

WLASA INVITES YOU TO

# 125TH ANNIVERSARY OF WOMEN'S SUFFRAGE

26 SEPT 2019 | 5:30-7:30PM  
BONYTHON HALL, NORTH TERRACE,  
ADELAIDE



## ANNUAL REPORT

Women Lawyers' Association  
South Australia Inc





## Annual Report 2019/2020

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## THANKS TO OUR SUPPORT TEAM

We are incredibly fortunate to have the ongoing contracted administrative services of Robyn Dibben. Robyn has been with us for just over three years now and notwithstanding her increasing workload, she has continued to provide the WLASA with seamless administrative support. We would be lost without her.

Our sincere thanks and gratitude to the Honourable Margaret Nyland AM who is a continual source of inspiration, support and guidance as our Patron.



## THE WOMEN LAWYERS' ASSOCIATION OF SOUTH AUSTRALIA INC.

The Women Lawyers' Association of South Australia ('the WLASA') 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. The WLASA is a constituent body of the national organisation, Australian Women Lawyers ('AWL'). The WLASA makes representation to Parliament and other bodies on issues that impact the status of women in the law and society more generally. The WLASA also provides opportunities for networking amongst women members of the legal profession and hosts continuing professional development seminars.

Ordinary Membership of the WLASA is open to all individuals who hold a law degree, are studying law or are 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 the WLASA demonstrates that the individual or organisation wishes to advance the interests of women under the law and women legal practitioners in South Australia.

## MISSION STATEMENT

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

## STRATEGIC PRIORITIES

The WLASA's strategic direction is underpinned by the following three strategic priorities:

- To position the WLASA as a leading resource and advocate for women in the legal profession at all stages of their careers;
- To become a peak body representing the legal rights and interests of women across all areas of society by influencing the reform of policy, legislation and legal processes; and
- To maintain the effective and appropriate operation of the WLASA to ensure sustainability and support the delivery of services to its members.

In achieving its strategic vision the 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 the WLASA. The 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, the WLASA aims to earn the respect of all parties with whom it deals and interacts.

As a professional association, the 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 the WLASA and are its most important asset. It is essential to the WLASA that its members feel proud of their involvement and participation in the WLASA and receive benefit from their membership.

### EXCELLENCE

The 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.

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

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



*Pictured: Guests enjoying our event in celebration of the 125th Anniversary of Women's Suffrage in South Australia.*



*Pictured: WLASA President Kymberley Lawrence, Treasurer Marissa Mackie and Policy/Education Subcommittee Chair Rebecca Clifton together with Deputy Premier, Attorney General, Hon Vickie Chapman MP at their meeting on 11 March 2020.*

# GOVERNANCE STATEMENT

## INTRODUCTION

The WLASA is incorporated under the Associations Incorporations Act (1985) (SA). The 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 Tax Office.

The business and affairs of the WLASA are overseen and controlled by a committee. The committee comprises WLASA Ordinary Members elected to office bearer positions, namely President, Vice President, Treasurer and 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 the WLASA submits an Annual Information Statement to the Australian Charities and Not-For-Profits Commission each year.

The WLASA is governed with integrity and in a responsible, transparent and accountable manner.

The committee is dedicated to achieving the objectives of the WLASA by implementing key strategies to support those objectives.

The committee meets once a month for the purposes of overseeing and implementing all aspects of the WLASA's Strategic Plan, its objectives and values. The committee reviews its performance by measuring the outcomes of its yearly actions against its objectives and its legal obligations.

During the period 1 July 2019 – 30 June 2020, 8 formal meetings of the committee were held. The December 2019 meeting was followed by a committee Christmas Dinner. A Strategic Planning Day was held on 9 February 2020.

## THREE YEAR STRATEGIC PLAN 2020 – 2023

Over the past 12 months the committee has been working towards developing a new, three year strategic plan. The 2020-2023 Strategic Plan was endorsed by the committee at the Strategic Planning Day on 9 February 2020 and was circulated to members in April 2020.

The Strategic Plan focusses on three strategic priorities that will be implemented over the term of the Strategic Plan. These priorities reflect the WLASA's commitment to:

- Taking active steps to increase the reach of its work to ensure that the evolving needs of the WLASA's growing and diverse membership base are addressed;
- Supporting all women in the legal profession and in the community more broadly to achieve genuine equality; and
- Achieving ongoing improvement of the organisation to ensure its sustainability and to strengthen its capacity to have a positive effect and act as a catalyst for change in both the legal and wider community.

The WLASA is confident that this plan, supported by an ongoing dialogue and engagement with our members, will allow it to deliver targeted outcomes and, most importantly, meet the expectations of its members.

## COMMITTEE COMPOSITION

The names and details of all committee members in office up to 30 June 2020 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 the WLASA, its business and affairs.

## **SUBCOMMITTEES**

To assist in the execution of its responsibilities, the committee has established a number of subcommittees. These subcommittees operate to focus on specific strategic objectives.

The current permanent subcommittees are the Policy/Education Subcommittee, the Events Subcommittee, the Member Benefits Subcommittee and the Website/Social Media Subcommittee.

Role descriptions for the office bearer positions and permanent subcommittees 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.

## **MEMBERS' ROLE**

The Constitution of the 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; and
- conduct any other business placed on the agenda before the commencement of the meeting.

All financial members of the 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 1 September 2020.

The WLASA committee encourages all of its members to attend the AGM.

## **COMMUNICATION TO MEMBERS**

The WLASA continues to enjoy a growing membership from all different corners of the profession and State. It is incredibly important to the committee that all members are regularly informed about, and are actively engaged in, the work of the WLASA.

### **Annual Report**

The WLASA prepares an Annual Report that is made available to all members. The Annual Report provides information on the WLASA's mission and objectives and provides an overview of the WLASA's achievements in the past year. The Annual Report also details all information required to be disclosed by the WLASA under its operating rules and policies and/or as required by law.

A copy of the Annual Report can be downloaded from the WLASA website following its Annual General Meeting.

## **Find a Female Lawyer Directory**

This year marks the fourth anniversary of the WLASA's 'Find A Female Lawyer' Directory. The Directory provides a vehicle for anyone looking for a female lawyer in South Australia to search the directory through the WLASA website according to a practitioner's name, firm, location or practice area. The Directory also allows women lawyers to promote their areas of expertise in the competitive South Australian legal market.

A key part of the WLASA's strategy for the 2020/2021 financial year is to expand the promotion of the Directory to a wide number of community organisations. The WLASA will also encourage practitioners listed on the directory to submit their professional profiles and/or information about the work they are doing so that we can promote and advertise their work through the WLASA's various social media platforms. The WLASA is also looking to expand the scope of the Directory to include female barristers and academics within South Australia.

## **President's report**

This year, the WLASA President, Kimberley Lawrence, has continued to circulate a regular report to WLASA members.

The reports have covered a variety of topics including the issue of the gender pay gap, abortion law reform in South Australia, 10 of the most memorable moments for women in 2019, the outcome of the WLASA Strategy Day in February 2020 and the newly developed 2020-2023 Strategic Plan.

## **WLASA Newsletter – 'In her Words'**

It is incredibly important to the WLASA that all members are informed and actively engaged in the work of the WLASA. With this in mind the WLASA has added a further string to its communications bow by publishing a regular e-newsletter to members.

The newsletter aims to provide an informative and engaging snapshot of the work of the WLASA, to give an overview of the events that have been held in the previous month and set out key dates for the diary. It also includes links to articles of interest and the President's report.

## **Social media**

The WLASA Facebook page is an important vehicle for communication with our members and the wider public. In addition to posting regularly on issues of interest, this year we started a closed Facebook group for WLASA members. The WLASA Facebook page has gained 300 new followers over the last 12 months to bring the total number of followers to over 1,600.

The WLASA also has over 500 followers on Twitter.

## **Member emails**

Regular emails are distributed to members who have submitted their email addresses to the WLASA on issues such as providing notice of WLASA and external events and other key information for members.



*Pictured: On 23 October 2019, the WLASA committee had the pleasure of being shown around the South Australian Parliament by the Hon Susan Close MP and the Hon Irene Pnevmatiokos MLC whilst discussing many of our policy projects and priorities.*



*Pictured: Members of the committee at its strategic planning day held on 9 February 2020.*

# PRESIDENT'S REPORT

**Kymerley Lawrence**

Welcome to the **WLASA**  
Annual Report for the  
2019/2020 financial year.



*Pictured: WLASA President Kymerley Lawrence and the Hon. Vickie Chapman MP, South Australia's first woman Deputy Premier and Attorney-General*

## **Welcome**

Welcome to the WLASA Annual Report for the 2019/2020 financial year.

It seems like a lifetime ago that the members and friends of this vibrant, innovative and dynamic Association came together on a balmy November night in 2019 for the WLASA's much loved Drinks with the Judiciary event.

Although the world has well and truly been turned on its head since that time, it is clear to our committee that providing support to our members at this incredibly difficult and uneasy time has never been more important.

We understand that this is a challenging time for many of our members and we know how important a sense of community is in times of such uncertainty. What has always remained a constant for us is our commitment to support you, our members, and identifying ways to best support your needs.

Although some of the initiatives that we had planned to bring you in 2020 have had to look a little different due to the restrictions that COVID-19 have placed upon us all, we have nevertheless remained determined to continue the work of the WLASA and, in doing so, ensure that our members are able to benefit from as many of the initiatives that we had planned for 2020 as possible.

## **2020-2023 Strategic Plan**

The WLASA's 2020-2023 Strategic Plan ('the Strategic Plan') was endorsed by the committee at the WLASA Strategy Day held in February 2020.

Following feedback and suggestions received from members in the WLASA's 2019 Engagement Survey, the Strategic Plan focusses on three strategic priorities that will be implemented over the term of the Strategic Plan, namely:-

1. To position the WLASA as a leading resource and advocate for women in the legal profession at all stages of their careers.
2. To become a peak body representing the legal rights and interests of women across all areas of society by influencing the reform of policy, legislation and legal processes.
3. To maintain the effective and appropriate operation of the WLASA to ensure sustainability and support the delivery of services to its members.

These priorities reflect the WLASA's commitment to: -

4. Take active steps to increase the reach of its work to ensure that the evolving needs of the WLASA's growing and diverse membership base are addressed;
5. Support all women in the legal profession and in the community more broadly to achieve genuine equality; and

- Achieve ongoing improvement of the organisation to ensure its sustainability and to strengthen its capacity to have a positive effect and act as a catalyst for change in both the legal and wider community.

The WLASA is confident that this plan, supported by an ongoing dialogue and engagement with our members, will allow us to deliver targeted outcomes and, most importantly, meet the expectations of its members.

I encourage you to review the Strategic Plan and the agreed initiatives that will take place in 2020 as part of the Strategic Plan.

### **Membership engagement**

The WLASA enjoys a wonderfully diverse (and excitingly increasing!) membership base. A key priority for the WLASA is to ensure that the work of the WLASA remains relevant, useful and responsive to the differing needs of each of our members.

Last year we welcomed three University Student representatives, Anya Miller, Airdre Mattner and Ashleigh De Silva to the committee. They have been working hard on several exiting initiatives that will be rolled out in the coming months.

We have also been working closely with Women at the Bar on issues relating to sexual harassment in the professional and equitable briefing.

As a number of our membership have found themselves working from home since the onset of COVID we have made a concerted effort as a committee to focus on ensuing that we maintain regular communication with members.

To this end I have continued to publish my regular President's reports and circulate our e-newsletter 'In Her Words.'

With now over 1600 followers, the WLASA Facebook page continues to serve as an excellent vehicle for communication with our members and the wider public. We also established a closed Facebook Group able to be accessed only by our members. Please feel free to join that Group if you haven't already.

Special thanks to the Website and Social Media Subcommittee for the considerable effort and time they have invested into our social media platforms.

As a committee we enjoy getting to know as many of our members as possible.

At the International Women's Day Breakfast held on 6 March 2020, we were thrilled to be joined by Tyneil Flaherty, Barrister, Murray Chambers who was the winner of our WLASA Members' Competition for her CPD topic suggestion.



*Pictured: Committee members Bimaya de Silva, Kymberley Lawrence, Rebecca Claffon and Lucie Lock together with competition winner and member Tyneil Flaherty at the International Women's Day breakfast on 5 March 2020 at the Adelaide Convention Centre.*

We also continue to support our members through the 'Find a Female Lawyer' Database initiative. The WLASA is incredibly proud of this initiative and we see it as an important means of helping to advance women in the South Australian legal profession.

In the coming year we will be expanding the promotion of the directory to a wide number of community organisations and will be encouraging practitioners on the directory to send us their professional profiles and/or information about the work they are doing so that we can promote and advertise their work through our social media platforms.

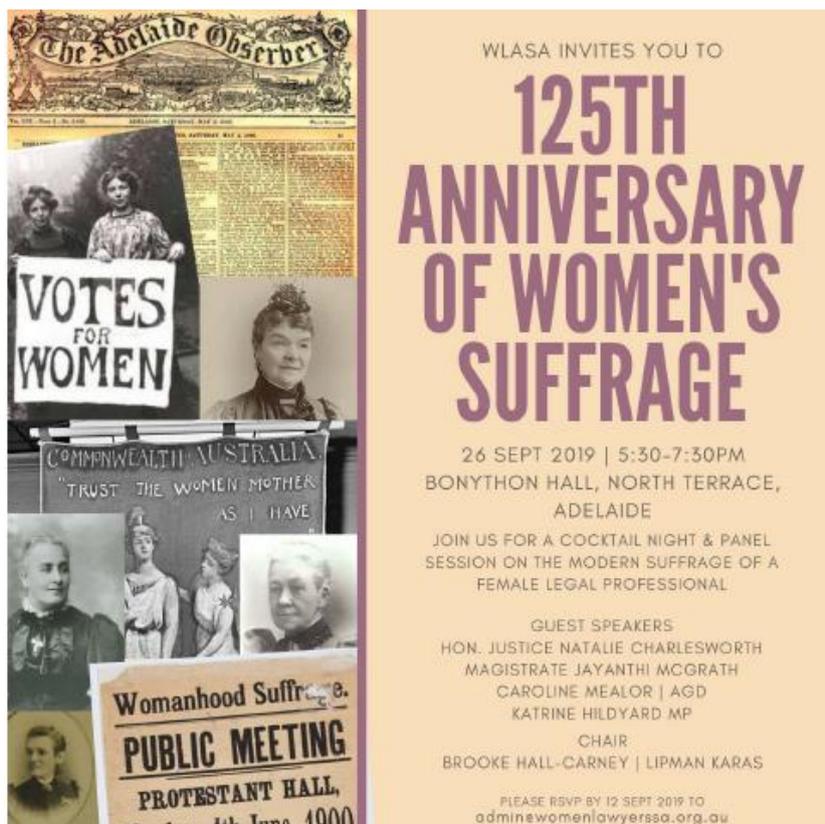
Next year, we will also be encouraging our corporate members and Charter signatories to profile their work through our social medial channels.

### Events, Education and Networking

The newly formed Events Subcommittee has continued to work incredibly hard to develop new and exciting projects and hold events to benefit our members, the legal profession and women more generally.

This year we were witness to a powerful moment in history as we commemorated the 125th Anniversary of Women's Suffrage in South Australia. The WLASA celebrated this momentous occasion at our panel event held at Bonython Hall on 26 September 2019 where we explored the topic of modern suffrage and what it means in today's profession. The WLASA was honoured to receive a grant from the Office for Women to assist and support our celebration of this very special event.

A huge thanks to our panelists the Honourable Justice Natalie Charlesworth, Magistrate Jayanthi McGrath, Caroline Mealor, Katrine Hildyard MP and our Chair, Brooke Hall Carney for generously lending us their wisdom and their valuable insights and to Laura Grenfell for her introductory remarks.





*Pictured: On 26 September 2019, the WLASA hosted an event at Bonython Hall in celebration of the 125th anniversary of women's suffrage in South Australia. Our fabulous speakers (L to R) were Caroline Mealar, Hon. Justice Natalie Charlesworth, Katrine Hildyard MP and Magistrate Jayanthi McGrath. Our Chair was Brooke Hall Carney.*

To mark this incredibly significant millstone the committee also launched the 'Women Suffragists Series' on the WLASA Facebook page for the month of September 2019.

We rounded out 2019 with one of the most beloved events on the WLASA's annual calendar – the 'Drinks with the Judiciary' event on 28 November 2019. This event continues to go from strength to strength with over 150 members of the profession and the judiciary attending.

We were thrilled to announce the winner of the 2019 Dr Robyn Layton AO QC award, Zita Ngor, the CEO of the Women's Legal Service of South Australia at the event.

We also raised \$780 in our infamous Christmas Raffle for our chosen charity for 2019/2020, Safe Pets Safe Families. Sincere thanks to our generous raffle donors La Prova Wines, Lipstick Society, the Kangaroo Island Shop, our very own committee member and baker extraordinaire Rebecca Clifton, WLASA Corporate Members Andersons, Lipman Karas and Minter Ellison, Make up Artist, Ant Adams and renowned Australian and International Art Consultant, Roger McIlroy.

In addition to the \$780 raised in the raffle, the WLASA contributed a further \$1,220 toward a total donation of \$2,000 to Safe Pets Safe Families.

Unfortunately, the onset of COVID-19 meant that the exciting plans we had for our annual Margaret Nyland Long lunch were required to be put on hold this year, but here's hoping that we will be able to host the event again next year and that it will be bigger and better than ever.

My sincere thanks to the Events Subcommittee for their commitment and determination to continue to bring engaging events to our members despite the challenges of COVID-19. Quickly coming to grips with the concept (and technology) of virtual events, they hosted the WLASA's first online event on 15 May 2020 – a Mindfulness and Wellbeing Seminar. The event was incredibly well received by members and helped to provide members with a little calm in the storm of 2020.



*Pictured: Speaker at our Mindfulness and Wellbeing online seminar, Mayanthi from The Gracious Life.*

## Professional Education

Our CPD program continues to remain an important and incredibly popular feature of our annual calendar. A huge thanks must go to the members of the Policy/Education Subcommittee for the time and energy they dedicate to putting together a relevant, topical and incredibly professional CPD program each year and this year's program has certainly been no exception.

At our first CPD for 2019 (held in March 2019) we tackled the issue of 'Tips for how to smash the glass ceiling.' Our stellar panelists - Magistrate Jackson, Alison Shaw, Suzanne McKenzie and Cheryl Phillips shared their perspectives on the importance of women holding leadership and advocacy roles and the challenges that women leaders, senior women in the profession and those aspiring to be leaders face. Sincere thanks to Cowell Clarke for hosting the event at their offices.

We had such an overwhelming response to that CPD that we decided to continue the conversation around 'Tips for How to Smash the Glass Ceiling' at the WLASA's second CPD for 2019, held on 31 October 2019.

The discussion was led by our fantastic panellists, Her Honour Judge Leisl Chapman, Her Honour Judge Penelope Kari, Laura Stein the Assistant Crown Solicitor, Attorney Generals Department and Tania Leiman, Dean of Law at Flinders University. Sincere thanks to Lipman Karas for hosting the event at their offices.

*Pictured: On 31 October 2019, the WLASA held part 2 of its sold out CPD panel series "How to Smash the Glass Ceiling" at Lipman Karas.*



## Professional Reform

Although the world as we know it has come to a standstill in a number of ways, the issues that plague our profession and their impacts, have not.

In what has been described as our profession's own #me too moment, the allegations of sexual harassment perpetrated by Dyson Heydon earlier this year were shocking and provided yet another example of the devastating impacts of sexual harassment and bullying which remain pervasive in our profession.

The attrition rate of women lawyers is high, and experiences of sexual harassment are one of the key reasons why women leave the law. This is damaging and costly – for individuals, for firms and for the current and future standing of the legal profession.

Although this issue is far from new, real momentum exists at senior levels of the profession to see this issue eradicated once and for all.

I commend the WLASA's peak body, Australian Women Lawyers (AWL) for the strong leadership they have shown on this issue.

Following the AWL's National policy meeting on 29 May 2020 the WLASA, together with a number of other women lawyer associations across Australia, collaborated to work towards producing a National policy strategy to address this issue. Following this meeting the AWL released a policy paper titled 'Seven Strategies for Addressing Sexual Harassment in the Profession' that sets out seven actions which could be adopted to address the issue of sexual harassment more directly.

A huge acknowledgment must go out to WLASA committee member, AWL Vice President and the WLASA's representative on the AWL Committee, Leah Marrone who has very much lead from the front and worked tirelessly on the issue.

The WLASA is continuing its work to embed some of these concrete strategies across the South Australian legal profession. We look forward to sharing some of these important initiatives with you in the coming months.

However workplaces must also take positive steps to identify and address sexual harassment and bullying. The necessary cultural change must start at the top, and those in positions of power in the profession in particular, must call out inappropriate conduct when they see or hear it.

It is for this reason that we believe that the WLASA's 'Charter for the Advancement of Women in the Legal Profession' has a pivotal role to play in eradicating these barriers.

Following its initial introduction in 2019, the Charter continues to be embraced by a number of members of the profession with Andersons, ElectraNet, Fisher Jeffries, Gilchrist Connell, Resolve and PGC Legal already agreeing to sign up to the Charter.

The Charter and its associated Guidelines can be found on the WLASA website. I certainly encourage all firms across South Australia who are yet to sign up to the Charter to consider doing so.

In the 2020/2021 membership year we will be launching our first series of information and panel events addressing a number of key pillars of the Charter, including flexible work practices, sexual harassment and equitable briefing. We are very much looking forward to bringing those sessions to our Charter Signatories and our corporate members.

I am proud of the strong stance adopted by the WLASA with respect to the content of the 'Guidelines: Dress Standards in Court' initially published by the Law Society of South Australia in May 2020. These Guidelines sought to outline accepted court attendance dress standards and to provide clarification around dress standards for young practitioners.

It was the committee's view (and one that was shared overwhelmingly by our members) that the Guidelines were outdated, overly conservative, and based on unconscious biases against women.

In response to the publication of the Guidelines, the committee wrote to the Law Society expressing our concerns about the Guidelines and urging it to amend the Guidelines.

The position adopted by the committee was reported in Lawyers Weekly on 25 May 2020 in an article titled 'Times have moved on: Women Lawyers reject SA dress code.'

Following some very useful discussions with the Law Society, the Law Society agreed to amend the Guidelines to remove the outdated and sexist references, place a stronger emphasis on the need for appropriate attire reflecting the solemnity and respect required in Court and reduce the focus on gendered clothing.

The WLASA is pleased to see that the Law Society took on the feedback of the WLASA and, most importantly of you, our members, and that they have largely addressed the WLASA's concerns with the original Guidelines.

We look forward to ongoing discussions and consultation with the Law Society in relation to matters like these in the future.

## **Campaigning for Women in the Community**

One of the WLASA's key objectives is to achieve justice and equality for all women and the Policy/Education Subcommittee led by Rebecca Clifton has dedicated enormous time and effort into campaigning for a number of key policy priorities.

The Policy/Education Subcommittee has continued to work closely with the Sex Industry Decriminalisation Action Committee (SIDAC) to support the decriminalisation of sex work in South Australia.

It has also continued its work campaigning in support of abortion law reform. The WLASA also proudly supports the South Australian Abortion Action Coalition by volunteering time on law reform projects.

I sincerely thank the Policy/Education Subcommittee all for their tireless and dedicated work on these incredibly important issues.

I am also pleased to report that we have continued to strengthen the relationship the WLASA has built with the first ever Female Attorney General, the Honourable Vickie Chapman MP.

WLASA Acting Vice-President Marissa Mackie, Policy/Education Subcommittee Chair and I met with the Attorney General on 11 March 2020. During that meeting we had a very engaging and productive discussion about the WLASA's strategy and objectives going forward and issues such as sexual harassment in the profession and the work we are doing to implement the Charter.

We look forward to working together with the Attorney General on a number of further issues and initiatives in the future.

## **Recognising women**

The WLASA's Dr Robyn Layton AO QC Award is awarded each calendar year to a female practitioner in South Australia who, like Dr Layton AO QC, has made an outstanding contribution to her field.



*Pictured: Zita Ngor.*

The winner of the 2019 Dr Robyn Layton AO QC award was Zita Ngor, the CEO of the Women's Legal Service of South Australia.

Zita has been a long standing champion in our industry and the wider legal community. She was the first Sudanese female law graduate in Australia. She has worked consistently with the Indigenous people of the APY lands and, as part of that work, has presented workshops addressing the issue of domestic violence.

The Women's Legal Service plays a key role in advocating for the most vulnerable women in the State. In her leadership of that organisation, Zita has fought tirelessly to obtain funding for the Women's Legal Service, and in doing so, has helped to provide a vast number of vulnerable women with access to legal services.

The WLASA is delighted to be able to acknowledge her work in this way

Applications for the 2020 Dr Robyn Layton AO QC Award will open shortly.

## Thank you

I would like to congratulate and extend my sincere gratitude to the WLASA committee for their dedication and invaluable contribution – Marissa Mackie, Kylie Dunn, Leah Marrone, Adeline Lim, Bimaya DeSilva, Rebecca Clifton, Jessie MacGillivray, Shannon McMenamin, Emily Rutherford, Lucie Locke, Georgie McRae, Julia Schinella and Leonora Herweijer.

I feel incredibly privileged to work with this committee of incredible women.

This tumultuous year has merely served to galvanise this amazing group of women and I have been proud to witness their unwavering commitment to the work of the Association and its members.

A very special thanks must go to my Acting Vice President, Marissa Mackie and Secretary, Kylie Dunn who have provided me with an enormous amount of support, perspective, assistance and excellent proofreading skills over the last 12 months. It has been an absolute pleasure leading the WLASA with them by my side.

I would also like to thank our Subcommittee Chairs and members for their compassion, commitment and ideas which are the driving force behind the WLASA's diverse range of events, initiatives and projects.

A special thank you to Leah Marrone who has managed to continue to act as our representative on the Board of Australian Women Lawyers despite the arrival of her little bundle of joy!

I would like to express my gratitude to Camille McDonald, Rebecca Lucas, Jessie McGillivray and Emily Rutherford who are resigning from the committee this year. They have each made incredibly valuable contributions to the WLASA and I wish them all the very best for their future endeavours. A special thanks to Camille McDonald who served as my Vice President until February 2020 and was a fabulous support to me over this time.

And finally, on behalf of the committee I would like to thank our individual and corporate members for their ongoing support of, and engagement with, the work of the WLASA.

I hope that the work of the WLASA continues to act as a source of inspiration and motivation as we continue to strive to lead our profession towards achieving gender equality.

For now, we hope you and your loved ones stay safe and healthy.

Kind regards

Kym



*Pictured: Members of the WLASA committee were joined by members of the Women Lawyers Committee of the Law Society in a dinner celebration after their final meetings for the year.*

**Kymerley Lawrence, President**

WLASA CHRISTMAS DRINKS WITH THE JUDICIARY, 28 NOVEMBER 2019



**WOMEN LAWYERS' ASSOCIATION OF SA INC**

ABN 85 996 217 080

**TREASURER'S REPORT**

**1 July 2019 to 30 June 2020**

|   | <b>Balance (\$)</b> |
|---|---------------------|
| <b>Opening Bank Balance at 1 July 2019</b>  | <b>53,569.10</b>    |
| Credits 1 July 2019 - 30 June 2020          | 19,928.70           |
| <b>total credits</b>                        | <b>73,497.80</b>    |
| Debits 1 July 2019 - 30 June 2020           | 17,918.00           |
| <b>Total credits less debits</b>            | <b>55,579.80</b>    |
| <b>reconciled balance</b>                   | <b>55,579.80</b>    |
| <b>Closing Bank Balance at 30 June 2020</b> | <b>55,579.80</b>    |
| <b>Net credits for the year</b>             | <b>2,010.70</b>     |

**SUMMARY OF INCOME AND EXPENDITURE**

| <b>INCOME</b>                   | <b>\$</b>        | <b>EXPENDITURE</b>            | <b>\$</b>        |
|---------------------------------|------------------|-------------------------------|------------------|
| Individual Membership – 2019/20 | 4,950.00         | Admin                         | 2,797.50         |
| Corporate Membership – 2019/20  | 7,750.00         | IT and website                | 124.95           |
| Individual Membership – 2020/21 | 390.00           | Functions & CPDs              | 3,158.28         |
| Corporate Membership – 2020/21  | 0.00             | FAFL & Marketing              | 638.90           |
| Find a Female Lawyer – 2019/20  | 2,190.00         | Donation                      | 2,000.00         |
| Find a Female Lawyer – 2020/21  | 15.00            | AGM                           | 125.90           |
| Online payment charges          | -229.44          | Recognising & Promoting Women | 296.80           |
| CPD                             | 450              | AWL Capitation                | 1,533            |
| Christmas Drinks                | 3,275            | AWL Delegate Costs            | 286.55           |
| Christmas Raffle & donations    | 780.00           | Miscellaneous & Stationery    | 204.73           |
| Bank Interest                   | 58.13            | Meeting Expenses              | 591.04           |
| Misc Income                     | 300.01           | Refunds for Overpayments      | 708.00           |
|                                 |                  | 125 <sup>th</sup> Anniversary | 5,452.35         |
| <b>TOTAL INCOME</b>             | <b>19,928.70</b> | <b>TOTAL EXPENDITURE</b>      | <b>17,918.00</b> |

## TREASURER'S NOTES

### Comparison 2018-2019 to 2019-2020 Financial Years Income and Expenditure

| Income                   | 18/19 FY         | 19/20 FY         | Expenditure                   | 18/19 FY         | 19/20 FY         |
|--------------------------|------------------|------------------|-------------------------------|------------------|------------------|
| Membership Subscriptions | 14,550.00        | 13,090.00        | Australian Women Lawyers      | 3,570.00         | 1,533.00         |
| FAFL                     | 1,590.00         | 2,205.00         | Functions & CPDs              | 4,579.60         | 3,158.28         |
| Donations Received       | 1,065.00         | 780.00           | Donations Made                | 2,011.00         | 2,000.00         |
| Bank Interest            | 47.36            | 58.13            | Website & Graphic Design      | 1,240.69         | 124.95           |
| Miscellaneous            | 5,000.98         | 300.01           | Prizes & Competitions         | 1,053.20         | 0.00             |
| Committee Donations      | 3,496.00         | 0.00             | Administration Support        | 2,857.50         | 2,797.50         |
| Functions & CPDs         | 4,720.00         | 3,725.00         | AWL Delegate Costs            | 650.93           | 286.55           |
| Online Payments          | -55.47           | -229.44          | AGM                           | 264.42           | 125.90           |
|                          |                  |                  | FAFL & Marketing              | 1,165.86         | 638.90           |
|                          |                  |                  | Recog & Promoting Women       | 790.39           | 296.80           |
|                          |                  |                  | Misc & Stationery             | 900.48           | 204.73           |
|                          |                  |                  | Meeting Expenses              |                  | 591.04           |
|                          |                  |                  | Reimbursements                | 0                | 708.00           |
|                          |                  |                  | AWL Committee Expenses        | 4,351.00         | 0.00             |
|                          |                  |                  | 125 <sup>th</sup> Anniversary | 0.00             | 5,452.35         |
| <b>TOTALS</b>            | <b>30,413.87</b> | <b>19,928.70</b> |                               | <b>23,435.07</b> | <b>17,918.00</b> |

The last half of the 2019/2020 financial year has been 'interesting' to say the least!

It is very difficult to undertake a comparative analysis of the WLASA's financials for the 2019/2020 financial year and assess the full impact of the COVID-19 pandemic.

Whilst figures suggest membership income is down on the 2018/19 financial year, it is noted that the WLASA would usually receive significant membership renewals prior to 30 June for the upcoming financial year which has not occurred as a result of our decision to extend memberships until 31 December 2020. Having regard to our membership numbers, it appears that the WLASA has seen an increase across both individual and corporate memberships which we hope to maintain and continue.

We have also seen a reduction in expenditure in certain areas as a result of our inability to host physical events, CPDs and meetings. As a result we have still been successful in positive net credits for the year.

The WLASA's work in promoting the Find a Female Lawyer (FAFL) through the distribution of marketing materials and promotion at events and online has paid off and we have seen an increase in the number of subscriptions. We look forward to continuing our investment in the listing and promotion of our FAFL members in the greater community.

Our donation to the selected charity, Safe Pets Safe Families, has already been paid. \$2,000 was donated which included funds raised through the raffle at the Christmas Drinks with the Judiciary.

Our one off event celebrating the 125th anniversary of women's suffrage in South Australia was supplemented by a grant received from the Office For Women in the previous financial year of \$5,000.

Looking forward to the new financial year, in April 2020, the committee resolved to extend all current individual and corporate memberships until 31 December 2020. The current budget anticipates that a pro rata renewal for the balance of 2020/2021 will be offered which equates to a 50% discount for members and we hope that this will support members in maintaining their memberships. We have already seen a take up in new memberships and renewals of existing memberships at the discounted rate.

This discount will have an impact on the WLASA's income and will likely result in a significant deficit for the 2020/2021 financial year however we are hopeful that this offering will assist in maintaining membership levels for future years. We are also lucky to have been able to absorb most of the discount in the reduced expenditure for the 2019/2020 financial year and have sufficient reserves to cover the balance and continue to provide our usual services and benefits to members.

We are extremely grateful to our membership for your ongoing support of the WLASA particularly in these difficult times and looking forward to giving back in the upcoming year.

**Marissa Mackie, Treasurer**

## 2020/21 BUDGET

### **Women Lawyers Association of SA Inc Budget for 2020-2021**

#### **Income**

|                      |                    |
|----------------------|--------------------|
| Membership           |                    |
| Individual           | \$3,500.00         |
| Corporate            | \$4,000.00         |
| Find a Female Lawyer | \$750.00           |
| CPD Seminars         | \$250.00           |
| Xmas Function        | \$3,000.00         |
| Xmas raffle          | \$1,000.00         |
| Interest             | \$50.00            |
|                      | <b>\$12,550.00</b> |

#### **Expenses**

|  |                             |
|--|-----------------------------|
| Events                                     |                             |
| AGM (Sept)                                 | \$500.00                    |
| Informal Networking Events                 | \$800.00                    |
| Xmas Drinks (Dec)                          | \$3,500.00                  |
| Long Lunch (May/June)                      | \$400.00                    |
| CPD Seminars (Food & Gifts)                | \$1,000.00                  |
| FAFL Marketing                             | \$750.00                    |
| Policy                                     | \$500.00                    |
| Recognising & Promoting Women              | \$700.00                    |
| AWL Capitation Fee                         | \$750.00                    |
| Charity Donation                           | \$1,000.00                  |
| Committee Meeting Costs                    | \$360.00                    |
| Christmas Meeting                          | \$350.00                    |
| IT (Website hosting & Domain Registration) | \$300.00                    |
| Member Competitions & Scholarships         | \$500.00                    |
| JusticeNet Membership                      | \$304.00                    |
| AWL Delegate travel expenses               | \$1,000.00                  |
| Administration Support                     | \$3,500.00                  |
| Miscellaneous                              | \$700.00                    |
|  | <b>\$16,914.00</b>          |
| <b>Total Budgeted Profit (Loss)</b>        | <b><u>\$ (4,364.00)</u></b> |

## FEATURE ARTICLE

# 2020: VISION IN FOCUS

By Georgie McRae, committee member

For many of us, 2020 has been a crash course in new technology. The new “digital landscape” has presented many new challenges - but it has also brought new opportunities as well. This was certainly on show at the 2020 Australian Women Lawyers' conference, which saw more attendees than ever tune in to listen to a stellar lineup of speakers and presenters at the first ever virtual event. In total, there were over 1,000 people registered or on the waiting list and even more attending events in Tasmania, WA and NT which broadcast the sessions.

It's never an easy feat to organise a conference, let alone when a global pandemic scuttles most of your plans just a few months out from the event. Not to be deterred, however, the organising committee pivoted swiftly to a whole new format for its 2020 offering, switching the in-person event for a live broadcast. With great assistance from technology sponsors The College of Law and a commitment to making the 2020 conference a success, pandemic or no pandemic, '2020: Vision in Focus' was scheduled for broadcast.

Of course, whenever there is a whole new approach - let alone one implemented at the eleventh hour - it is hard to know exactly how things will go. In the case of the conference, a big hint that the organisers were onto a winner was when the capacity of the event (some 1,000 attendees) was reached a few days shy of the big day. As the days were counted down, interest in the free conference was so great that organisers implored those no longer able to attend to pass on their reservation to someone waiting hopefully for a spot.

When Friday 28 August rolled around, over a thousand attendees logged in from lounge rooms, offices and studies all around Australia. After a warm welcome from AWL President Adrienne Morton, the virtual podium was handed over to the esteemed keynote speaker, Nyadol Nyuon.

Speaking from isolation in Melbourne, the physical distance could not prevent Nyadol's words from reaching the attendees tuned in virtually. Sharing insights from her early life, including the gendered violence that she witnessed which would help inspire her later legal career, Nyadol then turned to a discussion of intersectionality and how women

lawyers and others can promote diversity in the profession.

We were reminded that true equity in the profession is not only opening doors for women - a task we know is important, of course - but also for ensuring opportunities for people of all backgrounds. Such a feat will ensure not only are opportunities more equitable across the profession, but a variety of voices at senior levels in the profession can help ensure equality before the law more broadly. Nyadol's simple examples, such as the way maintaining eye contact in a courtroom is perceived differently across cultures, illustrated how it is crucial that the law reflects the diversity of the community it governs.

Intersectionality was a theme that continued across the conference, with the next session being facilitated by the Women Lawyers Association of South Australia's own Leah Marrone. The impressive lineup of speakers - Mariam Veiszadeh, Natalie Wade and Anna Brown OAM - provided an overview of law and policy reform in areas relating to human rights and matters including cultural diversity, people with disabilities and LGBTIQ+ issues. Part discussion, part call-to-action, this session encouraged female practitioners to be allies and utilise their skills to engage and advocate across these areas and others.

A glance at the array of questions provided for panelists in the chatbox feature clearly demonstrated how engaged and inspired attendees were by the session. Alas, time was limited and a few questions were saved for another day, with attendees encouraged to get in touch with the speakers or other advocates in the human rights arena if they were interested in learning more. This was just the taste of what would be offered at a physical conference where there would likely be a session for each of these speaker's important law reform work.

Returning after the second break of the day, the third session of the conference focused on criminal justice and specifically the experience of women in the system. Panelists Astrid Haban-Beer, Rosslyn Chenoweth, Jillian Prior, Pauline Wright and Leanne Little spoke to the complexities of women in the criminal justice system. A range of topics were covered and explored by reference to case studies, for example in respect of the application of the principle of self-defence in domestic

violence situations. Acknowledged by the speakers in this session was the further difficulty of Indigenous women in the criminal justice system, and their even higher instances of trauma, abuse and incarceration.

Yet again a common thread linking the sessions appeared to be the evident need for a diversity of voices to ensure that the law reflects the diversity of experience in our community.

The fourth session of the day saw a panel of Charmaine Tsang (chairperson), Libby Lyons and Felicia Tan discuss the role flexibility plays in driving and enabling gender equality in the legal profession and whether there are gendered effects of COVID-19 working from home arrangements, as well as an exploration of the practical steps to take change perceptions around flexible working arrangements for a post Covid-19 world. This discussion was particularly apt given the turmoil of the last few months, and the rapidly changing work environment many of us have experienced. Libby Lyons is the Director of the Workplace Gender Equality Agency and the date also marked equal pay day marking the 59 additional days from the end of the previous financial year that women must work to earn the same pay as men. Felicia Tan was the conference's only international speaker and spoke about the inaugural Singapore Law Society report on gender equality in their profession.

As the final session of the 2020 conference began, it was clear that the event showcased a program of truly fantastic speakers from beginning to end. Not only were the discussions thought-provoking, inspiring and interesting, but they were also highly topical, touching upon many of the issues that we have seen play out this year in our communities and across the globe.

It was fitting, then, that the final session was a panel - again led by WLASA's Leah Marrone - regarding sexual harassment in the legal profession. Never has this seemed more topical than on the back of revelations of serious sexual harassment by former High Court Judge Dyson Heydon, an appalling situation that has ignited debate and discussion throughout the profession. Through this, many women at all levels in the profession have revealed their own experiences with sexual harassment.

The opening remarks of panelist Noor Blumer, who bravely spoke out about her own allegations of harassment by Dyson Heydon, led to one of the most powerful moments of the conference. Ms Blumer was both candid and considered as she spoke of the incidents, and her decision not to widely publicise the harassment at the time, but to do so later in support of other victims. Her words, 'It

was HIS shame, not mine' rung around the country and sprung up all over twitter (see #AWL2020).

While the attendees of the conference may have been geographically isolated, there was undoubtedly a sense of connection as Ms Blumer spoke to her many reasons for not reporting more publicly, and her perspective now having done so. Many women could identify with her words, thoughts and experiences, as well as her hopes of positive change in the profession moving forward. While a commenter expressed disappointment at being unable to stand and applaud in-person, it is hoped Ms Blumer could feel the support of the virtual room.

It was fitting that Ms Blumer's words and hopes were echoed and amplified by the other panellists, an impressive group of women including the Honourable Diana Bryant AO QC, Sex Discrimination Commissioner Kate Jenkins, and President of the Law Council of Australia, Pauline Wright. Each shared their perspectives on sexual harassment in the profession, and mechanisms for addressing it so as to promote fundamental, and long overdue, change. Joining the panellists in sharing their thoughts were many attendees who presented a variety of opinions and questions in the Q&A panel.

With that, the sessions of the conference drew to a close and the Honourable Diana Bryant AO QC concluded the day by reminding us of the key messages that had been heard loud and clear during the conference. Her reiteration of the many brilliant ideas and experiences that had been shared by panelists was clear evidence of just how inclusive and informative the conference had been. Finally, her closing remarks that women must lead the way, be bold and demand the changes they wish to see, ended the conference on an empowering and inspiring note.

Overall, the 2020 Australian Women Lawyers' conference was a credit to its organisers who turned a challenge into an opportunity - just as acknowledged by the Honourable Diana Bryant AO QC. Determined not only to host the conference but to make it a truly unforgettable one, the organisers adapted the format in order to bring the largest ever AWL conference to life. Aided by an incredibly impressive array of speakers and panellists who brought a variety of voices to the table, the conference was accessible, interesting, inspiring and informative - whether watched from the lounge room or the board room.

If you missed the conference, you can catch up with the sessions available on the AWL website at <https://australianwomenlawyers.com.au/2020-awl-national-conference>



## ANNUAL NOMINATED CHARITY REPORT

Each financial year, the WLASA nominates a charity for which we raise money. The charities chosen are always charities that 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.

This year, our chosen charity was **Safe Pets Safe Families**.

Did you know that over 70% of women reporting domestic violence incidents have said their abusers threatened, hurt or killed their pets?

Founder Jennifer Howard started Safe Pets Safe Families after surviving her own experience of domestic violence. Sadly, Jennifer did not have a choice on whether to keep her beloved dogs when she fled to safety with her children. Her only option was to surrender them to a shelter where she fears they may have been euthanised unnecessarily.

Safe Pets Safe Families is a not-for-profit registered charity providing support through programs and services to pet owners in the South Australian community facing disadvantage or crisis, such as domestic violence, homelessness, mental illness or a medical emergency.

Safe Pets Safe Families work with people and pets in crises to improve outcomes and reduce the occurrence of surrender, animal abuse, neglect and euthanasia.

We were honoured to have Jennifer attend this year's 'Drinks with the Judiciary' to give us a further insight into the important work of Safe Pets Safe Families.

This year our 'Drinks with the Judiciary' charity raffle raised \$780 enabling us to donate \$2,000 to Safe Pets Safe Families

If you would like to find out more about Safe Pets Safe Families' work I encourage you to visit their website at <https://safepetssafefamilies.org.au/>



*Pictured: WLASA President, Kimberley Lawrence and founder of Safe Pets Safe Families, Jennifer Howard at the Drinks with the Judiciary event.*

## COMMITTEE REPORT

The profiles of the committee members of the WLASA who held office during the 2019/2020 financial year are as follows:

| <b><u>NAME</u></b>  | <b><u>PROFILE</u></b>   | <b><u>ACTIVITIES</u></b>                                    |
|---|---|---|
| <p><b>Kymerley Lawrence</b><br/><br/><b>President</b></p>        | <p>Member of WLASA since 2015. Attending committee meetings since March 2016.</p> <p>I have practised as a lawyer for over 17 years in the area of insurance in both Adelaide and New South Wales and was a Partner in the Insurance and Corporate Risk Team of Minter Ellison from 2011-2018. During this time I also held the position of Chair of the women@Minter Ellison group.</p> <p>In May 2018 I resigned from the Minter Ellison partnership and accepted an in house role at Electranet Pty Ltd.</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.</p> | <p>Member Benefits Subcommittee (Chair)</p>                 |
| <p><b>Camille McDonald</b><br/><br/><b>Vice President</b></p>  | <p>Camille was a member of the WLASA Committee from 2016 until 2019.</p> <p>During her time on the committee, Camille was 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.</p>   | <p>Recognising and Promoting Women Subcommittee (Chair)</p> |

| <b><u>NAME</u></b>  | <b><u>PROFILE</u></b>   | <b><u>ACTIVITIES</u></b>   |
|---|---|--|
| <p><b>Marissa Mackie</b><br/><b>Acting Vice President / Treasurer</b></p>  | <p>Member of WLASA since 2014 and committee member since 2015.</p> <p>I currently practice as a Barrister at Anthony Mason Chambers in all areas of commercial litigation specialising in taxation, insolvency, banking and finance and regulatory litigation.</p> <p>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.</p> <p>I have been proud to be a member of the committee and witness the positive changes that we have been able to achieve for both women in the profession and in the community.</p> <p>I am also a member of the Women Lawyers Committee of the Law Society of South Australia and the Law Society Council.</p> | <p>Events Subcommittee</p> <p>Member Benefits Subcommittee</p>                                   |
| <p><b>Kylie Dunn</b><br/><b>Secretary</b></p>                            | <p>Member and committee member of WLASA since 2015.</p> <p>I currently practice as a Senior Associate at DMAW Lawyers in the areas of Disputes and Workplace Law.</p> <p>I joined the committee because I wanted to meet likeminded women who are passionate about advancing the interests of female lawyers.</p> <p>I am also a member of the Law Society of South Australia and the South Australian Labour and Employment Relations Association.</p>   | <p>Policy/Education Subcommittee</p> <p>Student Ambassador Liaison Officer</p>                   |
| <p><b>Shannon McMenamin</b></p>    | <p>Member since 2014. Attending committee meetings since September 2015.</p> <p>I work as a Solicitor at Clelands Lawyers, practising mainly in Commercial Litigation.</p> <p>I choose to volunteer on the WLASA committee as it allows me to assist this great group of female lawyers in giving back to the profession and society, through promoting equality, holding events to support female lawyers and by addressing legal issues that affect women.</p> <p>I am thrilled to be part of such a supportive network of women who have a drive to succeed and assist those around them to do the same, all while aiming to create positive change in our profession and society.</p>   | <p>Policy/Education Subcommittee (Co-Chair)</p> <p>Social Media/Website Subcommittee (Chair)</p> |

| <b><u>NAME</u></b>  | <b><u>PROFILE</u></b>   | <b><u>ACTIVITIES</u></b>  |
|---|---|---|
| <p><b>Rebecca Clifton</b></p>    | <p>Member of WLASA since 2017, and committee member since 2019.</p> <p>I am a Senior Associate at PGC Legal, working primarily in commercial dispute resolution, and building and construction disputes. Prior to joining PGC Legal in November 2018, I worked in the dispute resolution team at MinterEllison for four years.</p> <p>I am passionate about gender equity, mental health, access to justice, and support for young lawyers in the legal profession. I am a big believer in giving back to the community and to the profession. I have contributed my time in the past to the Women's Committee of MinterEllison, Young Lawyers Committee of the Law Society, the Wellbeing &amp; Resilience Committee of the Law Society, and pro bono legal services. I have been a member of the Women Lawyer's Association of South Australia (WLASA) since 2017, and I am currently an member of the committee, on the policy subcommittee.</p> <p>I joined WLASA in order to continue working for the rights of all women, and to network and meet with other likeminded women in the profession. I see positive changes in the places that I have worked, and look forward to being part of, and further, positive change in the future. There is no better time than now to capitalise on the momentum that is sweeping the profession, particularly in the areas of sexual harassment and gender equity and equitable briefing.</p> | <p>Policy/Education Subcommittee (Co-Chair)</p>                           |
| <p><b>Bimaya de Silva</b></p>  | <p>Bimaya has been a Member of the WLASA since February 2018. She has since played an active role in the Member Benefits Subcommittee (now the Events Subcommittee), where she assists the team to organise a wide variety of events, such as the Annual Margaret Nyland Long Lunch. She is also a Committee Member of the SA Law Society Young Lawyers' Committee.</p> <p>She is passionate to continue her work through the WLASA, to promote gender equality and the progression of women in the law.</p> <p>She graduated from the Flinders University of South Australia, where she completed an Honours Degree of Bachelor of Laws and Legal Practice and a Bachelor of Arts. During this time, she completed clerkships at Fisher Jeffries, Crown Solicitor's Office (Crown Counsel Section) and Lipman Karas.</p> <p>She was admitted on 18 April 2018 and has since worked as an Associate at Lipman Karas. Her practice areas lie in commercial disputes, arising from acts of corporate fraud and professional negligence. She also assists with the JusticeNet Refugee and Asylum Seeker Project and the Accessible Justice Project.</p>  | <p>Events Subcommittee (Co-Chair)</p> <p>Member Benefits Subcommittee</p> |

| <b><u>NAME</u></b>   | <b><u>PROFILE</u></b>   | <b><u>ACTIVITIES</u></b>  |
|--|---|---|
| <p><b>Adeline Lim</b></p>           | <p>Member of WLASA and the Committee since 2011.<br/>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 and eradicating sexual harassment in the legal profession.</p> <p>I bring to the Committee my past experience of being in private practice both here and overseas and also as an In-house Counsel with business development responsibilities. I have thoroughly enjoyed being involved in organising events for WLASA over the years.</p> <p>I am also a member of the Women Lawyers Committee of the Law Society of South Australia, Co Vice-Chair of 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>Events Subcommittee (Co-Chair)</p> <p>Member Benefits Subcommittee</p> <p>Corporate Member Liaison Officer</p> |
| <p><b>Jessie MacGillivray</b></p>  | <p>Jessie was elected as a committee member in 2018. Since then Jessie has been most active in the Policy Sub Committee, focused on the areas of sexual harassment in the profession, abortion law decriminalisation and sex work decriminalisation. At International Womens Day 2020 Jessie was honoured with an Irene Bell award primarily for her work on the 2019 sex work decriminalisation campaign.</p> <p>Working on the committee has been a great privilege for Jessie. A particular highlight has been the feeling of contributing to a nation-wide movement led by Australian Women Lawyers to end sexual harassment in the profession – and the wider workforce. Seeing the introduction of a mandatory CPD point for sexual harassment training as well as a concrete commitment by industry regulators to establish better mechanisms for complaint resolution will be the fruit of years of advocacy by women lawyers in the South Australian jurisdiction.</p> <p>Jessie operates her own criminal law practice and is proud to engage in and promote equitable briefing.</p> <p>At the forthcoming AGM Jessie will not be re-nominating for a position.</p> | <p>Policy/Education Subcommittee</p>  |

| <b><u>NAME</u></b>  | <b><u>PROFILE</u></b>   | <b><u>ACTIVITIES</u></b>   |
|---|---|--|
| <p><b>Lucie Lock</b></p>       | <p>I have a keen interest in being involved in the policy subcommittee. I have been assisting Jessie MacGillivray with some policy subcommittee work including the WLASA's submission to the SALRI in regards to abortion law reform, and also providing assistance in considering the implications of the Statutes Amendment (Decriminalisation of Sex Work) Bill.</p> <p>I bring to the Committee, in particular the policy subcommittee, my extensive legal research and statutory interpretation skills (both academic and practical). I also believe my experience working in government also provides me with a unique perspective into the policy decisions that shape the legislative changes that impact women in South Australia. Further, I bring a strong sense of social justice, and have a particular interest in women's issues. As an example, I undertook my honour's dissertation on the topic of how to better recognise coercive control behaviours in family violence in South Australia. Lastly, I understand the importance of supporting other women in the law and would love the opportunity to continue to build upon the great work of the WLASA in supporting female practitioners in South Australia.</p> <p>I have a Bachelor of Laws and Legal Practice (Honours) and a Bachelor of Letters in French from Flinders University. I was admitted to practise in April 2018 and have held a practising certificate since March 2019.</p> <p>I have an extensive and diverse legal work history that spans from working as a law clerk in private practice, assisting academics at Flinders Law School with legal research, providing legal support to the Department of Planning, Transport and Infrastructure (DPTI) in relation to complex Ombudsman and SafeWork SA industrial investigations, and now extends to assisting judicial officers as an Associate at the Magistrates Court. My areas of interest include criminal, family, and industrial law.</p> | <p>Policy/Education Subcommittee</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 for two years now and have enjoyed working with both the member benefits and education sub-committees as well as the wider committee.</p> <p>I am passionate about bringing change in the industry and advocating for equality. In the past I have been involved with the YWCA as a volunteer in one of their youth programs.</p>   | <p>Member Benefits Subcommittee</p> <p>Policy/Education Subcommittee</p> |

| <b><u>NAME</u></b>   | <b><u>PROFILE</u></b>  | <b><u>ACTIVITIES</u></b>  |
|--|--|---|
| <p><b>Leah Marrone</b></p>  | <p>A Representative and Vice President Australian Women Lawyers, Past President WLASA, Member of WLASA Committee since 2013.</p> <p>I have been a long-time feminist and advocate for human rights, in particular fighting against gender discrimination and inequity. I am a past winner of the Gender Equity in Law Award of the SA Law Society and have been named on the Women's Honour Roll.</p> <p>Over the past seven years I have been a very engaged member of the WLASA Committee including serving for three and a half years as President as our representative on the national Board of Australian Women Lawyers Ltd.</p> <p>One of my main areas of contribution to the Committee has been drafting and contributing to substantial policy submissions. I have also utilised my political and media experience to help promote our events and to campaign on issues of importance to women in the profession and beyond it.</p> <p>I want to contribute to making the profession more equitable and in particular addressing issues of sexual harassment in the profession. Working with women across the country last year I produced a paper outlining key strategies for addressing sexual harassment in the profession and many of these strategies are now being taken on board by parts of the profession. I want to continue to see this implemented. I am the AWL representative on the Law Council's Equal Opportunity Committee and have been leading that committee's work in this area also, we are at a crucial time where we are developing guidelines for the profession on this and I ask for your support to continue this work.</p> <p>I would like to stay involved on the committee to provide support to others, especially in the policy area. I would also like to continue my work on the AWL Board, working on creating more of a prominent national voice for women lawyers in Australia. I worked hard to deliver the biggest and most accessible (free!) online conference for AWL this year in difficult circumstances, and have built up our social media presence to thousands of engaged followers. I am very proud of the work of the AWL Board over this period. I am extremely grateful for the support WLASA has given me in representing SA on the national Board and would be exceptionally grateful for this support to continue on for another term.</p> | <p>Policy/Education Subcommittee</p> <p>Social Media/Website Subcommittee</p> <p>AWL Representative (Vice President of AWL)</p> <p>Past President</p> |

| <b><u>NAME</u></b>  | <b><u>PROFILE</u></b>  | <b><u>ACTIVITIES</u></b>             |
|---|--|--------------------------------------|
| <b>Associate Committee Members</b>  |  |                                      |
| <p><b>Leonora Herweijer</b></p>  | <p>Committee member of WLASA since April 2020.</p> <p>I practice as a lawyer at Camatta Lempens Lawyers in the areas of native title, family law, migration, civil litigation and intellectual property.</p> <p>I joined the WLASA because I strongly believe that by working collectively we can achieve equality in the legal profession.</p> <p>I am also a member of the Law Society of South Australia Women's Lawyers Committee and Justice Access Committee, Australian Services Union and part of a campaign to reform South Australia's laws to decriminalise abortion.</p>                     | <p>Policy/Education Subcommittee</p> |
| <p><b>Emily Rutherford</b></p>  | <p>I have been a member of WLASA since 2016, when I joined the committee as an associate member.</p> <p>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.</p> <p>Since then my focus has been on the policy work of the WLASA. I am eager to continue to assist the committee with its governance and ensuring that WLASA remains a strong, member-driven association.</p> <p>I am also a member of the Law Society's Human Rights Committee (2009 to present).</p>       | <p>Policy/Education Subcommittee</p> |
| <p><b>Julia Schinella</b></p>  | <p>I joined the WLASA because I am passionate about promoting justice and equality for women and in order to raise awareness of issues relevant to the women in our community. I enjoy organising events for the WLASA to bring people together to discuss and advocate for women's rights and also to provide a professional network for women lawyers.</p> <p>I was admitted as a solicitor in 2016 and have both in-house and private practice experience specialising in commercial and property law. I have also previously been a member of the Women Lawyers Committee of the SA Law Society.</p> | <p>Events Subcommittee</p>           |

| <b><u>NAME</u></b>  | <b><u>PROFILE</u></b>  | <b><u>ACTIVITIES</u></b>                 |
|---|--|--|
| <p><b>Georgie McRae</b></p>  | <p>I first became involved with the Women Lawyers Association of South Australia when I assisted WLASA to revamp its website a couple of years ago. I was thrilled to join as an Associate Member of the Committee in early 2020.</p> <p>It has been a privilege to serve on the WLASA committee as I feel a great affinity for the objects of the association. While there have been many advancements for women in the legal profession, it is undeniable that there is still significant room for improvement.</p> <p>I deeply respect the work of WLASA in advancing the interests of all women through advocating for reform across many areas. It is inspiring to see women in the legal industry to use their unique skills - including advocacy, research and negotiation – to advance the interests of women from all backgrounds.</p> <p>I believe I am uniquely positioned to assist the committee as it is an intersection of my experience within the legal industry and web development/tech sector. I enjoy looking for ways that technology can assist the committee, its work and its aims.</p> <p>I graduated from the University of South Australia with a Bachelor of Laws (Hons) and Bachelor of Journalism in 2017 and currently work as an Industrial Officer for the Australian Services Union SA + NT Branch.</p> | <p>Social Media/Website Subcommittee</p> |

**The following committee members will not be re-nominating for the 2020/21 year:**

Camille McDonald, Rebecca Lucas, Emily Rutherford and Jessie MacGillivray.

We thank each of you wholeheartedly for joining the committee and for the immense time and effort you have all contributed. We sincerely enjoyed and appreciated having you all on the committee, and we wish you every happiness going forward on each of your new and exciting endeavours. We are very sad to see you go, and of course would be so pleased to welcome you back to the committee if you should be in the position to return in the future.

## CORPORATE MEMBERS

WLASA sincerely thanks its Corporate Members for their continued support and we look forward to providing further benefits for all members in the year ahead. Corporate Memberships allow the WLASA to continue its work including but not limited to promoting female lawyers through our Find a Female Lawyer Directory, and by hosting CPD and networking events for females in the profession.



*Alpha Family Lawyers*



*Andersons Solicitors*



*Australian Executor Trustees*



*Berger & Co*



*Camatta Lempens*



*Carter & Co Lawyers*



*Clelands Lawyers Adelaide Pty Ltd*



*David Burrell & Co*



*Douglas Hoskins Legal*



*Duncan Basheer Hannon*



*Electranet Pty Ltd*



*Guarna Legal*



*Lindbloms Lawyers Pty Ltd*



*Lipman Karas*



*McDonald Steed McGrath  
Lawyers*

**MinterEllison**

*Minter Ellison*



*Norman Waterhouse*



*Piper Alderman*



*Roach Corporate Law*



*Women's Legal Services*

We encourage potential Corporate Members, and previous Corporate Members who would like to renew their membership, to visit our website or enquire with the WLASA committee for more information.



## AUSTRALIAN WOMEN LAWYERS REPORT

All individual members of WLASA are automatically members of our national body, Australian Women Lawyers Ltd (AWL). The 2019/20 financial year for AWL has been a year of focusing on the 2020 National Conference, and continuing our campaign on reforming the profession to reduce sexual harassment.

The AWL Board of Directors for the period consisted of the following members:

|                   |   |  |
|-------------------|---|--|
| Adrienne Morton   | President   | Tasmania Women Lawyers                   |
| Leah Marrone      | Vice President  | Women Lawyers' Association of SA         |
| Rosslyn Chenoweth | Secretary   | Northern Territory Women Lawyers         |
| Astrid Haben-Beer | Treasurer   | Women Barristers Association of Victoria |
| Charmaine Tsang   | Director  | Women Lawyers Association of WA          |
| Anne Wood         | Former Director,<br>co-opted<br>conference<br>coordinator               | Women Lawyers Association of WA          |
| Michelle Berry    | Former Director,<br>Part year co-<br>opted assisting<br>with conference | Victorian Women Lawyers                  |
| Ella vanderSchans | Director  | Victorian Women Lawyers                  |
| Ann-Maree David   | Director  | Women Lawyers' Association of QLD        |
| Kirsty Easdale    | Director  | Women Lawyers' Association of the ACT    |

During the financial year AWL focused on planning and promoting its first ever online conference. AWL had started the financial year planning its in person 2020 Conference in Melbourne, with venue booked, photographer, DJ and other things. The Board were suddenly hit with difficult decisions in light of the Covid-19 pandemic. Originally we made a decision to postpone the conference until later in the year, but as borders remained closed and the public health crisis lingered we made the decision to convert the three-day event into a half day online conference. We also decided, in this critical time, that we wanted to make this conference available for free for women lawyers across the country as our contribution to the profession when many were struggling. We were able to obtain some sponsorship and then dip a little into our reserves to ensure this happened.

The Conference was held on 28 August 2020. The theme for this year's conference was **2020 Vision: In Focus**. This theme focused on the existing state of play on important issues such as leadership, access to justice, diversity, inclusion and sexual harassment, as well as providing a platform for the exciting opportunities for change and career development for women lawyers. Attendees were eligible to receive continuing professional development points for their attendance. Our key note speaker was Nyadol Nyuon, as well as Hon Diana Bryant AO QC wrapping up the day. We had some excellent panels including ones that I organised on sexual harassment and a session on being better allies and supporting intersectional law. Other sessions included one on women in the criminal justice system, and one on flexible work.

We had **1000** people registered and many more on the waitlist. Some of the Women Lawyers Associations across the country (WA, TAS and NT) also hosted events on the day for their members to attend the sessions together and shared the break times and lunch for networking opportunities. This was by far the biggest and most accessible conference we have ever run as an organisation.

The conference was exceptionally run and very well received. We are hoping to make the videos of the sessions available for those who could not attend.

A few of the news articles about the conference are here:

- [https://www.lawyersweekly.com.au/biglaw/29322-this-is-our-profession-noor-blumer-on-reporting-sexual-harassment?fbclid=IwAR2F\\_sKdw79GJPF5oNE2262a5ZsO\\_9T3NMCdrqK7fs-2wJArP357f7wkYc8](https://www.lawyersweekly.com.au/biglaw/29322-this-is-our-profession-noor-blumer-on-reporting-sexual-harassment?fbclid=IwAR2F_sKdw79GJPF5oNE2262a5ZsO_9T3NMCdrqK7fs-2wJArP357f7wkYc8)
- [https://www.lawyersweekly.com.au/biglaw/29305-the-impact-of-technology-climate-change-and-social-issues-on-female-lawyers?fbclid=IwAR1xcZvtT-sBwLYVFmbioSGNGkp\\_nnV6RtaFFUvicbk-GAX1rtJpv\\_gR11k](https://www.lawyersweekly.com.au/biglaw/29305-the-impact-of-technology-climate-change-and-social-issues-on-female-lawyers?fbclid=IwAR1xcZvtT-sBwLYVFmbioSGNGkp_nnV6RtaFFUvicbk-GAX1rtJpv_gR11k)
- [https://www.lawyersweekly.com.au/biglaw/29318-justice-system-biases-target-female-offenders/amp?\\_twitter\\_impression=true&fbclid=IwAR1xcZvtT-sBwLYVFmbioSGNGkp\\_nnV6RtaFFUvicbk-GAX1rtJpv\\_gR11k](https://www.lawyersweekly.com.au/biglaw/29318-justice-system-biases-target-female-offenders/amp?_twitter_impression=true&fbclid=IwAR1xcZvtT-sBwLYVFmbioSGNGkp_nnV6RtaFFUvicbk-GAX1rtJpv_gR11k)
- <https://www.smh.com.au/politics/federal/women-fear-being-called-dobbers-if-they-speak-on-sexual-harassment-heydon-accuser-20200828-p55qdv.html?fbclid=IwAR3zZdrsF-qRVieVGYnh4ZHl0IZY8R5AqtNNiHjtHF0AwL4fz1vb8bPWw6c>
- If you are on twitter check out the Conference discussion #AWL2020



What has also kept us, particularly the President and myself, exceptionally busy has been movement on sexual harassment law reform and reform in the profession on this. This acceleration has been due to the reports of sexual harassment by former HCA Justice Heydon, and the current Chief Justice's initiated investigation, finding the women's accounts to be believed. AWL President Adrienne Morton and I have been doing significant media around this issue, in particular focusing attention and garnering support for a policy document I collated with women lawyers across the country last year, Seven Strategies for Addressing Sexual Harassment in the Legal Profession: <https://australianwomenlawyers.com.au/wp-content/uploads/2019/07/Seven-Strategies-for-addressing-Sexual-Harassment-in-the-Legal-Profession-AWL-9-July-2019.pdf>. This document also formed the core of our submissions (we provided further submissions) to the Law Council of Australia (LCA) last year on their investigation of sexual harassment in the profession. As AWL representative on the Equal Opportunity Committee of the LCA I have been leading this investigation

for reform process. This was initiated following the International Bar Association survey finding that almost one in two female lawyers had been sexually harassed in Australia.

Because of all of the media attention on this issue, and the Chief Justice's fantastic and strong approach on this issue, we suddenly have momentum for change on this issue. The recommendations that came from the LCA process and were still being shuffled around between committees and exec, were now able to be put on the table at an especially convened roundtable held by the LCA on this. I was fortunate to have a seat at that round table on Wednesday 8 July 2020 and played a big part in leading elements of the discussion. You can read about the outcomes here: <https://www.lawcouncil.asn.au/media/media-releases/statement-on-the-outcomes-of-a-national-roundtable-into-sexual-harassment-in-the-legal-profession-from-lca-president>.

This is an exciting time and even though it is devastating to hear about more women whose careers have ended from horrible behaviour coupled with a culture of silence, many more women are starting to feel safe in coming forward and telling their story and we are also getting a good case for action from the higher levels of the profession, in particular the Judiciary, who have come out with statements about reforms of their own systems and the intolerability of sexual harassment. We continue our work on this area in conjunction with our constituent bodies, for example I attended a meeting with the South Australian AG and WLASA President and VP on this issue.

AWL is working together with constituent bodies to see how we can work more effectively lobbying on a range of other national issues and have put in submissions in relations to Domestic Violence, Childcare, and Religious Freedoms law reform. If you have any interest in assisting with this policy work, we are always looking for extra help in this area.

Please follow the AWL [facebook](#), [linkedin](#), and [twitter](#), to keep up-to-date on its work.

**Leah Marrone**

## MEMBER BENEFITS SUBCOMMITTEE REPORT

Subcommittee members:

- Kymberley Lawrence (Chair)
- Adeline Lim
- Marissa Mackie
- Bimaya de Silva

The Member Benefits Subcommittee aims to provide further development, exposure and opportunities for women in the legal profession.

This year the WLASA enjoyed a further increase in its individual memberships (from 141 members to 177 individual members) and the Member Benefits Subcommittee has continued to focus on developing new and exciting projects and hold events which are of interest and tangible value to our individual and corporate members, the legal profession and women more generally.

Ensuring that our corporate members continue to derive value and support from the WLASA's corporate membership offering is a priority for the WLASA. One of the subcommittee's key actions in the 2020 – 2023 Strategic Plan is to undertake a review of the current corporate membership offering to explore any useful changes that could be made to the offering to increase its value for members. We look forward to sharing the outcome of this review with members in the coming months.

Another key focus of the subcommittee has been the implementation of the 'Charter for the Advancement of Women in the Profession.'

The Charter has gained real momentum over the last 12 months and the subcommittee congratulates Fisher Jeffries, Resolve Legal, Gilchrist Connell, ElectraNet, PGC Legal and Andersons for becoming signatories to the Charter.

The subcommittee strongly encourages senior decision makers and partners to embrace the Charter and the assistance it provides. The Charter and its associated Guidelines can be found on the WLASA website.

The 'Find a Female Lawyer' Directory continues to be popular with members and the subcommittee continues to explore innovative ways to promote the database externally and to profile the work of the members listed on the directory.

We look forward to bringing members new initiative and informal networking opportunities (hopefully face to face!) over the coming year and, as usual, welcome any suggestions that members may have.

**Kymerley Lawrence**

## **POLICY / EDUCATION SUBCOMMITTEE REPORT**

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Subcommittee members:

- Rebecca Claffon (Co-Chair)
- Shannon McMenamin (Co-Chair)
- Jessie MacGillivray
- Emily Rutherford
- Leah Marrone
- Lucie Lock
- Leonora Herweijer
- Kylie Dunn

Movement in the committee this year meant that the Education and Policy Subcommittees joined forces. We hope this will better enable our policy work and education work to combine and bring greater awareness to the WLASA's policy efforts.

### **Policy work**

The main policy issues addressed by the subcommittee have been Abortion Reform, Sex Work Decriminalisation, Sexual Harassment in the Profession, Equitable Briefing and Religious Discrimination.

#### Abortion Reform

The WLASA continued its work on Abortion Reform, with a letter to the Minister for Health and Wellbeing Stephen Wade urging changes to access to early medical abortion in the circumstances of Covid-19. Committee members attended a SAAAC meeting on Abortion Reform, which discussed the safe access zones bill, and the possible introduction of a substantive abortion reform bill. The WLASA seeks to continue meeting with the relevant bodies and the Attorney-General in relation to these issues.

## Sex Work Decriminalisation

The WLASA has been heavily involved in supporting the decriminalisation of sex work this year, assisting the Law Society of South Australia's Women Lawyers Committee with policy submissions relating to the decriminalisation of sex work. Our committee member and former chair Jessie MacGillivray authored an article with Anne Sigrey for the Law Society's Bulletin magazine, which was published in the August edition of the Law Society's Bulletin. Jessie MacGillivray also attended SIDAC and SAAAC meetings, and the second reading speech for the Sex Industry Decriminalisation Bill. Leah Marrone and Jessie MacGillivray of our committee were invited to talk at a briefing at Parliament House in relation to the Sex Industry Decriminalisation Bill.

Although the Bill introduced by Tammy Franks in 2018 was defeated, the WLASA remains hopeful for further movement in this area in light of the passing of the Northern Territory's decriminalisation bill.

## Sexual Harassment in the Legal Profession

WLASA committee member and AWL Vice President Leah Marrone has continued to advocate on the issue of Sexual Harassment in the profession and assisting the Law Council of Australia with this topic. The WLASA has also been meeting with the Law Society to discuss how both organisations are dealing with the issue of sexual harassment and what work can be done together to address these issues. The WLASA is keen to continue consultation with the Law Society on issues that affect women and the law.

## Equitable Briefing

The subcommittee has continued its support of equitable briefing, particularly through our new Charter. The WLASA wrote to several large government legal employers on this topic and sought to open a dialogue regarding improving briefing of women barristers in these departments.

## Law Society Dress Guidelines

The Law Society of South Australia released Dress Guidelines earlier this year. The WLASA made an open statement. The Law Society revised and released the Guidelines in response. The WLASA and the Law Society have been meeting to work together on combining efforts to address topics and issues towards which the WLASA can provide assistance and insight.

## **Education**

In October 2019 Kylie stepped down as Chair of the Education Subcommittee to take over the role of Secretary. Rebecca Lucas took on the role of Chair until her resignation when Shannon McMenamin took on the role of Chair of the Education Subcommittee (and in 2020 Co-Chair of the Policy and Education Subcommittee).

Following a sold out session earlier in the year, on 31 October 2019, the WLASA held its CPD "How to Smash the Glass Ceiling – Part 2" at the offices of Lipman Karas. The discussion was led by our fantastic panellists, Her Honour Judge Leisl Chapman, Her Honour Judge Penelope Kari, Laura Stein the Assistant Crown Solicitor, Attorney Generals Department and Tania Leiman, Dean of Law at Flinders University.

In November 2019, committee members Jessie MacGillivray and Lucie Lock attended a Networking Event for students run by UniSA, giving students the opportunity to connect with legal professionals to seek advice and information.

On 4 December 2019, the WLASA jointly held an event with The Legal Forecast which discussed technology and the law. It was an interesting event that gave insight into the use of legal technology by local law firm Peripheral Blue.

In March 2020, several committee members attended the Law Career Fair held at the University of Adelaide. Once again we were able to provide students with valuable information about the role and functions of the WLASA.

Unfortunately Covid-19 meant that we had to defer our second CPD for the year.

WLASA Secretary and Student Ambassador Liaison Officer, Kylie Dunn, has been liaising with our three student ambassadors, Airdre Mattner of the University of South Australia, Anya Miller of Flinders University, and Ashleigh DeSilva of The University of Adelaide in an effort to further broaden the WLASA's involvement with its student membership. We are currently in discussions with the universities about mentoring programs, involvement in student competitions and speaking opportunities at seminars. We look forward to increasing our involvement with the universities.

The 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.

Finally, thank you to Rebecca Clifton, Jessie MacGillivray and previous Chairs and Co-Chairs for their significant efforts before me. The skills and knowledge of the members of this subcommittee are an absolute asset to the WLASA and we are so grateful for your continued passion and commitment to advocating for law reform to benefit women and women lawyers.



*Pictured: Committee member Shannon McMenemy attending the Law Career Fair at Adelaide University on 12 March 2020.*

**Shannon McMenemy**

## EVENTS SUBCOMMITTEE REPORT

Subcommittee members:

- Bimaya de Silva (Co-Chair)
- Adeline Lim (Co-Chair)
- Marissa Mackie
- Julia Schinella

The Events Subcommittee aims to organise events for our members that not only give members the opportunity to catch up and network with others in the profession but also organise events that are of benefit and interest to our membership.

This year we were witness to a powerful moment in history as we commemorated the 125th Anniversary of Women's Suffrage in South Australia. The WLASA celebrated this momentous occasion at our panel event held at Bonython Hall on 26 September 2019 where we explored the topic of modern suffrage and what it means in today's profession. A huge thanks to our panellists, the Honourable Justice Natalie Charlesworth, Magistrate Jayanthi McGrath, Caroline Meador, Katrine Hildyard MP and our Chair, Brooke Hall Carney for generously lending us their wisdom and their valuable insights and to Laura Grenfell for her introductory remarks. The WLASA was honoured to receive a grant from the Office for Women to assist and support our celebration of this very special event.

We rounded out 2019 with one of the favourite events on the WLASA's annual calendar, the 'Christmas Drinks with the Judiciary' event held at Mrs Q on 28 November 2019. We had our biggest crowd ever with over 150 people attending.

We were thrilled to be able to raise \$780 in our infamous Christmas Raffle for our chosen charity for 2019/2020, Safe Pets Safe Families. Sincere thanks to our generous raffle donors La Prova Wines, Lipstick Society, the Kangaroo Island Shop, our very own committee member and baker extraordinaire Rebecca Clifton, WLASA Corporate Members Andersons, Lipman Karas and Minter Ellison, Make up Artist, Ant Adams and renowned Australian and International Art Consultant, Roger McIlroy. WLASA also chipped in \$1,220 and we made a total donation of \$2,000 to Safe Pets Safe Families.

We also had the privilege of announcing Adut Zita Deng Ngor ('Zita Ngor') the CEO of the Women's Legal Service as the 2019 winner of the WLASA's Dr Robyn Layton AO QC award.

Unfortunately, the onset of COVID-19 meant that the exciting plans we had for our annual Margaret Nyland Long lunch were required to be put on hold this year, but here's hoping that we will be able to host the event again next year and that it will be bigger and better than ever.

The 2019/2020 year has also seen us hold events via Zoom for the very first time as social distancing requirements prevented us from having many of our traditional in person events. Our first online event was a free Mindfulness and Wellbeing Seminar we held on 15 May 2020 that was extremely well received.

We hope we will be able to bring you some in person events soon. In the meantime, if you have any ideas or events you would like to see us organise, please let us know. Till we next meet again, stay healthy and safe.

**Adeline Lim and Bimaya de Silva**

## WEBSITE AND SOCIAL MEDIA SUBCOMMITTEE REPORT

Subcommittee members:

- Shannon McMenamin (Chair)
- Leah Marrone
- Georgie McRae

This financial year we said farewell to our previous Chair, Alice Woods, and subcommittee members Maria Harris and Rebecca Lucas. We are grateful for their brilliant efforts on this subcommittee. However we welcomed Georgie McRae of Easy by Design, the creator of our website, onto the committee. We are very fortunate to have her join us and greatly appreciate having her technical skills and experience at our disposal.

This year Marissa Mackie set up our closed WLASA Facebook Group, which now has 79 members. We have found this to be a brilliant channel to facilitate communication with our members and get greater insight into our membership. We look forward to increasing the content and discussion in this group going forward.

We'd like to extend an enormous thank you to Rebecca Lucas and Leah Marrone for their substantive and regular contributions to our social media channels, and to all other committee members who engage with our social media.

We look forward to scheduling regular posts and content for members on our website and social media pages, particularly to bring attention to the brilliant policy work of the committee.

Lastly, thank you to our members who follow and support our pages. We are grateful for your continued support and always welcome suggestions for improving our content to benefit members.

**Shannon McMenamin**