gender equity for all in the profession.

**LEAH MARRONE IS THE PRESIDENT OF THE WOMEN LAWYERS' ASSOCIATION OF SA INC.**



**PROGRESS: Justice Kiefel is Australia's first female Chief Justice of the High Court.** Picture: JACK TRAN

# TREASURER'S REPORT

## WOMEN LAWYERS' ASSOCIATION OF SA INC

ABN 85 996 217 080

### TREASURER'S REPORT

1 July 2016 to 30 June 2017

	Balance (\$)
<b>Opening Bank Balance at 1 July 2016</b>	<b>27,548.25</b>
Credits 1 July 2016 - 30 June 2017	26,141.85
<b>total credits</b>	<b>53,690.10</b>
Debits 1 July 2016 - 30 June 2017	13,702.28
<b>Total credits less debits</b>	<b>39,987.82</b>
<b>reconciled balance</b>	<b>39,987.82</b>
<b>Closing Bank Balance at 30 June 2017</b>	<b>39,987.82</b>
<b>Net credits for the year</b>	<b>12,439.57</b>

### SUMMARY OF INCOME AND EXPENDITURE

INCOME	\$	EXPENDITURE	\$
Membership -2016/17 Individual	4,580.00	Functions & CPD Seminars	4,346.48
-2016/17 Corporate	5,400.00	Website Development & Design	200.00
-2017/18 Individual	2,340.00	Administration	3,892.50
-2017/18 Corporate	6,600.00	FAFL Launch	1,523.30
Find a Female Lawyer -2016/17	1,590.00	AWL Delegate Expenses	229.00
-2017/18	1,260.00	JusticeNet Membership	304.00
CPD Seminars	460.00	Reimbursements	80.00
Christmas Drinks	2,760.00	Donations	1,435.00
Bank Interest	31.85	Competitions & Scholarships	394.00
Donations & Fundraising	1,120.00	Miscellaneous & Stationery	1,298.00
<b>TOTAL INCOME</b>	<b>26,141.85</b>	<b>TOTAL EXPENDITURE</b>	<b>13,702.28</b>

## Comparison 2015-2016 to 2016-2017 Financial Years Income and Expenditure

Income	15/16 FY	16/17 FY	Expenditure	15/16 FY	16/17 FY
Membership Subscriptions	14895	18920	Australian Women Lawyers	0	0
FAFL	480	2850	Functions & CPDs	4541.86	5,869.78
Functions & CPDs	2065	3220	Donations Made	0	1,435.00
Donations Received	2000	1120	Website & Graphic Design	1235	200.00
Bank Interest	24.12	31.85	Prizes & Competitions	3798	394.00
Miscellaneous	260		Administration Support	729.90	3,892.50
			AWL Delegate Costs	0	229.00
			Reimbursements	0	80.00
			JusticeNet	0	304.00
			Misc & Stationery	1450.06	1,298.00
<b>TOTALS</b>	<b>20,274.12</b>	<b>26,141.85</b>		<b>11,754.82</b>	<b>13,702.28</b>

Over the past year WLASA has continued to grow its membership base for both corporate and individual members. Expenditure was up on the last financial year however this was countered by an increase in income. As income continues to grow, WLASA intends to invest more in items that will be of value to its members, including CPDs and marketing the Find a Female Lawyer listing for the benefit of members and the public.

The success of the launch of the Find a Female Lawyer (FAFL) listing has been demonstrated through the number of subscriptions received from members and WLASA expects these numbers to increase over the next year.

Event expenditure increased slightly due to the launch of the Find a Female Lawyer listing and attributing all related expenditure to this line item.

Some expenses from FY16 remain outstanding but are noted. The membership fee to Australian Women Lawyers for the 2016/17 year of \$1,454.00 has been paid on 17 July 2017. Our donation to the selected charity for FY16 will be paid on 14 September 2017. Reimbursements to committee members outstanding for the FY16 year amount to \$154.55 and will be paid in the 2017/18 financial year.

Administration support costs have increased due to this being the first full financial year that external support has been retained. This has been necessary to support the development of the Find a Female Lawyer database and has enabled committee members to contribute more time to policy work and other WLASA priorities.

Miscellaneous expenditure consisted of stationery, photography and meeting expenses. WLASA would like to sincerely thank the various people and organisations for their generous donations and ongoing support of WLA.

**Marissa Mackie, Treasurer**

## 2017/18 BUDGET

### Women Lawyers Association of SA Inc Budget for 2017-2018

#### Income

Membership	
Individual	\$5,000.00
Corporate	\$10,000.00
Find a Female Lawyer	\$1,800.00
Donations	\$700.00
CPD Seminars	\$500.00
Xmas Function	\$2,200.00
Xmas raffle	\$500.00
Interest	\$35.00
	<b>\$20,735.00</b>

#### Expenses

Events	
AGM (Sept)	\$800.00
Xmas Drinks (Dec)	\$3,500.00
Long Lunch (May)	\$200.00
CPD Seminars (Food & Gifts)	\$1,000.00
FAFL Marketing	\$2,000.00
Policy	\$500.00
Recognising & Promoting Women	\$500.00
AWL Capitation Fee	\$1,600.00
Charity Donation	\$1,250.00
Committee Meeting Costs (inc wine)	\$360.00
Christmas Meeting	\$350.00
IT (Website hosting & Domain Registration)	\$500.00
Website improvements	\$500.00
Graphic Design	\$200.00
Committee Portrait photographs	\$250.00
Stationery & Gifts	\$500.00
Member Competitions & Scholarships	\$1,000.00
Sponsorship AWL Conference	\$0.00
JusticeNet Membership	\$248.00
AWL Delegate travel expenses	\$1,000.00
Administration Support	\$4,000.00
Miscellaneous	\$500.00
	<b>\$20,758.00</b>

<b>Total Budgeted Profit (Loss)</b>	<b><u><u>\$(23.00)</u></u></b>
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## FEATURE ARTICLE

# 'Equality – an idea whose time has come'

Speech delivered by Fiona McLeod SC, President, Law Council of Australia at the Margaret Nyland AM Long Lunch, Adelaide on 9 June 2017.



Thank you Leah. And thank you Women Lawyers of South Australia for your wonderful work.

Your Honours, including the extraordinary Margaret Nyland, Morry Bailes, President-elect of the Law Council, Stephen Hodder CEO, of the Law Society of South Australia, colleagues and friends.

It is a great joy to be here today to celebrate the contribution made by Margaret, at this lunch held in her honor, and to speak to you today.

I acknowledge the Kurna people as the traditional custodians of this country. I pay my respects to their Elders and any Elders joining us here. I acknowledge any amongst you who may have Aboriginal heritage and welcome your participation in the profession.

This is now the fifth Margaret Nyland AM Long Lunch, and I thank the Law Society of South Australia and the Women Lawyers Association for continuing to host this excellent event. Its theme of social justice is a worthy tribute

to the woman it honours –one of the nation's great advocates of human rights and equality.

And she is a great mentor. As Margaret and I were posing for photos today I shared with her some knowledge of how to pose, newly acquired by me but by no means perfected, after observing the very glamorous Michaelia Cash working the camera. Michaelia demonstrated that if one stands like this –with ones hips turned this way, and chest turned this way and one arm out like this –one could present the perfect silhouette. Margaret added, that one then needs to extend ones neck like a tortoise like so –and drop ones chin like so and then look up. You probably already know these things, but I plan on presenting the entire speech like this!

Of course, we all know something of Margaret's lifetime of achievement and tireless advocacy, yet I think it is worth reflecting on the environment when she first entered the law.

A number of the Law Council's major initiatives in recent years have formed part of the Inclusion and Diversity Program –to counter the pronounced gender bias we know exists in the profession today. But if we think things have a long way to go today –and they do – consider when Margaret entered the law.

At the time of her admission, in March 1965, there was only

one other woman admitted to the law. Her fearlessness is an inspiration for us all. Early in her career she memorably stood up to a Magistrate and male prosecutor who both wanted to clear the court of female presence in a matter relating to homosexuality. She was appearing as counsel for the defendant and agitated her right to stay in the court room.

As Leah mentioned, she was the second woman appointed to both the Supreme Court and District Court bench in South Australia. She also presided on the first all-female Court of Criminal Appeal.

During the course of her esteemed career, she has served as Chairperson of the South Australian Sex Discrimination Board, the Handicapped Persons Discrimination Tribunal, and the National Legal Aid Advisory Committee.

She was also Patron of the Women Lawyers' Association, a Chair and later Convener of the Commonwealth Social Security Appeals Tribunal, a Member of the Legal Practitioners Complaints Committee and Deputy Presiding Officer of the Equal Opportunity Tribunal of South Australia.

Furthermore, she was a Member of the Family Court/Department for Community Welfare Joint Working Party for two years; a Party that investigated the problems of access in cases of child abuse.

As Chair of the Law Foundation of South Australia – from 1995 to 2012 –she oversaw over \$2.75 billion contributed to projects and welfare centres, educational projects and community assistance organisations –to promote and develop access to justice and progress the law.

Most recently, her work as the Royal Commissioner for Child Protection has been transformative. The aim of the inquiry was to provide recommendations for ways in which the current systems could be improved with the wellbeing of the child being the most important factor. To compile her report, the Child Protection Systems Royal Commission Report, Ms Nyland heard from over 381 witnesses, received 341 submissions, examined 10,800 documents and conducted 74 stakeholder engagements.

The Report was published in August last year, and following its recommendations the South Australian Government is now establishing a new Department for Child Protection. Other recommendations will be implemented over time with an initial financial commitment of \$200 million from the Government.

In addition to a remarkably full and varied brief of work, Margaret is also known for her generous contribution to mentoring young lawyers. She has had approximately 20 associates and is known to have had a positive long-lasting impact on young people, supporting them in the pivotal early journey of their legal careers. I am sure her outstanding contribution does and will continue to inspire many of us.

It certainly sounds impressive when someone reflects on a

list of achievements –and I have no doubt you will all leave here today planning to get back to work, intent on accumulating an impressive list for yourselves to one day have read out when each of you appears as a guest speaker on a day just like this.

Or probably you are just wondering what on earth to do this weekend.

But either way, let that not be all that life is about –the accumulation of stuff, the building of cvs and impressive sounding titles.

Each of us is more than that. And that would be a life wasted.

Individually and collectively, we are some of the most powerful and most privileged human beings on the planet – now and at any time in our history.

And the world is open to you.

Today in the glow, and the company of such an inspiring leader, Margaret Nyland, is it time to ask what it is you will do in the service of others.

It's good to reflect on where we are and what matters to us.

A couple of years ago I stood in a court room in Darwin during a Royal Commission and listened as elderly men and women described their broken lives –lives they were not particularly proud of having lived since they were horribly abused as children in State care, removed from their parents under the well-intended removal policies of government at the time. A short while ago the civil claims of those people were resolved.

Earlier this year, I stood on the steps of Parliament House in

Canberra with Indigenous leaders as they called for a new collaborative approach to addressing entrenched disadvantage of our First Peoples.

And a month later, I stood in another Royal Commission appearing for government officials describing steps they were taking to ensure children in detention are protected from abuse.

None of this was in my wildest imagination when I started my law degree, or started life in the Bar.

I had no idea that the law protects, and that sometimes it fails to protect, those most in need of just outcomes.

The law is described by some as a calling. After 30 years of it I am only beginning to understand what that means. Some problems, some issues that confront us demand that we think deeply about our morality, about what is done in our names, what is acted upon without question, without scrutiny, and without objection.

No doubt most of you can think of two or three things immediately that make you angry, or that make you despair. Think of those things now –and who or what is affected by those things.

The law can be a vehicle for doing good. For righting wrongs and giving people a voice.

And it can be a vehicle of oppression.

There are cases today of people being abused or discriminated against in our names, in the pursuit it is said, of a higher good. A good that is decided by others, guided by their own judgments about

what is necessary and what is acceptable conduct.

These cases call us to test our own moral compass –to reflect on what are we prepared to condone through silence, what are we prepared to walk past, what is it we have left for others to respond to.

Each of you will have things you care about deeply, profoundly. Some of those things are obvious –like our families, however fragile they may be.

Other things we are not aware of until we are confronted by injustice or immorality.

You have tools to do something about these things that very few other people on the planet have.

You all are highly intelligent and have learned how to find things out, you are trained to identify and solve problems, and you are all articulate.

You can find the words that persuade and that cut through the endless chatter and spin –words that resonate with people so they begin to listen, words that speak to power and demand a response and a change in behavior.

The law can teach you to prepare arguments that are based on evidence and authority, that are nuanced, without bitterness, personal attack or exaggeration. You will learn to see the other side of an argument set it out, fairly.

While it may not seem like it at the time, you are practicing a skill that is vital to the strength of our democracy, that will shield us against the overreach of dictators –that protects the rule of law one case at a time, defending the independence of the courts, testing the

boundaries of executive power, building careful respectful arguments founded upon testable propositions.

That strength is not found in fear or anger, in tweets or the shouting of slogans.

So if you see something that you are uncomfortable about, ask questions. If the answer is that this is how we have always done things, ask why and point to the injustice. If you see something that is wrong, hurtful or awful, speak out.

If you do not, then we will see more of the same.

Which brings me to the profession.

I want to talk to you about transforming the profession. Perhaps not surprisingly, this requires us to transform ourselves. The way we practice, the way we are treated, the respect and admiration we express for each other. It also means we need to continue on this journey of transforming our attitudes to difference –and build a new kind of normal in each of our relationships with each other.

As we approach the 70th anniversary of the Universal Declaration of Human Rights later this year, it is timely to ask how far have we progressed in realising the aspirations of the time, how far we have secured:

*... fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women.*

Back in 1948 we were emerging from World War II. Women had ably stepped in to fill all manner of professional and trade roles.

Yet after the war the culture shifted, away from women's advancement and prosperity to secure the more fragile goals of global peace and restoration.

The world was reeling in the face of unspeakable atrocities, the maiming, slaughter and displacement of millions of lives, the destructive impact of weapons of mass destruction. Women stepped back –to comfort and heal the shattered men returning from war. We took off our overalls and put on our aprons and in doing so we relinquished the opportunity to cement our place as natural and equal partners in leadership.

Now, more than a century after universal suffrage in Australia we are still waiting for the promise of the Universal Declaration to be fulfilled.

Yes, we are women judges and lawyers, academics and senior public servants, occasionally we are ministers, governors and Chief Justices, but our numbers lag well behind. We have achieved some firsts in public life, increasingly participating in decision-making, but we are way off the groundswell needed to sustain our representation at senior levels.

Let's consider the make-up of the profession.

Women enter the legal profession at higher rates than men, 63 per cent of law graduates are women.

However, women represent 46 per cent of the practising profession.

Even less continue into senior legal roles:

- 19 per cent of senior positions in law firms;

- 19 per cent of the Bar's population; and
- 10 per cent of Queen's Counsel and Senior Counsel position.

It's tempting to settle for the sentiment I hear over and over –'give it up, you have equality, move on'.

But I ask you –how many of you love your work? How many of you would love it more if you loved your working environment?

We can continue to press for transformation of the profession, making incremental gains but if we do so in a society that continues to assume women's voices are weaker, we have a fundamental problem.

We are still told by men –and by women –that we are being precious, or over reacting to bad behavior and that we need to 'man up' to get ahead.

I give you some examples close to home. Over my time at the Bar of 26 years, I have personally experienced: drunken uninvited groping; sleazy suggestive remarks; direct attempts at intimidation inside and outside the courtroom; and, worst of all in some ways, the pernicious sexist putdowns and banter that demeans women, dressed up as good humour yet eating away at our confidence like the dripping of water on stone.

What is our aspiration? What do we want to look like?

We want it to be fair. A professional environment that fosters and rewards individual ability, application and

integrity, shielded from discriminatory practices.

So what do we need to do to get there?

We truly have it better than most. For us the challenges are sleep, close personal mentoring, or deep pockets to outsource the rest of life.

We need attention to our whole needs, including health and wellbeing.

And we need recruitment and promotion that is free of bias.

We need to chip away at the underlying bias in our culture that reinforces our perception that women are in fact less capable –as lawyers and in fact at most things.

Bias, as a neurological, sometimes unconscious phenomenon, takes many forms. Our brains process millions of pieces of information every second. When you entered this room you immediately, you unconsciously recognised any observable differences in racial appearance from yourselves in a 150th of a second. In 120th second you noticed the gender of everyone in your line of sight. You then noticed any unusual physical characteristics of those present.

This is not a criticism, it probably is a survival trait that helped us succeed in the wild. To recognise threats and potential rewards. Our impulsive neurological processing has helped us survive and succeed as a species.

We notice those like us and those different, and we act upon those biases as though they were valid judgments about people's abilities.

When we are unaware of those biases and act upon our inherent assumption about capabilities in recruiting, promotion, opportunities for next case or new client, we are making poor business decisions.

If we seek to go beyond unconscious bias to consider diversity as a value in its itself, we are said to be choosing 'other than on merit' or resorting to tokenism without acknowledging that the cumulative effect of many, many decisions affected by bias has preferenced some over others over the years resulting in disparity of opportunity to participate and to develop. So that 'merit' is not, in fact, available to all with talent and dedication.

While women are becoming more visible in the Courtroom, in the leadership of Courts and professional organisations, in the boardroom and are busy "leaning in" all over the place, we still only occasionally take the lead role. This perpetuates or confirms the validity of biases affecting our initial selection process.

In a significant class action I conducted in Melbourne in recent years, not one of the expert witnesses across a huge range of scientific and engineering disciplines was a woman.

The last time I saw a female expert scientific witness in Court was years ago. She might have been a town planner. Perhaps an obstetrician.

The lack of visibility reaffirms the validity of our choices.

When did you last see women take up more than a single article on a single page of the sports pages in the papers? Or

anywhere in the business pages?

In this morning's Australian newspaper there were no images of women at all in the sports pages and only one, Gina Reinhert, in the business section. There were none at all in the legal section. In fact, there were more cows in the entire back section of the paper than women.

In the Age today there was only one image of women, the Vixens, in six pages of sports coverage. I thought there was another, but it turned out to be a Socceroo with a 'man bun.'

We just don't see women. Women who do stand-up have fleeting recognition then are ignored or put down –their physical attributes attacked, their contribution to public life diminished. Especially as they age.

It now seems normal.

A decade ago, we thought the best way to support the advancement of women lawyers in numbers was to emphasise gendered differences –stereotypically thought to include nurturing, caring and conciliatory tendencies for women compared with chivalrous, authoritative and aggressive tendencies for men.

The problem is that these stereotypes reinforced the unconscious biases at play – that inherently men make better partners, barristers and judges because of those qualities.

Because they make better heroes and that's apparently what clients and the law demands.

While there is certainly a case for a diversity of talents in all workplaces including the Bar,

we are beginning to realise that the differences model that dominates popular thinking about gender may not have helped our marketing of women lawyers that much.

You may be aware of gender recruitment studies that demonstrate women are less successful on 'merit' grounds under ordinary interview conditions but succeed equally once gender identifiers are removed. Female musicians who failed the original audition were successfully selected after re-auditioning behind a screen, results leaping from only 10 per cent originally chosen to close to 50 per cent in blind trial.

I recently read a published study '*The Gender Similarities Hypothesis*' examining meta-data studies concerning the stereotype gendered physical and psychological differences. The study (which reviewed 1000s of peer reviewed published studies) concludes that there are three statistically significant differences between men and women.

1. Physical strength –for example, men throw further and faster than women, especially after puberty;

2. Physical aggression –men demonstrate more physical aggression, but interestingly on verbal aggression measures there is no significant difference; and

3. What is the third statistically significant difference? Men *report* thinking more about in casual sex.

So let us kill off, for once and for all, the notion that men and women are different when it comes to any *relevant* talent or tendency as legal

advisers, strategists and advocates.

Some people exhibit different personal traits. Those differences enrich us all. Painting women as having a set of gender specific characteristics relevant to their performance as lawyers, as advocates or as negotiations or anything else is potentially divisive and pushes younger women towards a need to conform to the advocate-warrior stereotype.

It also reinforces the stereotype that leads inevitably to decisions about who get hard cases and arduous briefs –not out of malice in 99 per cent cases, but well intended because they need to send you home to your kids or to protect you from the vulgar client, or just that it's a man's job because it needs a fighter.

This reinforces our notions about our heroes, our national icons: the digger in his slouch hat and uniform with shining badges defending the weak with force of arms; the glorious strength of the young footy player; and even the laconic joker entertaining mates over the BBQ. Marketing experts understand this mythology all too well.

But apart from some nominally and transitionally heroic women, or imaginary hot women with capes and super powers, our heroes are nearly all male and in many instances their sexual prowess and physical aggression is condoned and even glorified.

This aggression translates into men's own expectations about how they should be men, how they should relate to us and to each other.

So we must identify and address bias –and consider

how best to encourage real action on this issue.

We need leadership.

As Elizabeth Broderick has said "you can't be what you can't see".

When leaders speak, rationally and with authority, they are heard.

We need them to state the business case, to direct policy developments and commitments, to identify and nurture the next cohort.

To convince others that it costs, in terms of morale, productivity, human capital, the costs of retraining and lost investment, to lose women from the workforce.

We need leaders to reward effective behaviour. To insist upon transparency of criteria for advancement and the allocation of work.

We need our next generation of leaders to know, that they will be judged suitable for advancement when they demonstrate a commitment to diversity.

We definitely need to see women leading –not one off's –but in large numbers.

And when those leaders do speak out, we, all of us, need to thank and support them with a multitude of voices so they know they are not alone, not undermined by pernicious sniping.

For those of us pressing the agenda it has been sometimes difficult, perplexing and even sometimes humiliating to be told we are only complaining because we are no good at it.

We go hell for leather, impatient at the pace of change, only to be worn out

by the effort and the lack of progress.

So we need institutional change. Generational change, change that sticks.

We want to be counted as capable, hardworking, clever, talented advocates and lawyers who are women, not as handmaidens who had to adopt male stereotypes of conduct to succeed.

We want work to be a place we want to come to work, not continually looking over our shoulders for the sexist put down or innuendo, or afraid of worse.

I invite you to consider that the reason it has been so hard is because women are not valued as men are, that our social and economic standing reflects a deeply entrenched belief that girls are less worthy.

Our privileged view as professionals can sometimes mask the grinding reality for other women in society.

The pay differential translates into lifelong insecurity and dependency for many.

Women experience violence and abuse in confounding numbers and are increasingly at risk of homelessness, incarceration, mental illness and isolation.

We often suffer in silence, paralysed by the fear of worse if we seek help.

Women continue to be impoverished, prostituted, trafficked, abducted, idealised, assaulted, exploited and murdered in the home, at work, in public here and overseas.

We are swamped by images of women's bodies selling things –de-identified,

disembodied, objectified, pornographised, ever younger and thinner, photo-shopped beyond any resemblance to real faces and bodies in the fulfillment of endless appetite for sexual fulfillment.

We expect women in the public eye to be young and thin, then criticise them for being so.

We join in the chorus of criticism of each other's appearances, we put up with the vile marketing humor where the thin veneer of violence sells things to men who are encouraged to enjoy or turn a blind eye.

We sexualise our girls way too young.

We have become overwhelmed and inured to stories of abuse, with such low expectations of the treatment of women and children here and overseas that we barely register the treatment as abuse until it touches someone we love.

We vanish our elder women and condone the silencing of their voices and the diminishing of their sexuality.

We cut down women who succeed.

The solutions for these issues are complex but are certainly within our grasp –with will and creativity.

At the core, we need to expose and reframe our deep held beliefs about girls and women's worth in society –to celebrate the feisty boisterous nature of girls, to encourage them to express themselves and their needs and dreams fully and frankly as we do our boys.

To resist the temptation to idealise and sexualise them.

To observe and record the points along the way at which being 'like a girl' diminishes us, rather than celebrates us.

We need to start with a common vision.

What would the world look like if those girls and women of 1948 had followed the path promised by the Universal Declaration over the last 70 years.

If we were truly free, truly empowered to participate in society, fed, educated, housed, employed and employing others, respected, appreciated, expressing themselves freely, leading our institutions and our communities?

We have been there at a tipping point, and we can be there again.

We need the economic tools to demonstrate that when women participate in society the whole community benefits, to reframe policy decisions to factor in the long-term cost to community when women do not.

The financial know-how to show that new business models that entrench flexibility and reward new fee structures can be highly profitable.

We need to harness the skills of those with a proven track record of creating and then entrenching organisational change. Change that outlives the occasional passionate leader.

And we need the tools to sell the message that equality is an idea whose time has come.

To fire imaginations and bring others with us.

Lawyers by training are problem solvers, excited by

puzzles and the emotional and intellectual stimulation that comes from solving them.

Think about your favorite moment at work –did it involved intense focus on a new factual situation, a joy of discovery of some turning point in a case or deal that led to the breakthrough?

We are conflict managers, familiar with human experience, using our wits and instincts and turning it to our particular ends.

Our tools are words. Words that reason, berate, soothe, cajole and admonish.

But words alone have not been enough to break through. So we need new tools.

We have never before been equipped with the power to reach out to others so cheaply and quickly, to harness an unimaginable power of creativity and collaboration with grass roots funding and direct participation. In the last decade we have seen the emergence of GetUp, Avaaz, All Out, the Rules and Peers to name a few.

Social media absorbs our attention for hours of every day. People are longing for ways to hear and tell, to participate in stories that resonate and unite us in our common humanity.

We need to tell simple and authentic stories, of success and survival, of pain and loss, to share and respect the contribution of others as we have done for centuries.

To pool the collective wisdom of the fireplace, where lessons are learned in stories told in the leaping flames, accepting that this problem is so big that we need all of us to solve it.

We need to take our stories and collaborate with those who speak directly through pictures, music and simple messages to millions.

To collect up the dreamers, activists, organisers, creatives, nerds, story tellers, economists and policy designers to create a new wave, to help us move on into a new century for women, the one promised to us decades ago.

We have been swamped by male heroic images for so long that we are not even aware of the absence of women.

We need to be swamped with images of our everyday success –not the super women prime ministers, governors and Chief Justices, but mums working at home and fathers working from home too, making lunches and braiding their daughters' hair for school.

We need to see young girls, without make-up, studying science, working with power tools and surfing; women leading meetings and giving expert evidence in court; women pilots, engineers, fire fighters, soldiers and miners.

And we need to see women lawyers, doing it full-time and part-time, leading teams and firms and court cases, on the bench and off to make a new normal.

Normal women, juggling and coping, alongside men who are juggling and coping.

We need to back each other up in our endeavors –so when the question of promotion or advancement or appointment comes up and someone says 'she's not ready' or 'she's not really that good', a chorus of our voices say 'yes she is'.

Each of you in this room is one of the most privileged best

educated enabled woman on the planet. It's a great honour, held on trust for future women, for the profession and the future.

So I want to ask some things of you today for the years ahead.

Be wary of group-think –there is no way right way to be a lawyer, there is no right personality. Diversity is to be cherished and valued.

Be brave in the goals you set for yourself and then walk tall through life unashamed of those goals.

Use your voice –in defence of those who are powerless and those who are vulnerable, and to name injustice when you see it, because there is nothing more satisfying than using your learning and your training in the service of others.

And finally, I want you to walk through life remembering that you have the capacity to light up the room, any room – because you are all extraordinary.

And when you know it, you are unstoppable.

Be authentic –with each other and with others.

***Fiona McLeod SC, President, Law Council of Australia***



## ANNUAL NOMINATED CHARITY REPORT

Each financial year WLASA nominates a charity for which we raise money. The charities chosen are always charities which work to promote and support women. A list of the charities we have raised money for in the past is available on the WLASA website.

In previous years, WLASA has hosted dedicated fundraising events to raise money for the nominated charity and have always been able to raise approximately \$1,000 per year. Since the 2014-15 financial year we have decided not to host dedicated fundraising events, choosing rather to simply donate \$1,000 to the charity from the funds now available to us through the introduction of Corporate Membership. This enables us to focus our time on organising events more relevant to our membership, for example the Free-for-Member CPD sessions. We do, however and whenever possible, have a raffle at our events to enable our members to also contribute to our nominated charity.

The nominated charity for 2016-17 was Seeds of Affinity, a volunteer run organisation that supports women to support each other upon their release from prison in South Australia.



Seeds of Affinity is a non profit organisation supporting women making the transition from prison back into the community.

As a small business, Seeds of Affinity provides women with the opportunity to learn about business and develop their skills in research, manufacturing and marketing. The women involved with Seeds of Affinity meet twice a week to make their wonderful gourmet and skin care products, while engaging in a strong support network.

In January this year, Seeds of Affinity released their first report titled '*Every women and child: A community response to the issues of children in the criminal justice system*'. This report focusses on the impact of mothers' incarceration on children, and is a strong example of the important work of Seeds of Affinity as a women's prison advocacy group.

WLASA is a proud supporter of Seeds of Affinity, as the organisation's values align closely with our own and ties in to the Association's work in advocating for Mother and Infant facilities in South Australian prisons.

Please do visit the Seeds of Affinity website and help support the valuable services they provide by purchasing their handmade products: <http://www.seedsofaffinity.org.au/>

### **Shannon McMenamin, Secretary**



## COMMITTEE REPORT

The profiles of the Committee members of WLASA who held office during the 2016/2017 financial year are as follows:

NAME	PROFILE	ACTIVITIES
<p><b>Leah Marrone</b> <b>President</b></p>  <p>Other Associations:</p> <p>Member of the Premier's Council for Women.</p> <p>University of Adelaide Alumni Council Member and Alumni Fellow.</p> <p>Deputy Chair of the Board of Welcome to Australia Ltd.</p> <p>Member of the Women Lawyers Committee of the Law Society of SA.</p>	<p>Member of WLASA and the Committee since 2013.</p> <p>I have relished the opportunity to represent women lawyers in South Australia in this role. With leadership, drive, and a strong work ethic, working with dedicated Committee, we have been able to achieve a lot in the past two years.</p> <p>I have been a long-time feminist and advocate for human rights, in particular fighting against gender discrimination and inequity.</p> <p>Over the past five years I have been a very engaged member of the WLASA Committee. My extensive President's report is above, but before this, one of my main areas of contribution to the Committee has been, and still is, drafting and contributing to substantial policy submissions including on decriminalisation of sex work, domestic violence issues, gender pay-gap, equal opportunity reform and other areas. I have also utilised my political and media experience to help promote our events and to campaign on issues of importance, particularly in my past two years as President.</p> <p>I want to contribute to making the profession more equitable and in particular addressing issues of work value. I also want to ensure the law is more equitable for all women and all people.</p> <p>One of my key areas of interest is addressing unconscious biases which underpin both gender and other inequities and hope to do more on this in the year ahead.</p> <p>Sexual harassment in is also something I would like to continue to address this year. After presenting a CPD on this, and before, many women in the profession have shared their horror stories, and there is definitely more that we can do with an association on this front to make it easier for women to call out and address.</p> <p>I have thoroughly enjoyed working with the outstanding and dedicated women on the Committee and in particular providing a leadership role as President and I hope to continue on in this role for a final term this year.</p>	<p>AWL Conference Subcommittee (2013-14)</p> <p>Policy Subcommittee (2013-17)</p> <p>Facebook and LinkedIn Administrator (2015-17)</p> <p>Find a Female Lawyer Public Launch Event (2016)</p> <p>AWL Director - Representative of SA ( October 2016 - current )</p>

**Shelley O'Connell**

**Vice President**



Member of WLASA and the Committee since 2006. President (2010-2011), Vice President (2011-2012), Secretary (2012-2014). Vice President since 2014.

I joined the Women Lawyers Association in 2006 as a very junior lawyer, and found myself on the Committee at the same time. Over the years I have seen the Association grow in leaps and bounds, and keep up with the changing face of legal practice today. I am so proud to be a part of this fantastic organisation and to be able to see the influence that we have on the profession and the community around us.

I lose track of the stats but I believe I was President in 2011-2012, Secretary in around 2012-2014, and Vice President at various stages (2010-2011, and 2014-present?). I have always been involved with Policy and on occasion Events, or whatever else was needed.

In my "normal" practice I am a family lawyer at Clelands, and am also on the Family Law Committee of the Law Society. I was also heavily involved on the LSSA Council and Executive for several years so have insight into dealing with those organisations too.

I wish to continue my involvement on this Committee as I am passionate about the role we play in making life better for women in the legal profession and in the wider community generally.

Christmas Drinks Subcommittee (2012-13)

Annual Report (2013-14)

Marriage Equality Working Group (2013)

Policy Subcommittee (2013-16)

Recognising and Promoting Women Subcommittee (2015-16)

**Current Vice President**

Policy Subcommittee  
Recognising and Promoting Women Subcommittee

**Laura Kessner**

**Treasurer (part year – retired)**



Member and Committee Member since September 2012. Treasurer since 2012.

I joined Women Lawyers' Association of SA Inc because I am passionate about the progression towards equality of the legal rights of women in Australia in both the legal profession and in the community generally. As I have worked in male dominated industries since graduating from university, I have been frustrated at the 'old school' beliefs and practices currently occurring in today's society.

I am also a member of the Women Lawyers Committee of the Law Society of South Australia.

Christmas Drinks (2012-2016)

Membership Subcommittee, Chair (2013-15)

Member Benefits Subcommittee (2015-16)

**Marissa Mackie**

**Treasurer**



Member of WLASA since 2014 and Committee member since 2015.

My desire to join Women Lawyers stemmed from my own experience of re-joining the profession after maternity leave and realising the importance of building networks and keeping in touch. I wanted to be able to share my experiences and provide support to others not only through informal discussions but by influencing changes in the profession that will assist in permanently bridging the gender gap.

I bring to the Committee my experience both in the private and public sector and my enthusiasm to do as much as I can to further our objectives. Writing has long been a hobby of mine and I hope to author a number of articles during my time on the Committee. I have also been lucky to be entrusted with organising our events although I forgot to mention that I come from a big Greek family, so have been known to over-cater!

I am also a member of the Women Lawyers Committee of the Law Society of South Australia.

- Events Subcommittee (2015)
- Women Lawyers Long Lunch (2015)
- End of Financial Year Drinks (2015)
- Flinders University Careers Fair (2015)
- Feature Article for Annual Report (2015)
- Bar Readers Drinks (2015)
- Christmas Drinks with the Judiciary (2015)
- Bulletin magazine contributions (2015-16)
- Member Benefits Subcommittee, Co-Chair (2015-16)
- Margaret Nyland AM Long Lunch (2016)

**Christina Von Muenster**

**Secretary (part year - retired)**



Member of WLASA and the Committee since September 2006. Vice President (2010-2011), President (2011-2012). Secretary since 2014.

I joined and have remained on the Committee because it exposes me to areas of law outside my normal area of practice and gives me unique opportunities to get to know other women in this profession.

Since joining the Committee I have learned many valuable skills and made many new friends. I have very much enjoyed being responsible for the continued development of the website, including the Find a Female Lawyer Directory, working to improve the services we provide to our membership and preparing WLASA's Strategic Plan 2015-19.

I am also a member of the Women Lawyers Committee of the Law Society of South Australia.

Movie Night & Quiz Night Subcommittees (2011-13)  
Website Redevelopment (2012-13)  
Constitutional Amendments (2013)  
Website Administrator (2012-16)  
Facebook Administrator (2015)  
Membership Subcommittee (2012-15)  
Member Benefits Subcommittee (2015-16)  
Find a Female Lawyer Public Launch Event (2016)  
LSSA Women Lawyers Mentoring Program Subcommittee (2015-16); Program Coordinator

**Shannon  
McMenamin**  
**Secretary**



Member since 2014. Attending committee meeting since September 2015.

I am currently working as a Solicitor at Clelands Lawyers, practising mainly in Commercial Litigation.

I have been interested in the Women Lawyers' Association since attending a 'Women in the Law' panel session held at the University of Adelaide while I was completing my degree. It was a highly beneficial experience for me and I hope to see the sessions continue to motivate and inspire law students.

I am interested in equality and workplace flexibility in the legal profession, and I hope to contribute to the fantastic events and vital policy work of the Association. I was fortunate enough to take on the role of Secretary from Christina Von Meunster, and thank the committee for bearing with me as I settle into the role!

I am also a member of the Women Lawyers Committee of the Law Society of South Australia.

WLASA  
Administrative  
Assistant Sep  
2015 – May 2016

Education  
Subcommittee  
(2016)

Secretary (2017)



**Amy Challans**

**(AWL Immediate Past President)**



Member of WLASA and the Committee since 2006. Secretary 2009 to 2012.

WLASA representative on the Board of AWL 2010 – current. Vice President AWL 2012-2013. President AWL since 2013 -2015. AWL representative of the Law Council of Australia – Equal Opportunity Committee 2009 -2015.

Winner of the inaugural Law Society of SA inaugural Gender Equity in Law Award and member of the Law Society of SA Women Lawyers Committee.

I joined WLASA so that I could positively and pro-actively contribute to shaping the culture of the legal profession and to meet likeminded individuals. I bring to the Committee a wealth of knowledge and experience at the State and National level relating to policy issues that impact upon women in the legal sector and in law. In addition to a diverse range of State and National contacts.

One of things that I enjoy most about being on the WLASA Committee is working with a group of likeminded, highly dedicated and enthusiastic professionals. I am excited at the future direction of WLASA and would like to continue to build WLASA's involvement in increasing the profile of women's achievements in the profession and broader community, supporting active consultation with WLASA regarding silk and judicial appointments (through the development of a judicial appointments protocol and silks consultation framework) and working to establish strong links with the Women at the Bar committee to promote greater cross collaboration on common issues.

AGM Report Subcommittee (2009-12)  
Christmas Drinks Subcommittee (2012)  
Website Administrator & Redevelopment (2011-13)  
Co-ordinator AWL 5th National Conference in Adelaide, October 2014  
Attendance at the LCA NARS Roundtable and NARS Workshop (2015)  
WLASA's delegate to the AWL board of directors (2010-2016)  
Recognising and Promoting Women Subcommittee, Chair (2015-16)  
Contribution to Handbook for the LSSA Women Lawyers Mentoring Program (2016);  
Induction Event Panellist

<p><b>Susan Cole</b></p> 	<p>I have held senior level positions with both the Federal Government and South Australian Government for over 17 years before being admitted as a legal practitioner. Prior to this, I held private sector executive level positions.</p> <p>My intention to join the WLASA will give me the opportunity to promote equality across the profession, in particular females from a diverse cultural background.</p> <p>Having experienced inequality regarding both my gender and racial background I feel it is important to provide awareness through educating others. My involvement with the committee will provide me with the opportunity to give back to society by promoting uniformity in the legal profession. I bring to the committee my previous experiences working in both private and public sector. It will also provide me with the opportunity to work alongside those who have an interest in fairness whilst promoting the objectives of the association.</p> <p>I am a member of the Women Lawyers Committee, Aboriginal Issues Committee and the Law Society of South Australia.</p>	<p>Member Benefits Subcommittee, Recognising and Promoting Women Subcommittee</p>
<p><b>Kylie Dunn</b></p> 	<p>Member of WLASA since 2015.</p> <p>I currently practice as a Senior Associate at DMAW Lawyers in the areas of Dispute Resolution and Risk Management and Workplace Law. I act on a variety of contractual and corporate disputes and provide advice and assistance to clients in relation to the full spectrum of industrial relations and employment law matters.</p> <p>I am currently the Chair of the Education Subcommittee of the Women Lawyers Association so that I can meet likeminded women who practice in different areas of the legal profession and become more involved in events of interest to women in the law.</p> <p>I am also a committee member of the Law Society of South Australia and the Industrial Relations Society of South Australia.</p>	<p>Current Chair of the Education Subcommittee</p>

<p><b>Kymerley Lawrence</b></p> 	<p>Member of WLASA since 2015. Attending committee meetings since March 2016.</p> <p>I have practised as a lawyer for over fifteen years in the area of insurance in both Adelaide and New South Wales and am a Partner in the Insurance and Corporate Risk Team of Minter Ellison Lawyers.</p> <p>I am passionate about broadening the visibility, confidence and leadership participation of women in the legal profession and advancing gender diversity in the workplace and in the broader community. It is also really important to me that as a relatively senior member of the profession that I am able to use my experience to support the development and promotion of younger women in the law.</p> <p>I feel that joining the WLASA is a practical way of achieving this and also a great way to meet a fabulous group of likeminded, strong and accomplished women.</p> <p>I am also a committee member of the Women Lawyers Committee of the Law Society of South Australia and the Chair of the "Women at Minters" Group.</p>	<p>LSSA Women Lawyers Mentoring Program Subcommittee (2016), Program Coordinator</p>
<p><b>Adeline Lim</b></p> 	<p>Member of WLASA and the Committee since 2011. Corporate Member Liaison Officer since 2013.</p> <p>I joined WLASA because I wanted to meet and network with female practitioners from other areas of the profession. I believe in the objects of the Association and in particular, am passionate about promoting equality for women in the legal profession. I bring to the Committee my experience of being in private practice both here and overseas and also as an In-house Counsel with business development responsibilities. I believe that I contribute enthusiasm and new ideas to the Committee.</p> <p>I am also a member of the Women Lawyers Committee of the Law Society of South Australia, STEP (Society of Trust and Estate Practitioners) SA Branch Committee and Equality, Diversity and Inclusion Committee of the Law Society of South Australia</p>	<p>Membership Subcommittee (2013 to 2015)</p> <p>Corporate Member Liaison Officer (2013 to 2015)</p> <p><b>Committee Member</b> Corporate Member Liaison Officer Member Benefits Subcommittee (Co-Chair)</p>

<p><b>Rebecca Lucas</b></p> 	<p>I became a member of WLASA to build relationships with women who have the same objectives as me. I have been involved with the committee as an associate committee member for over a year and have enjoyed working with the committee. In particular, being a subcommittee member on both the education and member benefits subcommittees. I would like to become a voting member of the committee this coming year and continue my work on these subcommittees.</p> <p>I am passionate about bringing change in the industry and advocating for equality. I am also involved with the YWCA as a volunteer in one of their youth programs. The YWCA is a women-led organisation that achieves positive change by providing advocacy, programs and services for women, families and communities.</p>	<p>Member Benefits Subcommittee Education Subcommittee</p>
<p><b>Camille McDonald</b></p> 	<p>Camille has been a member of the WLASA Committee since 2016.</p> <p>Since her time on the committee, Camille has been passionate about promoting and recognising women in the legal industry. In 2017 Camille was made Chair of the "Recognising and Promoting Women" subcommittee of the WLASA, which focuses on advancing the recognition of female lawyers in South Australia. The sub-committee currently has several exciting projects in progress, which will assist in improving the underrepresented female lawyers' face in having their achievements in the industry recognised.</p> <p>Camille practises as a Senior Associate at Andersons Solicitors and specialises in Family Law. She holds a Master of Laws, which she obtained in 2015.</p>	<p>Current Chair of the "Recognising and Promoting Women" subcommittee</p>

**Emily Rutherford**



Member of WLASA since 2016. Attending committee meetings since April 2016.

I joined WLASA when I made the change from public to private sector, and realised the crucial need to build a network of women practitioners for support and career development.

I have been a member of the Human Rights Committee of the Law Society since 2009 and have made many submissions on behalf of the Law Society on migration law and advocated for the upholding of the rights of asylum seekers in Australia. I have written a number of Bulletin articles on similar subjects. I am interested in the policy work of the WLASA and Women Lawyers Committee (WLC), and think it useful to be the link between the WLC and the Human Rights Committee.

Member of the Women Lawyers Committee of the Law Society of South Australia since 2016 and the Human Rights Committee (2009 to present)

WLASA Sponsored delegate to the AWL 2016 National Conference, Perth

AWL 2016 conference report article published in Bulletin & Jurist magazines.



**Nicole Santinon**



Member since 2016. Staff member of Corporate Member, Cowell Clarke (Corporate Member since 2013).

I specialise in tax planning and structuring advice as a member of the Tax and Revenue practice group at Cowell Clarke Commercial Lawyers. I enjoy assisting clients with their business succession planning, business restructuring and asset protection and have a particular interest in the self-managed superannuation fund sector.

Up until now, I have successfully managed to navigate the legal profession as a young female without seeking or considering the external avenues of support available for women in the law. I would like to join the Women Lawyer's Association Committee to meet and engage with other female practitioners, involved in different areas of the law, on issues which are of importance to females in the legal profession as I now see female practitioners younger than me undertaking the same navigation process. In particular I have an interest in increasing the visibility of women in the law and having open and frank discussions about the practicalities of being a woman, potentially having a family, and also wanting to pursue a successful career in the law. The predominance of male senior figures seems to largely be the norm and unfortunately, change to the number of women in senior positions seems slow.

I would love to be involved in change in the profession in that regard, particularly by understanding what the real barriers are for female practitioners and how we can move them to make legal practice an even more equitable profession.

**Member Benefits Subcommittee**

The following Committee members retired/resigned during the 2016/17 year:

- Amy Challans
- Christina Von Muenster
- Laura Kessner

The following Committee member will not be re-nominating for the 2017/18 year:

- Nicole Santinon



## AWL REPORT

The 2016/2017 financial year for Australian Women Lawyers' (AWL) has been a year of focusing on internal processes and procedures, planning for the future, including the 2018 National Conference in Sydney, and preparing to celebrate our 20<sup>th</sup> Anniversary .

The AWL Board of Directors for the period 22 October 2016 – 30 June 2017 consisted of the following members:

Ann- Maree David	President	Women Lawyers' Association of QLD
Lee-May Saw	Vice President	Women Lawyers' Association of NSW
Elspeth Hensler	Immediate Past President	Women Lawyers Association of WA
Stephanie Millone	Secretary	Victorian Women Lawyers
Seva Iskandarli	Treasurer	Tasmania Women Lawyers
Leah Marrone	Director	Women Lawyers Association of SA
Diana Price	Director	Women Barristers Association of Victoria
Bronwyn Haack	Director	Northern Territory Women Lawyers
Liana Westcott	Director	Women Lawyers' Association of the ACT

During the 2016/2017 financial year AWL focused on planning and promoting its 20<sup>th</sup> Birthday celebrations, to be held on 15 September 2017 in the Melbourne Town Hall. We also focussed on initial planning for the 2018 National Conference to be held in Sydney around the middle of the year.

AWL has been active in the media on a range of key issues, and has also put in submissions on legislative reform (including an extensive submission on paid parental leave). We have a new social media policy and have increased our presence on social media significantly in the past year.

AWL has appointed new auditors and spent significant time getting treasury policies and hand over procedures in place, to make transitions for future Boards better.

***Leah Marrone, AWL Director***

## EDUCATION SUBCOMMITTEE REPORT

Subcommittee Members:

- Kylie Dunn
- Kymberley Lawrence
- Shannon McMenamin
- Rebecca Lucas



On 11 October 2016, WLASA was pleased to hold its first CPD event for the 2016/17 year, an evening seminar presented by a stellar panel of speakers comprising barristers Gillian Walker and Kerry Clark and Coordinator & Senior Solicitor for JusticeNet, Angela Hastings. The topic was "*The Ethics of Dealing with Unrepresented Litigants*". Attendees were able to collect a compulsory CPD point from the session as they listened to the panel's discussion of advocate's duties as officers of the court when appearing against unrepresented litigants, practical tips to improve efficiency in dealing with unrepresented litigants and ethical traps in this area. We thank our hosts, Finlaysons, for their hospitality and support.

On 16 March 2017, Committee Members Kylie Dunn and Rebecca Lucas attended the annual Flinders University Law School Careers Fair held at the Bedford Park Campus. Once again we were able to provide students with valuable information about the role and functions of WLASA. Many thanks to Flinders University for the invitation to this event.

On 31 May 2017, WLASA held its second CPD event, an evening presentation on the subject of "*Sexual Harassment in the Workplace*" by Dr Niki Vincent, Equal Opportunity Commissioner of SA and Leah Marrone, President of WLASA. Drinks and canapés were generously provided by our hosts, Minter Ellison.

Our next CPD event will be held in October 2017. Stay tuned for further information.

WLASA looks forward to welcoming our members to future events and seminars. Please feel free to contact a subcommittee member if you have any suggestions as to the types of events and topics you would like to see in the future.

**Kylie Dunn, Education Sub-committee Chair**

## MEMBER BENEFITS SUBCOMMITTEE REPORT

Subcommittee Members:

- Adeline Lim (Co-Chair)
- Marissa Mackie (Co-Chair)
- Susan Cole
- Rebecca Lucas
- Nicole Santinon
- Christina von Muenster (retired)

The 2016/17 financial year was a busy year for the Member Benefits subcommittee of the WLASA. We had our Find a Female Lawyer (FaFL) Directory Public Launch Event on 27 July 2016 at JPE Design Studio. It was launched by the Hon. Chris Kourakis, Chief Justice of the Supreme Court of South Australia. Katrine Hilyard MP also attended and spoke at the launch together with our President, Leah Marrone, our Committee Member, Christina von Muenster (since retired) and guest speakers Ruth Beach (Sole Practitioner), Kymberley Lawrence (Minter Ellison) and Kerstin Bruneder, from JPE Design Studio.

Following our media release for the FaFL Directory, Leah Marrone was interviewed by Ali Clarke, on 891 ABC Adelaide's morning's program. We also had an ABC news online story. The FAFL Directory has been well received following its launch last financial year. We have since commenced work on the FaFL marketing strategy and further marketing and paid advertising of the directory is planned for the 2017/2018 financial year.



The annual Christmas Drinks with the Judiciary was our biggest to date and WLASA members and the judiciary enjoyed drinks and nibbles at Mrs Q on 17 November 2016. We also raised money through raffle tickets for our annual charity, Seeds of Affinity – Pathways for Women.

The Margaret Nyland AM Long Lunch was held again on Friday 9 June 2017, co-hosted by the WLASA and the Law Society. Corporate Member, Lipman Karas and Notable Imprint were once again our major sponsors for the event. The Lunch was well attended and our guest speaker,

Fiona McLeod SC delivered a speech titled *Equality – an idea whose time has come*. The president of the WLASA, Leah Marrone was emcee. The lunch was once again held at the National Wine Centre due to the rave reviews we received last year about the venue.



So far this financial year, WLASA has seen an increase in membership as compared to the end of last financial year. As of 30 June 2017, WLASA had 3 Life Members, 127 Individual Members, and 16 Corporate Members with about 54 members included in the FaFL directory. WLASA memberships can be obtained at both an individual and corporate level. Adeline Lim is our contact person for corporate membership enquiries and Nicole Santinon handles enquiries for individual memberships.

We look forward to the next Margaret Nyland AM Long Lunch in 2018 together with all our other usual events during the 2017/18 financial year. We aim to provide further development, exposure and opportunities for women in the legal profession.



**Adeline Lim and Marissa Mackie**

## POLICY SUBCOMMITTEE REPORT

Subcommittee Members:

- Emily Rutherford (Chair)
- Leah Marrone
- Shelley O'Connell



2017 has seen a significant advancement towards the ongoing focus of WLASA to highlight the need for a mothers and babies facility in South Australian prisons. The culmination of the work of WLASA over 2016 and 2017 is the launch of the report, *Mother and Infant Facilities at Adelaide Women's Prison: A cost effective measure in the best interests of the child*, at our 2017 AGM. Through partnership with Juliette McIntyre of the University of South Australia, the campaign begun by WLASA in 2016 now has a strong policy basis for it to continue to lobby the State Government and opposition. Particular mention is made of the ongoing work of WLASA President, Leah Marrone, for her drive in respect of this campaign.

The WLASA has been involved in the consultation process for determining members of the profession worthy of being nominated as Senior Council. This year, members of the policy committee, assisted with research conducted by WLASA Secretary, Shannon McMEnamin, presented constructive feedback to the Hon Chief Justice Kourakis and the Hon Justice Hinton about possible improvements to the process, including the practices of other states and jurisdictions.

The policy subcommittee continues to contribute in tandem with the Women Lawyers Committee of the Law Society of South Australia to policy submissions on various topics. This year, these have included the Domestic Violence Discussion Paper which was open for public consultation in September 2016.

WLASA has been a strong supporter of the push to decriminalise sex work in South Australia, and has partnered with YWCA Adelaide in order to present a unified voice in lobbying State Government. Members of WLASA in the capacity of the Women Lawyers Committee of the Law Society gave evidence to the Legislative Council Select Committee on the *Statutes Amendment (Decriminalisation of Sex Work) Bill 2015* on 16 August 2016. The tabled report published 30 May 2017 referred extensively to the Law Society submission.

**Emily Rutherford, Policy Sub-committee Chair**

# RECOGNISING AND PROMOTING WOMEN SUBCOMMITTEE REPORT

## Sub-Committee Members

- Camille McDonald (Chair)
- Shelley O'Connell
- Kymberley Lawrence
- Susan Cole

In February 2017 the WLASA held their Annual Planning Day. At the Planning Day a new Chair for the sub-committee was elected, as well as several new sub-committee members.

It was evident at the Planning Day that the Recognising and Promoting Women Sub-Committee required regeneration and new projects to focus on. The purpose of the sub-committee is a very important one, in that we focus on bringing attention to the achievements of women in the law in South Australia. Women are sorely misrepresented when it comes to recognition, awards and merit in the legal profession. Our sub-committee aims to assist in rectifying that fault.

In June 2017 the sub-committee had a lunch-time meeting, the purpose of which was to agree on an overall plan for the forthcoming year. As a sub-committee it was imperative that we devised a more concrete action plan to move into the future, as well as decide on particular projects to devote our time too.

We collectively decided to commit to the following three projects:-

1. Implementing an internal database/register of relevant annual women's awards (on a State and National level) to assist the committee in making nominations each year on behalf of female lawyers;
2. Promoting women monthly through our Facebook page (committee members and members of the WLASA);
3. Implementing an annual WLASA which recognises women in the South Australian legal industry.

Progress has now occurred on each of the three projects, with an overall aim to have these projects implemented into the committee over the next year.

In August 2017 we looked to nominate a female lawyer for the Law Society of South Australia's Gender Equity Award. Much discussion was had about potential nominees and a decision was made as to which deserving candidate our committee would support in the nomination process. We are hopeful that our selected and very deserving nominee will be successful in securing the award.

## ***Camille McDonald, Recognising and Promoting Subcommittee Chair***

