

Women Lawyers' Association
South Australia Inc



Annual Report

2013/14



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ABOUT WOMEN LAWYERS' ASSOCIATION OF SOUTH AUSTRALIA INCORPORATED

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. WLASA is a constituent body of the national organisation Australian Women Lawyers and its Committee meets once a month. WLASA runs fundraising events for charity as well as making representations to parliament and other bodies on issues that impact upon the status of women in the law and society. WLASA also fosters networking amongst women members of the profession.

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

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

- consultation with the Chief Justice and State Attorney-General on the appointment of senior counsel and the judiciary in South Australia;
- the submission of reports and papers on proposed law reform(s) 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; and
- hosting educational activities including career seminars and information sessions for law students and junior solicitors.

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
- to fulfil any other objects the members of WLASA may in a General Meeting decide

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
- ensuring our membership is diverse and includes members from private practice, the public sector, 'in house', courts, universities, law students, the Bar, the judiciary and non practising 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 that it deals and interacts with.

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 charities.

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

GOVERNANCE STATEMENT

INTRODUCTION

The Women Lawyers' Association of South Australia Incorporated ("WLASA" or "the Association") is incorporated under the Associations Incorporated Act (SA) 1995. The business and affairs of WLASA are overseen and controlled by a Committee ("the Committee"). The Committee comprises of WLASA members elected to office bearer positions, namely, President, Vice President, Treasurer, Secretary and eight other WLASA members elected as general members of the Committee.

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 eleven times a year for the purposes of overseeing all aspects of WLASA's business plan, its objectives and values. Additionally, the Committee reviews its performance by measuring the outcomes of its events and yearly actions against its objectives and ensuring that it complies with any legal requirement(s).

Twelve meetings of the Committee were held during the period 1 July 2013 - 30 June 2014 including the Strategic Planning Day in February 2014.

MEMBERS' ROLE

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

The purpose of the AGM is to:

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

All Full (voting) members of 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 distributed to all members via e-mail on 19 June 2014.

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

COMMITTEE COMPOSITION

The names and details of all Committee members in office up to 30 June 2014 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.

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.

These roles include:

- To provide specialist knowledge to the Committee on a certain matter(s)
- To review and/or advise the Committee on legislation, policy, best practice

- To organise specific social events and fundraisers
- To manage certain projects outlined in WLASA's business plan
- To make recommendations to the Committee on a range of matters

At the 2013 Planning Day it was decided to define 4 permanent Subcommittees namely:

- Policy Subcommittee
- Education and CPD Subcommittee
- Events Subcommittee
- Membership Subcommittee

Role Descriptions for the specific Subcommittees were developed for the first time this year, and the following role descriptions are attached to this Report ("Attachment A"):

1. President/Vice President
2. Secretary
3. Treasurer
4. Policy Subcommittee
5. Education and CPD Subcommittee
6. Events Subcommittee
7. Membership Subcommittee
8. Website/Social Media Administrator

It is intended that the Role Descriptions will be reviewed annually at the 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.

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 has 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

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

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 opportunities for members.

Facebook and LinkedIn

The WLASA Facebook page enables us to communicate with members and share information. The information contained on this social media site includes photographs and event notices. The LinkedIn profile is similar but does not to date share photos.

WELCOME and PRESIDENT'S REPORT

Welcome to the Annual Report of WLASA for the financial year 2013/2014.

On behalf of the Committee I would like to thank all of WLASA's members who have attended our functions and contributed to its activities over the previous 12 months. In particular the Committee would like to acknowledge the special contribution that the Hon Margaret Nyland AM continues to make to WLASA as its patron.

It has been another exciting year for the Women Lawyers Association of SA. In late October 2013 we successfully launched our Corporate Membership program, which has gone from strength to strength in its first year. We look forward to continuing to work together with firms in South Australia to progress WLASA's objectives. Adeline Lim has done wonderful work, together with other members of the Committee, in establishing this program. The financial support of these new corporate members has enabled us to improve the quality of the events that we provide to our membership, but more significantly has also increased the visibility of the organisation amongst the profession in South Australia. Corporate membership has enabled us to partner with firms to raise the profile of both WLASA and its objectives. It has also enabled us to make a financial commitment as a sponsor of the upcoming Australian Women Lawyers Conference to be held in Adelaide in October.

In March 2014 we held our first Continuing Professional Education seminar, an Ethics Panel Discussion which was generously hosted by one of our new corporate members, Minter Ellison. Particular thanks are due to Rebecca Sandford for organising and chairing this event.

In May 2014 we again partnered with the Law Society of South Australia to hold the (second) Hon Margaret Nyland AM Long Lunch. The lunch proved to be an even greater success this year, with more than 280 people attending, including many lawyers from our new corporate member firms. We were privileged to have the Hon Michael Kirby AC CMB as our guest speaker, and his Honour spoke both persuasively and entertainingly about the position of women in the legal profession in Australia, as well as providing insight into the position of women in North Korea following his recent commission of inquiry for the United Nations. We also thank Margaret Nyland, who acted as MC, and Lipman Karas, our corporate member sponsor for the event. Particular thanks are also due to Amy Nikolovski, who coordinated the event for WLASA.

Amy Challans, a long standing member of the committee and former secretary of WLASA currently holds the position of President of our parent body, Australian Women Lawyers. I have greatly enjoyed working closely with Amy this year, and look forward to the Australian Women Lawyers Conference which will be held in Adelaide in October 2014.

The Committee of the Association doubles as the Law Society's Women Lawyers Committee, and wearing both these hats our business includes the serious work of consulting and commenting on policy and law reform, as well as providing opportunities for women lawyers to meet and network through our social events. Each year the President of the Association is consulted by the Chief Justice in relation to the appointment of Senior Counsel, an important recognition of women in the profession given that the top jobs at both the Law Society and the Bar Association continue to be overwhelmingly held by men.

I would again like to thank the Committee for their support, which has allowed me to continue in my role as President while on maternity leave and working (very) part time. I owe particular thanks to Vice President Daniella Di Girolamo and Secretary Shelley O'Connell.

Taruna Heuzenroeder, President

TREASURER'S REPORT 1 JULY 2013 TO 30 JUNE 2014
WOMEN LAWYERS' ASSOCIATION OF SA INC
 ABN 85 996 217 080

	Balance \$
Opening Bank Balance at 1 July 2013	7,360.16
Credits 1 July 2013 - 30 June 2014	18,137.88
Total credits	25,498.04
Debits 1 July 2013 - 30 June 2014	10,456.45
Credits less debits	15,041.59
Reconciled balance	15,041.59
Closing Bank Balance at 30 June 2014	<u>15,041.59</u>
Profit for the year	<u>7,681.43</u>

SUMMARY OF INCOME AND EXPENDITURE

INCOME	\$	EXPENDITURE	\$
Membership subscriptions	16,215.00	Functions	6,699.29
Functions	1,470.00	Website Development & Graphic Design	1,476.00
Donations Received	420.00	Miscellaneous expenses	1,391.16
Bank Interest	32.88	Australian Women Lawyers	590.00
Miscellaneous Income	0.00	Donations Made	300.00
TOTAL INCOME	18,137.88	TOTAL EXPENDITURE	10,456.45

TREASURER'S NOTES

Comparison 2012-2013 to 2013-2014 Financial Years Income and Expenditure

Income	12/13 FY	13/14 FY	Expenditure	12/13 FY	13/14 FY
Membership Subscriptions	3,010.00	16,215.00	Australian Women Lawyers	648.30	590.00
Functions	2,487.00	1,470.00	Functions	2,873.32	6,699.29
Donations Received	100.00	420.00	Donations Made	1,300.00	300.00
Bank Interest	25.61	32.88	Website & Graphic Design	0.00	1,476.00
Unknown receipts	630.00	00.00	Gifts	174.00	307.64
			Misc	666.96	1,083.52
TOTALS	6,252.61	18,137.88		5,662.58	10,456.45

The past financial year for the Women Lawyers' Association (SA) Inc ("WLA") was financially successful compared with the previous two years. This is predominantly due to the launch of corporate membership and the growing presence of WLA in South Australia. Although WLA had a greater income, expenditure also increased. The increase in expenditure is due to the development of a new and improved website providing greater functionality and information to WLA members and the greater number of functions held by WLA. WLA would like to sincerely thank its patron Justice Margaret Nyland, founding member FMC Charlotte Kelly, Justice Kevin Nicholson and Maureen MacLaren for their generous donations and ongoing support of WLA.

Although the Margaret Nyland AM Long Lunch does not have a financial impact on WLA, it is an extremely popular event which WLA may be able to profit from in coming years. Between holding the lunch and the launch of corporate membership, WLA was unable to hold other fund raising events however the launch of corporate membership has covered the funds normally received from fund raising events.

WLA's most financially successful venture for 2013/2014 was the launch of corporate membership. We raised \$9,100 from our first year offering of corporate membership and have already received \$5,050 in renewals for the 2014/2015 year. Bank interest was up slightly as a result of WLA having more funds in its account to earn interest.

WLA focused on the launch of corporate membership last year and decided that fund raising for a chosen charity would be a cumbersome workload for the committee. WLA will continue with donating to a chosen charity for the 2014/2015 year and was still able to provide \$300.00 to an Adelaide University Prize Winner in the 2013/2014 year.

WLA held numerous functions in 2013/2014 in the hopes of giving back to its members and increasing our profile. WLA held End of Financial Year Drinks, the Annual General Meeting was a special meeting with a photographer to mark the change to the constitution, Corporate Membership Launch, Christmas Drinks with the Judiciary and a Calendar Launch in February 2014.

WLA had previously reduced its expenditure on functions primarily by Committee Members assisting with catering rather than outsourcing to professional caterers. Over the past year, WLA has balanced the time and effort of Committee Members taking on these responsibilities with some outsourced catering. WLA will continue to endeavour to appropriately distribute these responsibilities.

IT and Graphic Design was a large expenditure item this year as the committee decided that the WLA website, logo and standard documents needed updating in order to successfully launch Corporate Membership.



Expenditure on gifts has increased as has miscellaneous costs. Miscellaneous expenditure consisted of wine purchases, individual photographs of committee members for the website, stationery, lodgement fees and the WLA Committee Christmas meeting. Events which traditionally make a loss include the Christmas Drinks with the Judiciary, the Bar Readers Drinks and the AGM.



COMMITTEE REPORT




(This report is to the year ended 30 June 2014)




The profiles of the Committee members of WLASA who held office during the 2013/2014 financial year and until the date of this report are as follows:

<u>NAME</u>	<u>PROFILE</u>	<u>ACTIVITIES</u>
<p><i>Taruna Heuzenroeder</i> President</p> 	<p>I have been a member since about 2004 and I joined the Committee in 2010.</p> <p>I joined WLASA because although we are the majority of graduates, we are not yet anywhere near half the partners, senior counsel and judges. It is easy to think that as we dominate law schools, there are no longer any barriers to women in the law. While the culture of the profession has changed enormously over the past 50 years, there is still room for improvement, and organisations like Women Lawyers play an important role in fostering networking, support and mentoring for female practitioners.</p> <p>I enjoy the wide range of experiences of the other women on the committee and I bring to the Committee both a barrister's perspective and a strong interest in policy issues.</p>	<p>Christmas Drinks Subcommittee (2012)</p> <p>UniFem Breakfast (2012)</p> <p>Women and Wine Function Subcommittee (2012)</p> <p>Marriage Equality Working Group (2013)</p> <p>Policy Subcommittee (2014)</p>
<p><i>Daniella Di Girolamo</i> Vice President</p> 	<p>I have been a member since 2009 and a Committee member since 2010.</p> <p>I joined Women Lawyers because I thought it would be a good way to meet and get to know other women working as lawyers and barristers in SA. My firm only has one other female lawyer so I thought meeting some more couldn't hurt!</p> <p>I enjoy being on the Committee because it is made up of such a great group of Women who are passionate about the law and about furthering the role of women in the legal field. I like that the women come from all different areas (private, public, CBD, rural, all areas of practice, etc).</p> <p>I like to organise things (which I know sounds odd) so I hope I have brought my organisational skills to the Committee. I have run a few fundraising events over the years so I hope that I bring my knowledge in that area too.</p>	<p>Bar Readers' drinks (2012)</p> <p>Christmas Drinks Subcommittee (2011-2013)</p> <p>Women and Wine Function Subcommittee (2012)</p> <p>Membership Subcommittee (2013)</p> <p>Logo revamp (2013)</p> <p>EOFY drinks (2013)</p> <p>Corporate Launch (2013)</p> <p>Constitutional Amendments (2013)</p> <p>LinkedIn profile (2013-14)</p> <p>Events Subcommittee (2014)</p> <p>AWL conference subcommittee (2014)</p>

<p>Shelley O'Connell Secretary</p> 	<p>Member of WLASA and the Committee since 2006.</p> <p>I joined the Committee as I was attracted to the idea of having a role in an Organisation whose objects are to promote equality for women in our profession and to strengthen support for women in our profession in terms of networking, relationship-building, socialising and fundraising for charity groups with a similar ethos.</p> <p>I enjoy feeling part of a wider group of women with similar ideas and objectives, and I also enjoy organising events that bring us all together, such as our annual Christmas Drinks with the Judiciary.</p> <p>More recently I have focused on policy issues and am grateful for the opportunities that WLASA has to make comment and submissions on important gender and equality matters facing the profession and the wider community.</p> <p>I think I bring to WLASA commitment and enthusiasm and a desire to see our Association reach its goals as best we can.</p>	<p>Past President (2010-2011)</p> <p>Christmas Drinks Subcommittee (2012-2013)</p> <p>Annual Report (2013-14)</p> <p>Marriage Equality Working Group (2013)</p> <p>Policy Subcommittee (2014)</p>
<p>Laura Kessner Treasurer</p> 	<p>Member and Committee Member since September 2012.</p> <p>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.</p> <p>My current employer has demonstrated to me that it is possible for companies to keep up with current recommendations and changes in women's rights as they are recognised as an equal opportunity employer and promotes equal opportunity for women in the workplace in accordance with the Equal Opportunity for Women in the Workplace Act 1999 (Cth).</p>	<p>Christmas Drinks (2012-3)</p> <p>Membership Subcommittee (2013-14)</p> <p>AWL conference subcommittee (2014)</p>

<p>Amy Challans (AWL Director)</p> 	<p>Member of the Association and the Committee since 2006. Secretary since 2009. Vice President Australian Women Lawyers and Member Law Council of Australia – Equalizing Opportunities in the Law Committee.</p> <p>I joined WLASA so that I could be actively involved in bringing a female perspective to the culture of the legal profession and to meet likeminded individuals.</p> <p>I bring to the Committee firsthand knowledge as an employee relations practitioner of the people and business challenges faced in shaping/influencing cultural change in the workplace which is essential to the work of the Association in advancing the adoption of practices/attitudes that support the advancement and promotion of women in the legal profession.</p> <p>One of things that I enjoy most about being on the Committee is working with a group of likeminded, highly dedicated and enthusiastic professionals.</p>	<p>Christmas Drinks Subcommittee (2012)</p> <p>AGM Report Subcommittee (2011-2012)</p> <p>Website Redevelopment (2011-2013)</p> <p>AWL conference subcommittee (2014)</p>
<p>Toni Emanuele</p> 	<p>I have been a member of the Association and the Committee since 2012.</p> <p>I joined WLASA because it was an opportunity to meet women within the profession and other areas. The Association and Committee provide a great platform to address women's rights and issues. I enjoy being part of a diverse group of women who share similar objectives and ideas.</p> <p>I bring to the Committee my enthusiasm, interest for social justice and experience within the legal profession.</p>	<p>AGM (2013)</p> <p>Education and CPD Subcommittee (2014)</p>

<p>Adeline Lim</p> 	<p>I have been a member of the Association and Committee since 2011.</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.</p> <p>I bring to the Committee my experience of being in private practice both here and overseas and also as an In-house practitioner. I believe that I contribute enthusiasm and new ideas to the Committee.</p>	<p>Movie Night Subcommittee (2012)</p> <p>Alternate Careers Fair Subcommittee (2012)</p> <p>Facebook Subcommittee (2012)</p> <p>Membership Subcommittee (2013-14)</p> <p>Margaret Nyland Long Lunch (2013)</p> <p>AWL conference subcommittee (2014)</p>
<p>Leah Marrone</p> 	<p>I have been a long-time advocate fighting against gender discrimination and inequity in our community, involved in International Women's Day, Reclaim the Night as well as my work representing young workers with issues such as sexual harassment and pregnancy discrimination in the workplace. I put my hand up for the committee last year because I want to contribute to making the profession more equitable and in particular addressing issues of work value.</p> <p>I also have an interest in continuing professional development and I hope to remain on the committee in the next financial year to assist in the running of the national Woman Lawyers conference in October.</p> <p>I have thoroughly enjoyed working with the outstanding and dedicated women on the committee this year.</p>	<p>Policy Subcommittee (2013-14)</p> <p>AWL Conference Subcommittee (2013-14)</p>
<p>Amy Nikolovski</p> 	<p>I originally joined the Women Lawyers' Association of SA Inc in April 2009 and was appointed to the Committee in May 2011.</p> <p>I joined the Committee as I have an interest in Women's issues and in particular to promote women lawyers in what was a male dominated profession.</p> <p>I bring to the Committee my passion for social justice in addition to a "Young Lawyer" perspective and have the ability to use my current position as Chair of the Young Lawyers Committee to promote women's issues to those new to the profession.</p>	<p>Movie Night Subcommittee (2012-13)</p> <p>Events Subcommittee (2012-14)</p> <p>Facebook Subcommittee (2012)</p> <p>Christmas Drinks (2012)</p> <p>Corporate Membership Launch (2013)</p> <p>Margaret Nyland Long Lunch (2013)</p>

<p>Rose-Marie Read</p> 	<p>I joined the committee to give the opportunity for me to give back to the community of female lawyers in which I have been a part since joining Law School at Adelaide University in 1973! Also because when I attended the last AGM a member of the committee with the most years in practice rotated off the committee so I felt duty bound to offer to come on board simply to provide support where hope and enthusiasm engendered from the pursuits of the past might add to the mix of youth and energy for productivity and promise for the future already existent in the committee. And this certainly has been my experience of our serving committee!</p>	<p>Education and CPD Subcommittee (2014)</p>
<p>Rebecca Sandford</p> 	<p>I joined WLASA in order to meet other women lawyers in different areas across the profession, and because I was inspired by the work done by WLASA when I had attended its events in the past. Joining the Committee was an unplanned decision at the AGM in 2013 when I got “swept up” in the moment during a call for nominations - I haven’t looked back since though! I bring to the Committee my background and experiences in civil litigation and dispute resolution, together with my experiences on a range of regulatory and governance committees for the Law Society, and my love of organisation, events and new ideas.</p>	<p>Education and CPD Subcommittee (2014)</p>
<p>Christina Von Muenster</p> 	<p>I have been a member of WLASA and the Committee since September 2006.</p> <p>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.</p> <p>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 and working to improve the services we provide to our membership.</p>	<p>Past President (2011-2012)</p> <p>Movie Night Subcommittee (2012)</p> <p>Membership Subcommittee (2012-14)</p> <p>Website Redevelopment (2012-14)</p> <p>Constitutional Amendments (2013)</p>

Ilona Schultz



Special mention must be made of Ilona who previously sat on the committee between December 2009 to March 2013, as a member and as Treasurer, whereupon she travelled overseas for 7 months. Ilona returned from overseas in November 2013. She has since assisted the Committee by invitation and has been invaluable in her support, most recently joining the Events Subcommittee to assist with WLA events, the AWL Conference Subcommittee to assist the AWL President in hosting the AWL National Conference in Adelaide this year, and drafting an article as part of WLA's larger contribution to the August edition of the Law Society Bulletin.

AUSTRALIAN WOMEN LAWYERS



AWL Report 2013/2014

The previous financial year (2013/2014) for Australian Women Lawyers' (AWL) has extremely busy with AWL celebrating its 15th anniversary, planning and promoting its National Conference and appointing a new President and Vice President.

During this timeframe AWL held face to face meetings in Melbourne (August 2013) and Adelaide (November 2013).

The AWL Board of Directors for the period 1 September 2013 – 30 June 2014 consisted of the following members:

- Amy Challans - President - Women Lawyers Association of SA
- Susan McNeil - Vice President - Women Lawyers' Association of Queensland
- Bridget Rheinberger - Secretary - Tasmania Women Lawyers
- Suzanne Kirton - Treasurer - Women Barristers Association of Victoria
- Karen Twigg - Women Lawyers' Association of Australian Capital Territory
- Rebecca Barry - Women Lawyers' Association of New South Wales
- Stephanie Tresize-Conroy - Northern Territory Women Lawyers' Association
- Juliana Marshall - Victorian Women Lawyers
- Elspeth Hensler - Women Lawyers Association of Western Australia

During 2013/2014 financial year AWL focused strongly on increasing its national profile, being active in the media on a range of key issues impacting upon its members and planning and promoting its national conference. In particular, has AWL actively lobbied State and Territory Law Societies to support the adoption of the recommendations contained in the National Attrition and Reengagement Study (NARS) and has made a range of submissions including a submission endorsed by all of its State and Territory Women Lawyer Association Presidents to the Law Council of Australia on the NARS.

One of the key events hosted by AWL in 2013/2014 was its 15th Anniversary gala dinner at the Grand Hyatt in Melbourne. Approximately 200 guests joined the Hon. Chief Justice of the High Court Robert French and the Hon. Chief Justice of the Family Court of Australia Diana Bryant to mark this milestone. The evening featured an entertaining key note speech from Amanda Vanstone and video messages from its past Presidents who reflected on their achievements during their term as President. The location of the event was chosen in

recognition of the Grand Hyatt being the location of AWL's official launch on 9 September 1997. The night couldn't have been possible without Foley's List and Jacinta Fish Legal Recruitment who sponsored the evening.

During 2013/2014 AWL also released its first electronic version of Themis and launched a range of new resource pages on its website including a dedicated policy section of the website bringing together the publications and submissions of its State and Territory constitutional bodies and a dedicated one stop shop page on the NARS.

During 2013/2014 the President of AWL was invited to provide the key note address at the Lawyers Weekly annual Women in Law Awards in Melbourne, to provide the closing remarks to Michael Kirby's speech at the Margaret Nyland Long Lunch in Adelaide, to launch the AWL conference in Brisbane, attend Foley's List celebration of Women in the Law event in Melbourne and present to the Council of the Law Society of SA on the work being undertaken by AWL.

The AWL president has also commented extensively in the media on a range of key topics related to the objects of AWL including a feature article in the Australian on paid parental leave and key note comments in range of publications on the findings and recommendations of the NARS.

In 2014/2015 AWL looks forward to an exciting and challenging year as it hosts its biennial national conference in Adelaide from the 3-5 October 2014 and lobbies the profession to adopt the LCA recommendations arising from the NARS.

Amy Challans, President AWL

EVENTS SUBCOMMITTEE REPORT

Subcommittee Members:

- Daniella Di Girolamo (Chair)
- Amy Nikolovski
- Ilona Schultz (by invitation)

The events calendar for this financial year got off to a quick start with End of Financial Year Drinks at the Wright Street Hotel on 5 July 2013. That event was followed by corporate membership launch, which was a fantastic event held at the Marquis on 31 October.

As always, our Christmas Drinks with the Judiciary was a highlight of the calendar. Over 70 members attended at the Kings Head hotel to enjoy networking, live music, drinks and refreshments.

For the first time this year the WLA decided to hold a calendar launch for the 2014 year. The launch was held at the Wright Street Hotel on 28 February 2014. Many thanks to our designer Nadia for her great work in putting together the calendar.

Last but not least, the Margaret Nyland long lunch rounded out this financial year. The event was again a resounding (sell out) success and we look forward to continuing our partnership with the Law Society of South Australia in what has become such a popular event in only two short years.

I would like to extend my heartfelt thanks to an extremely hardworking member of the events Subcommittee, Amy Nikolovski, as she steps down from the committee this year. Amy has been integral in the transformation of WLA events over the last few years, and has played a major role in the organisation of the enormously successful Margaret Nyland Long Lunch. We cannot thank her enough.

As for what's still to come, Ilona and I look forward to the next year and to seeing all of our members at future WLA events.

Daniella Di Girolamo



MEMBERSHIP SUBCOMMITTEE REPORT

Subcommittee Members:

- Laura Kessner (Chair)
- Adeline Lim
- Christina von Muenster

2013-14 was an exciting year for the Membership Subcommittee as we have seen a significant increase in our membership subscriptions.

Following the practise of the Women Lawyer Associations in Victoria and New South Wales, WLA(SA) launched our own Corporate Membership offering. Our Corporate Membership package enables all legal staff (male and female) of each member firm or organisation to attend our events at membership prices and receive our communications. A Launch event was hosted in October 2013 at The Marquis on Gouger St. We invited a number of the larger Adelaide firms to the launch and our Patron, the Honourable Margaret Nyland AM joined us for the milestone event. It was a very successful event with several firms joining our organisation in response to the invitation.

We currently have 14 Corporate Members who are listed on the Corporate Membership page of our website. It is hoped that the money and support we raise through Corporate Membership will enable the Committee to put on many more professional events and to reach a larger audience amongst the profession.

WLA(SA) also saw many new Individual Members join in response to our first (of many) CPD seminars which was held in March (see the Education Subcommittee's report for more information).

In addition to the launch of corporate membership and CPD seminars, we have established a "Find a Female Lawyer" listing on our website. The listing provides a means for the public and other professionals to specifically source female solicitors and barristers practicing in Adelaide. The listing is open to all our Individual Members who opt-in on their Membership/Renewal Form.

Administratively, the Subcommittee has been reviewing the manner in which we communication with members (through email, website and social media) and updating membership brochures and forms.

Laura Kessner

EDUCATION AND CPD SUBCOMMITTEE REPORT

Subcommittee Members:

- Rebecca Sandford (Chair)
- Rose-Marie Read
- Toni Emanuele

On 4 March 2014 WLASA held its inaugural CPD Event, in the form of a panel discussion on Ethics Hypotheticals, chaired by Committee Member Rebecca Sandford. The event was well attended, including by a number of individuals from Corporate Member firms, and from feedback we have received the session was considered to be useful and engaging. Attendees were not only able to collect a compulsory CPD point from the session but also had the opportunity to network with other members at drinks generously put on by our hosts Minter Ellison ahead of the seminar. Many thanks go to Minter Ellison and to our panellists, The Honourable Margaret Nyland AM, Mark Rankin from Flinders University, Kerry Clark from Murray Chambers and Gaetana Marjas from Tindall Gask Bentley.

On 31 March 2014 Committee Members Christina von Muenster and Rebecca Sandford attended the annual Flinders University Law School Careers Fair, where we provided information to many students about the role and functions of WLASA. We have attended this Fair for a number of years now and appreciate the opportunity to talk directly with students not only about WLASA but also generally about career opportunities in the Law. Many thanks to Flinders University (in particular Julia Parker and law school volunteers) for the invitation to and assistance at this event.

In September 2014 WLASA will hold its second CPD Event, on the topic of "Lawyers and the Media". Details to follow soon. We also anticipate conducting an alternative careers seminar in conjunction with the Adelaide University Law Students Society later this year, where we will aim to give students information about career options and progression beyond traditional private firms.

Rebecca Sandford

POLICY SUBCOMMITTEE REPORT

Subcommittee Members:

- Taruna Heuzenroeder (Chair)
- Shelley O'Connell
- Leah Marrone

In January 2014 WLASA's policy subcommittee completed a submission to the Australian Human Rights Commission's (AHRC) National Review '*Supporting Working Parents: Pregnancy and Return to Work*'. Thanks are due to Leah Marrone for her work on that submission.

The policy subcommittee of WLASA has also spent considerable time this year considering the Law Council's '*National Attrition and Re-engagement Study Report*', which has already caused considerable reaction in the profession and the media generally. The Law Society of South Australia has formed a working group of its Council to consider this report and related issues. Similarly, the report has prompted the formation of a Women Barristers Committee of the South Australian Bar Association. WLASA looks forward to working with all stakeholders to properly respond to the findings of the Law Council's report.

Taruna Heuzenroeder

Attachment A: Role Descriptions as at April 2014

- 1.** President/Vice President
- 2.** Secretary (full procedure outline available upon request)
- 3.** Treasurer
- 4.** Policy Subcommittee
- 5.** Education and CPD Subcommittee
- 6.** Events Subcommittee
- 7.** Membership Subcommittee
- 8.** Website/Social Media Administrator