



AUSTRALIAN
WOMEN
LAWYERS

Themis

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PRESIDENTS REPORT

MARY ANNE RYAN PRESIDENT AWL



It has been a relatively quiet year, compared to some others.

The issue of differences in the participation of women in legal practice remains topical. I have often

been contacted by media organisations, large and small, to comment on the causes and solutions to the imbalance. I always make the point of observing the factors influencing the situation are not complicated and neither are the solutions. What is required is commitment to effect change and monitor progress.

The various members, representing a number of interest groups, of the Law Council Equal Opportunity Committee are working with their own state bodies at present, looking at ways – relevant to their own jurisdictions - to address matters arising from the Gender Appearance Survey. I have been heartened to hear the supportive comments of the Law Council President, Alexander Ward, with respect to the disparity between men and women in the advancement of their careers in law and the implications for the profession of this.

Of interest are the enquiries I have received from school students studying either equity/discrimination units or legal studies. I have found them to be informed as to the issues and have welcomed their questions. The fact it is an issue being spent time on, by students at school, speaks to me of the seriousness for the profession.

AWL continues to be invited to nominate suitable candidates for

appointment to federal courts and has responded to those requests. However, this year has not seen as many new appointments as some other years.

The Board and Conference Sub-Committee have been working hard on the 2012 AWL Conference. We have again entered into a partnership with Lexis Nexis to organise the event and plans are advancing well. The Conference Women Lawyers in a Public World will be held at University House, Australian National University, Canberra

“THE ISSUE OF DIFFERENCES IN THE PARTICIPATION OF WOMEN IN LEGAL PRACTICE REMAINS TOPICAL”

from Friday 10 August to Sunday 12 August 2012. We plan to offer a variety of plenary sessions addressing the theme, legal politics relevant to our objectives and a Q&A session chaired by a well known and respected media personality. In addition a number of concurrent choices will be offered dealing with construction law, criminal law, intellectual property, corporate governance and social media. A representative of New Zealand Women Lawyers has joined our sub-committee and we see many opportunities for both organisations arising out of this collaboration. Please place the date in your calendars, we hope to greet as many of you as possible in Canberra.

The Board has engaged KingDesigns to design a new website, we anticipate this will be up and running in September. The new site will be more user friendly both in terms of maintenance, but also to visitors. The Board undertook a significant degree of research to provide a detailed brief to the new designer and we expect as a

result the website will be very attractive, informative and up to date.

AWL will hold their AGM on 13 August 2011 in Darwin; notices will already have been distributed with respect to this. We will also hold a special general meeting in September to hold a vote with respect to amendments to the constitution, notices will be distributed. Those amendments are twofold, firstly to provide a vote for both Victorian Women Lawyers and the Women Barristers Association on the board – at present the

two organisations alternate their role on the board on an annual basis between director and ex-officio members. The proposed amendment would provide all other recognised organisations with two votes and VWL & WBA one vote each. Secondly, there will be an amendment proposed to provide for directors to remain for a further term, if their constituent body preferred that to occur. This is relevant where a certain director may be an obvious choice as President, but the present rules do not allow her to remain a director, or in smaller jurisdictions, with fewer members, who from their own logistical considerations may prefer their representative to take a further term. Please contact me should you wish to discuss the amendments prior to the meeting.

It has been my pleasure to undertake the Presidency of Australian Women Lawyers and I thank you all for the opportunity.

LAUNCH OF GENDER INSTITUTE

SARA WEDGWOOD ACT DIRECTOR, AWL AND AWL SECRETARY

(Reproduced by kind permission of the Australian National University.)

The Gender Institute was delighted to have the Governor-General of Australia Ms Quentin Bryce launch the Institute on Thursday 10 March 2011 in the Law Lecture Theatre at The Australian National University (ANU).

The chair for the evening, inaugural convener of the Institute Professor Kim Rubenstein, introduced a panel of four presenters who gave their thoughts on the topic 'Future Feminisms'. Professor Sally Engle Merry (School of Anthropology, Law and Society, NYU), Professor Margaret Jolly (School of Culture, History & Language, ANU), Dr Fiona Jenkins (School of Philosophy, RISS, ANU), and Dr Bina D'Costa (Centre for International Governance and Justice, RegNet, ANU) provoked, inspired and entertained an audience of around 200 including the new ANU Vice-Chancellor Professor Ian Young. Panellists' answers to questions from the floor provided lively discussion on issues of significance for the Gender Institute.

The Gender Institute is an exciting new initiative at ANU. A cross-campus virtual Institute, it provides a focus for existing activity on issues of gender and sexuality and a catalyst to develop and deepen them.

The Gender Institute has two distinct but related tasks. One is to support and deepen research, education and outreach on gender and sexuality across the University, in particular promoting collaboration and linkages in this area across the seven Colleges. The

second is to support the employment and retention of women at all levels, in all disciplines, across the University. To do this it will also work closely with ANU Diversity and Inclusion Unit on programs to support the attraction and retention of women staff.

The Institute encompasses over 120 staff and graduate students across all seven ANU Colleges: ANU College of Arts & Social Sciences, ANU College of Asia & the Pacific, ANU College of Law, ANU College of Medicine, Biology & the Environment, ANU College of Business & Economics, ANU College of Engineering & Computer Science and ANU College of Physical & Mathematical Sciences.

Professor Kim Rubenstein, Director of the Centre for International and Public law in ANU College of Law, is the inaugural Convener of the Gender Institute. Professor Rubenstein's own work on gender is in the area of women and constitutional law, and she is also running an oral history project with the National Library of Australia on 'Trailblazer Women Lawyers'.

Refreshments were served at the end of the discussion including some very appropriate purple, green and white macaroons.

Further information on the Institute is available at <http://genderinstitute.anu.edu.au/index.php>

"A CROSS-CAMPUS VIRTUAL INSTITUTE, IT PROVIDES A FOCUS FOR EXISTING ACTIVITY ON ISSUES OF GENDER AND SEXUALITY AND A CATALYST TO DEVELOP AND DEEPEN THEM."

THE TRADE OF HUMAN BEINGS

FIONA MCLEOD SC PAST AWL PRESIDENT
& MEMBER OF THE INTERNATIONAL LEGAL SERVICES ADVISORY COUNCIL (ILSAC)



Human trafficking is the fastest growing criminal industry in the world with an estimated 12.3 million adults and children in forced or bonded labour or forced prostitution globally. It is

undeniably linked to poverty and a global failure to address the social standing of women in the world.

In the foreword to the 2000 Palermo Convention Secretary General Kofi Annan described the trafficking of persons, as *'one of the most egregious violations of human rights that the United Nations now confronts.'* He noted it is

widespread and growing, rooted in social and economic conditions in the countries from which the victims come, facilitated by practices that discriminate against women and driven by cruel indifference to human suffering... The fate of these most vulnerable people in our world is an affront to human dignity and a challenge to every State, every people and every community.

There is no question that we have a responsibility to confront these violations and to make reparation for our failure as a community to do so individually, victim by victim, and globally, as a good neighbour addressing the root cause of trafficking by our ongoing commitment to addressing the causes of poverty and the status of women through the UN Millenium Development Goals and enhanced cooperative law enforcement. Article 6.6 of the Trafficking Protocol and the UN Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power make this clear.

Evidence suggests that victims of trafficking are recruited using coercion, deception, fraud, the abuse of power, offering of false or illegal inducements, or outright abduction. Threats, violence, and economic leverage such as debt bondage and wage deprivation are commonly used. After recruitment,

threats to the safety of family members at home are often employed to ensure compliance by the trafficked person. Local authorities may collude with local trafficking organisations by assisting or condoning the trade in human beings.

It is little wonder therefore that a victim of trafficking finds herself in a position of mistrust, fearful that whatever short term benefit flows from making complaints to police and other authorities, there are always other individuals profiting from the trade in people who will take revenge.

All States and Territories have a statutory Victims of Crime Compensation scheme designed to address the direct financial impacts of violent crimes, such as the medical and counselling expenses. Awards are relatively small but have the advantage that claims are mostly processed in the absence of the perpetrator. There is no Commonwealth scheme, because historically, federal crimes such as tax evasion, have not involved individual victims. Terrorism, human trafficking and child sex tourism are new types of crime therefore because victims are directly contemplated. There is also a fear that victims of terrorism may open the flood gates, although the logic of this claim as an argument against providing compensation to victims of trafficking astounds me.

The first claim for victims of crime compensation was made in Australia on behalf of a young woman known as 'Ning' who, in 1995, was trafficked to Australia at the age of 13 year from Thailand. As a child and an illegal immigrant she was put to work in a brothel. Before she arrived, she was physically and emotionally broken in by her traffickers in Malaysia to break her spirit in a familiar story. This involved repeated rapes and imprisonment, deprivation of basics, of money and passport by strangers in a foreign land, en route to her unknown destination. Upon arrival, Ning was told that she owed a 'debt' to her traffickers of about \$35,000 which she would pay off by having sex with 650 clients. She could then earn money for herself. She was not allowed to leave the house, had

"THERE IS NO QUESTION THAT WE HAVE A RESPONSIBILITY TO CONFRONT THESE VIOLATIONS AND TO MAKE REPARATION FOR OUR FAILURE AS A COMMUNITY TO DO SO INDIVIDUALLY, VICTIM BY VICTIM."

little money of her own and no contacts in Australia. She had no language and her passport was kept from her. She was told to lie about her age and circumstances, threatened and trapped. Ten days later she was discovered during a raid on a brothel in Sydney. In that time she had been required to have sex with more than 100 men. When she refused to co-operate she was beaten and raped by brothel operators and held up as an example to others.

I acted for Ning and assisted her in the preparation of her victim of crime compensation claim in NSW. She was awarded the maximum compensation available under the scheme for the abuse she suffered – including multiple statutory rapes of her as a child – and she become the first person in Australia to be compensated as a victim of slavery. Since that time one more claim in Victoria has proceeded to an award of compensation and others are in progress there and in NSW.

In my view, a federal scheme for victims of federal crimes is needed, tailored to meet the particular vulnerabilities of the group of victims, for example, by recognising the typical delay or failure to make police complaints and by increasing the pain and suffering award. Such scheme could be administered by arrangement with existing state and territory regimes or through federal courts such as the Federal Magistrates' Court. The advantages of a federal scheme include

“I RECOGNISED A VERY POWERFUL ARGUMENT THIS AVENUE HAD TO OFFER AND DEVELOPED AN INTEREST IN HOW FEMINIST LEGAL THEORY APPLIED TO INTERNATIONAL LAW AND WHAT IT MEANT FOR INTERNATIONAL LAW”.

A PROFILE OF HILARY CHARLESWORTH

MARY ANNE RYAN PRESIDENT AWL



Hilary Charlesworth was this year appointed an ad hoc judge to the International Court of Justice on the “whaling” case. The AWL President recently caught up with Hilary to talk about the appointment and the professional history of a remarkable woman.

Hilary was apprenticed to Tony Smith at Gillotts (now Minter Ellison) when she graduated from the University of Melbourne. From there, she was appointed associate to Sir Ninian Stephen on the High Court of Australia. Hilary says “one aspect of my position was that I was able to watch judicial decision making up close”. Hilary considers she was fortunate to start her career under the tutelage of her two mentors, Tony Smith and Sir Ninian Stephens. “I was lucky to work for both men, for both of whom my gender was never an issue. Both were generous and humane men”.

From the High Court, Hilary won a Fulbright Scholarship and Frank Knox Scholarship, enabling her to study international law at Harvard University. She was awarded a SJD (our equivalent of PhD). The scholarships made possible an adventure of which she had dreamt. Of her time at Harvard, Hilary says “Harvard changed my ideas about the law, I was very stimulated by the approach to teaching law in the US. It contrasted to an Australian style which was then very much black letter law”.

After a year with a New York firm practicing corporate law, Hilary and her husband, Charles, returned to Victoria. By this time, Hilary had settled that her ambitions laid in academic life and she spent the next six years teaching law

at the University of Melbourne. This was followed by a further three years teaching at the University of Adelaide.

In 1998, Hilary moved to the Australian National University where she continues today. While in the past she has spent much time teaching law, today the majority of her time is allocated to research, although she maintains a small teaching role.

Hilary is well known for her interest in international law, but is equally well known for her interest in feminist legal theory. This interest developed at Harvard in the early 1980s where she was exposed to numerous people considering various critical theories on the study of law. This was new; during her undergraduate experience Hilary had not been exposed to feminist legal theory. Of this Hilary says “I recognised a very powerful argument this avenue had to offer and developed an interest in how feminist legal theory applied to international law and what it meant for international law”.

Hilary has recently been appointed an ad hoc judge to the International Court of Justice on the “whaling” case. Hilary said, “I am thrilled and honoured by my appointment to the International Court of Justice. I never imagined I would have the opportunity. The appointment is an extraordinary opportunity to understand how the court works and to get to grips

with the issues the case throws up”. Australia has filed its legal argument and the Japanese will do so in some months time. The case is anticipated to commence in the early part of 2012.

Hilary resides in Canberra with her husband, 21 year old daughter and 18 year old son. She thinks of herself a real family person, born to a family of eight children herself. Her priority is her family and at times “this has been a juggle, made workable by a supportive and tolerant husband” - whose own occupational responsibilities are considerable.

Hilary’s advice to people embarking on a legal career is, “Don’t be in too much of a hurry”. She reflected that when she was younger she felt she, “had to get things done”. In retrospect, Hilary reflects “take things more slowly, I have observed others who have taken time out from their career for various reasons, including parental leave and travel, they have successfully and creatively benefitted from that time”.

WOMEN IN LAW

AIMEE RILEY MACQUARIE UNIVERSITY LAW SOCIETY EDUCATION OFFICER

On 4 May 2011 the annual Macquarie University Law Society Commemorative Dinner was held as celebration of “Women in Law” at the Park Royal, Sydney. The evening honoured the 30th Anniversary of Sandra Day O’Connor’s appointment to the U.S. Supreme Court and the centenary of International Women’s Day as milestones in the pursuit of justice and equity.

The Macquarie University Law Society (“MULS”) is a representative body for all law students at Macquarie University in Sydney. The Society operates to enhance the Macquarie Law Degree in three ways. We aim to assist students in personal and professional development, improve the quality of education and studies for law students, and to provide opportunities for law students to get involved throughout their degree.

The evening boasted attendance from students, academics and members of the legal profession alike. We were fortunate to hear keynote addresses from two very powerful women in the legal profession, who have created much success for themselves. We note the exemplary careers of our keynote speakers: the Honourable Justice Ruth McColl AO, Judge of Appeal from the NSW Supreme Court, and the Honourable Catherine Branson QC, President of the Human Rights Commission. In their respective addresses these extraordinary women illuminated the struggles, resilience,

determination and successes of women, notably Australian women, in being recognised as equals within the profession.

The Honourable Justice McColl depicted a historical reflection of the significance of women’s struggles, and the commented that while progress is taking place towards equality amongst the profession, the under representation of women at the bar, the bench and as senior counsel, highlights that there is still much work to do. Her address provided a reflection of the drivers of legal reform as a foreword to the Honourable President Branson’s address. President Branson engaged the significance of Justice McColl’s address by sharing what can only be described as her dignified perseverance, to overcome the societal constraints that have plagued the legal profession. The contrasts in each keynote address enabled the 100 guests to grasp not only highlights of these problems that women experience with the legal system, but personal experience and understanding, in dealing with issues in the practice of law that are of particular importance to women.

Preceding the formalities of the evening it was positive to hear the thoughtful and pragmatic discussion between guests of the complex needs of women in the profession. This speaks to the high calibre of our keynote speakers to create such resonance within the room.

On behalf of the MULS and the guests



“... WHILE PROGRESS IS TAKING PLACE TOWARDS EQUALITY AMONGST THE PROFESSION, THE UNDER REPRESENTATION OF WOMEN AT THE BAR, THE BENCH AND AS SENIOR COUNSEL, HIGHLIGHTS THAT THERE IS STILL MUCH WORK TO DO.”

in attendance, I would like to extend many thanks to both the Honourable Justice McColl and the Honourable President Branson for delivering an inspiring, educative and challenging presentation.

Transcripts of both addresses are forthcoming and will be made available at www.muls.org/education.

NEW SEMINAR SERIES: RETURN TO WORK

KIM KNIGHTS WBA DIRECTOR, AWL AND AWL TREASURER

Many women take a break from their legal careers, which may be anything from a few months to a decade or more, whilst they care for children, elderly parents, re-locate with their partner's career or a multitude of other goods reasons. The idea of re-entering the legal profession after such a career break can be very daunting. Technology will have changed, new laws passed, old laws abrogated and cobwebs have grown over the professional network.

Victorian Women Lawyers (VWL) and the Women Barristers Association (WBA) have been working with the Law Institute of Victoria and the Victorian Bar to design a seminar series to assist men and women who have taken a break from their legal careers with the professional skills and the confidence to re-enter the legal profession.

The seminar series is to be run as a two day conference entitled "Return to Work". Topics covered will include career options and planning, designing a resume, interview tips, time management and updates on key changes in the law such as *Evidence Act, Civil Procedure Act, Fair Work Act, Equal Opportunity Act, Personal Property Securities Act and Competition and Consumer Act*. ACLA will also be hosting a session on marketing oneself. There will also be separate streams for solicitors and barristers to address their regulatory and workplace requirements.

The inaugural "Return to Work" seminar series is planned for August 2011.

"THE IDEA OF RE-ENTERING THE LEGAL PROFESSION AFTER SUCH A CAREER BREAK CAN BE VERY DAUNTING."

WOMEN BARRISTERS REPORT

KIM KNIGHTS WBA REPRESENTATIVE (VICTORIA)

On 16 February 2011 the Federal Court of Australia, WBA and VWL co-hosted the Melbourne launch of Pamela Burton's biography of Mary Gaudron entitled "From Moree to Mabo". The author Pamela Burton shared some of the trials of researching the biography. The launch was held in the foyer of the Commonwealth Law Courts.

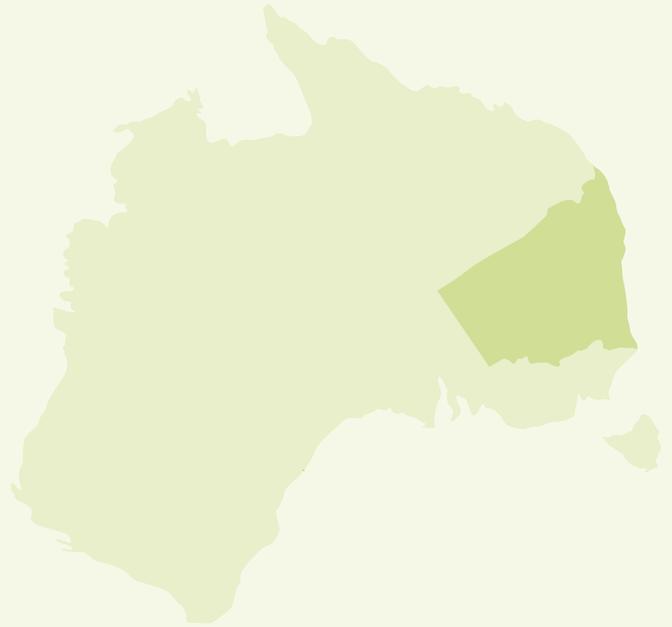
The WBA has been working with VWL, the Law Institute of Victoria and the Victorian Bar on developing the Return to Work seminar series (discussed separately) which is to be launched later this year.

The WBA has also been working with VWL on developing a seminar series to be taken to regional areas of Victoria. The first of these will be in Warnambool in July, to be arranged and hosted by VWL, with WBA members providing CPD seminars to regional solicitors.

WBA is supporting a breakfast to raise money for medical services for women in Timor Leste on 26 May 2011.

The WBA contributed to the inaugural whole weekend Victorian Bar Conference in March at Torquay by hosting a seminar on well-being conducted by Erica Edmands. The seminar was held over breakfast and was well attended although the speaker did have to fight to be heard over the breakfast din.

"WBA AND VWL CO-HOSTED THE MELBOURNE LAUNCH OF PAMELA BURTON'S BIOGRAPHY OF MARY GAUDRON ENTITLED "FROM MOREE TO MABO."



NSW REPORT

LEE-MAY SAW NSW REPRESENTATIVE

For WLA NSW, 2011 has been a year of building upon and consolidating relationships with partnering organisations in New South Wales. WLA NSW continues to strive to remain relevant to our dynamic membership. The efforts of the WLA NSW Committee in doing so have been reflected in the launch of our new website at the beginning of this year, and our work in revamping our Achievement Awards, which are to be launched on 1 June 2011 and presented on 23 September 2011.

MEDIA AND POLICY

The work of the 2010-2011 Policy and Media Subcommittee has seen comments from WLA NSW featured in publications such as the Australian Lawyers Weekly, and the New Lawyer following the election of the 2010-2011 WLA NSW Committee in November last year to present. Other projects for the Policy and Media Subcommittee have been the compilation of a list of women lawyers appointed to senior positions particularly partnership and in house counsel, and the monitoring and consideration of policy and law reform issues that are areas of priority for WLA NSW.

FUNCTIONS AND EVENTS

The WLA NSW functions calendar formally opened with "A Toast to Our Success", a networking cocktail function with Louisa Fitz-Gerald of the Cancer Council Legal Referral Service as guest speaker. Louisa was unanimously selected as the winner

of the prestigious Australian Young Lawyer Award in 2011 for her work with patients dealing with chronic illness. The event was well attended, with Louisa giving an inspiring talk about her work in setting up the Cancer Council Legal Referral Service, and a video with case study illustrations about how the service has made a difference being shown for the first time.

The major event for WLA NSW this year is our New South Wales Women Lawyer Achievement Awards. The launch event for the Awards is being held on 1 June 2011. The President of the Law Society of NSW, Stuart Westgarth has been confirmed to speak at this event.

"2011 HAS BEEN A YEAR OF BUILDING UPON AND CONSOLIDATING RELATIONSHIPS WITH PARTNERING ORGANISATIONS IN NEW SOUTH WALES."



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(1) WOMEN ON BOARDS (2) WOMEN IN LEADERSHIP (3) WIG LAUNCH

VICTORIA REPORT

KATE ASHMOR VWL CONVENOR

VWL kicked off its fifteenth year by surpassing our highest ever membership, just over 600 people. Our theme for 2011 is "reaching out", a reflection of our determination to reach beyond the Melbourne CBD area and embrace all women lawyers in our State, as well as other like-minded organisations, for the benefit of all members.

Earlier this year, VWL launched a Facebook page, which has grown into a convenient forum for publicising our events and submissions, and reaching a wider network of potential members. Our website and monthly e-newsletter have also been extensively revamped.

So far in 2011, VWL has held the following events:

- > The Melbourne launch of Mary Gaudron's biography on 16 February, in conjunction with Australian Women Lawyers and the Women Barristers Association;
- > The Women Making it Happen Networking Lunch on 17 February, in conjunction with Women in Finance (Victoria) and the Institute for Chartered Accountants. Over 400 women attended this sold-out event at the RACV Club.
- > The Dame Roma Mitchell Memorial Luncheon on 4 March, in conjunction with the Law Institute of Victoria and featuring prominent human rights advocate and broadcaster Mary Kostakidis. Over \$3,000 was raised for the Sydney Peace Institute.

> Life as a Government Lawyer: A Conversation with Vanessa Twigg and Lawyers Weekly editor Angela Priestly, on 5 April, an initiative of VWL's Women in Government Committee, the Victorian Government Solicitor's Office and the Victorian Department of Transport.

> Women on Boards: To Reform or not to Reform?, a sold-out discussion forum on 18 May at Allens Arthur Robinson, featuring the Hon Andrea Coote MP, Women on Boards' Dianna Jacobs and BHP Billiton's Fiona Smith. This Law Week event was an initiative of VWL's Law Reform Committee, to tackle the hot topic of quotas. The event was free for VWL members.

> Women in Leadership: An In-House Lawyer's Perspective, on 24 May at DLA Piper, in conjunction with the Australian Corporate Lawyers Association. The NAB's Michaela Healey, Crown Ltd's Debra Tegoni and Transport Safety Victoria's Iresha Herath shared their secrets for getting ahead as a female lawyer, in-house. The event was only open to ACLA and VWL members.

Upcoming events include a Networking Dinner in Geelong on 16 June in conjunction with the Geelong Law Association, and a CPD Event and Networking Dinner for Warrnambool-based lawyers on 22 July, in conjunction with the Women Barristers Association. In addition, 130 pairs will participate in VWL's fourth annual Law Student Mentoring Program, to be launched by

"OUR THEME FOR 2011 IS "REACHING OUT", A REFLECTION OF OUR DETERMINATION TO REACH BEYOND THE MELBOURNE CBD AREA AND EMBRACE ALL WOMEN LAWYERS IN OUR STATE "

The Hon Justice Marcia Neave AO on 22 June at Middletons.

So far this year, VWL's Law Reform Committee has made submissions to inquiries into the Australian Law Reform Committee and the consolidation of discrimination laws. Our Work Practices Committee has also published a number of articles in the Law Institute Journal and has applied for funding for attrition research.

2011 has already proven to be a successful year for VWL: I look forward to the opportunities the second half of the year will bring for all members.



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(1) ACT YOUNG LAWYERS (2) ACT DPP PROSECUTORS
(3) NORTON ROSE LAWYERS

ACT REPORT

MARGARET HUNTER PRESIDENT WLA ACT

The WLA ACT Annual General Meeting was held on the 28th of October 2010 at the Commonwealth Club. The meeting elected a new Committee including myself as President. After the AGM adjourned Justice Hilary Penfold of the Supreme Court of the ACT was welcomed by members as our new patron, following on from the Hon Margaret Reid, our inaugural patron.

Justice Penfold was the first woman to be appointed as a resident judge of the Supreme Court of the ACT. At the time Justice Penfold was appointed, the ACT was the only jurisdiction in Australia never to have had a woman appointed as a resident judge.

The Women Lawyers Association of the ACT Inc (WLA ACT) has been active in 3 key areas this year: CLE/ Mentoring breakfasts; working with the ACT Law Society; and scholarships & sponsorships. Activities have included:

1. CLE/MENTORING BREAKFASTS & OTHER TRAINING

WLA ACT continues to hold breakfast seminars where invited guests speak about their professional experiences and also provide an element of mentoring for members. The events are informal and well attended providing networking opportunities for members and their guests.

Past speakers have included, the Chief Justice of the Supreme Court, Terry Higgins, the Attorney-General for the ACT, Mr Simon Corbell, Justice Annabelle Bennett of the Federal Court of Australia, the Director of Public

Prosecutions for the ACT Mr Jon White, ABC News presenter for the ACT Virginia Hausegger and many more.

The 2011 series will go on the new web site shortly.

2. WORKING WITH THE ACT LAW SOCIETY

The Annual ACT Women Lawyers Association Law Week Dinner was hosted by WLA ACT on the 18th of May 2011 at On Red Restaurant. The evening was most enjoyable with over 70 in attendance, much chatter, clinking of glasses, and gasping at the sweeping views over Canberra from the venue which is perched atop Red Hill.

WLA ACT raised in excess of \$500.00 for the charity OzHarvest Australia from this event.

WLA ACT looks forward to working with the ACT Law Society next year to host this event which is a key event for both organisations.

WLA ACT has presented a \$250 cash award to each of the highest academic ranked female LLB graduates from 2010 in the conferring ceremonies at each of the Australian National University and University of Canberra. We look forward to continuing this program of sponsorship in 2011 and looking forward into 2012.

OTHER

We continue to promote events, publications and information of interest to WLA ACT members and others on our internet site: <http://www.wlact.org.au/>.

The Committee is working on

governance by detailing Committee member roles and responsibilities and updating its web site. The Committee is undertaking a 'spring cleaning' to confirm governance requirements in the lead up to its 2011 Annual General Meeting in the hope of attracting more new people to the Committee.

The Committee thanks its reliable sponsor SBR Insolvency and Reconstruction (<http://www.sbrinsolvency.com.au/>) who provide audit services free of charge to the Association.

NORTHERN TERRITORY REPORT

SUE OLIVER NT REPRESENTATIVE

The Northern Territory Women Lawyers Association recently hosted tables at a local quiz night. A copy of *From Moree to Mabo: The Mary Gaudron Story* was provided as a door prize.

In April, the Chief Magistrate, Hilary Hannam provided a lively and engaging talk "Toppled into the Top End" on her experience and observations of her first six months as Chief Magistrate. Her Honour previously presided in the Youth Drug Court at Parramatta and has brought with her a wealth of experience in the principles and practice of therapeutic jurisprudence.

The NTWLA looks forward to hosting the next meeting of the Board of Directors of Australian Women Lawyers and the Annual General Meeting in August.

"THE NTWLA LOOKS FORWARD TO HOSTING THE NEXT MEETING OF THE BOARD OF DIRECTORS OF AUSTRALIAN WOMEN LAWYERS AND THE ANNUAL GENERAL MEETING IN AUGUST."



QUEENSLAND REPORT

SUSIE MCNEIL QLD REPRESENTATIVE

NEW WLAQ COMMITTEE 2011/2012

Following the Women Lawyers Association of Queensland (WLAQ) Annual General Meeting (AGM) on Wednesday 15 June 2011, a new committee was elected.

WLAQ congratulates and welcomes a new President and new Committee for the 2011/2012 year.

Kathryn Finlayson, Senior Associate at Minter Ellison Lawyers has been elected President of WLAQ. Kathryn served as Vice President for the past 2 years, following terms as both Treasurer and Secretary. Barbara Bogiatzis (McCullough Robertson) and Kylie Hillard (Barrister at Law) were elected joint Vice Presidents.

Joining the committee for the first time are Gerowyn Lyons (Minter Ellison) as Secretary and Genevieve Dee (Cooper Grace Ward) as Treasurer. Natalia Wuth (Suncorp) has been re-elected as the Social Secretary.

The Committee, comprising now 20 members also includes: Frances Becker, Hannah Daniel-Lester (student representative), Marilyn Davis, Nichola Di Muzio, Rebecca Edwards, Sarah Holland, Barbara Kent, Katy McGree, Susan McNeil, Louise O'Reilly, Tina Riveros, Jess Shuttleworth, Rachael Taylor, Sonya Treble and Margaret Voight.

There are a few familiar faces returning to the committee, as well as some first time members, as well as a number of members who were on the committee a few years back and have returned. This year looks to be full of new ideas, motivation and direction. Kathryn will lead the committee and Association through a wonderful 2011/2012.

WLAQ is grateful to the contributions of Jodi Gardner and Janelle Payne, who have been long term contributors as both executive and ordinary committee members, who have both stepped down this year.

[Note to self, new WLAQ committee members and fellow New South Wales Women Lawyers: Do not schedule

WLAQ AGM on State of Origin night! Attendances were down on previous years, which we have attributed to a completely unintentional scheduling problem.]

WLAQ LADDER PROGRAM 2011/12

The WLAQ Ladder Program is a mentoring program started 2 years ago, and in its second year, matched 70 mentees with 70 mentors around Queensland. The mentees comprised Junior Lawyers, Graduates and Law students with more senior Solicitors (Associates, Senior Associates and Partners), Barristers, Tribunal Members, Magistrates, Federal Court Judges, Supreme, District Court and Court of Appeal Judges.

Many hours are spent attempting to match mentees with mentors who are practising in areas that each mentee is interested in, or as close to as possible. The mentees and mentors are provided with each others' details, and then it is up to the pair to meet – whether that be over coffee, lunch or by telephone, to discuss life in the law. Some pairs meet once a month, others every couple of months.

Applications will open again in August 2011, and the program runs from August to August each year.

CAIRNS LUNCH

WLAQ held a Women Lawyers Lunch in Cairns on 20 May 2011 at Ochre Restaurant, where 35 attendees enjoyed a 3 course meal. Mandy Shircore (Senior Lecturer at James Cook University) spoke about Abortion Law Reform. It is hoped that this will become an annual event, with further functions planned in Northern Queensland in the coming year.

UNA PRENTICE AWARDS FUNCTION

The Association hosted the Una Prentice Awards Function on Tuesday 10 May 2011 at the QLD Bar Association common room. The Awards function was opened by Justice Berna Collier, Justice of the Federal Court. The

Awards are awarded each year to the highest graduating female law student from each Queensland University (Bond University, Griffith University, James Cook University, Queensland University of Technology and the University of Queensland). The function was attended by over 60, who enjoyed canapés and drinks, and attendees enjoyed meeting the award winners and other students.

WOMEN AT THE BAR FUNCTION

On Monday 07 March 2011, WLAQ held the now biannual "Women at the Bar" Function. The function, which operates as both an information evening and a networking opportunity for female Solicitors and Barristers, was attended by just over 70 people. The evening featured a discussion and Q & A session with Sue Brown (Barrister at Law), Barbara Bogiatzis (Senior Associate, McCullough Robertson) and Margaret Voight (Warden, Bar Practice Course). The evening also raised funds to benefit the Premier's Disaster Relief Fund, supporting Queenslanders affected by the January floods.

SEPTEMBER 2011:

WLAQ will again be hosting the Annual Woman Lawyer of the Year Awards, to be held in September 2011. A date for this event will be released soon, as well as details in relation to nominations for the following awards:

- > Woman Lawyer of the Year 2012
- > Regional Woman Lawyer of the Year 2012
- > Emergent Woman Lawyer of the Year 2012



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(1) ATTORNEY GENERAL AND IMMEDIATE PAST PRESIDENT AT XMAS DRINKS (2) XMAS DRINKS 2010 (3) XMAS DRINKS 2010

SOUTH AUSTRALIA REPORT

AMY CHALLANS SA REPRESENTATIVE

The Women Lawyers' Association of SA Inc (WLASA) began this year with its annual strategic planning day which has become an important day in the management calendar of the WLASA committee. As result of this planning day WLASA decided to introduce new events for 2011, establish a series of sub committees to ensure the effective running of events and cemented certain functions on its event and fundraising calendar.

The Committee has also decided to focus on increasing its professional development profile in 2011 by championing CPD seminars on the new modern Award for legal practitioners examining the implications of Award free employment for lawyers and compiling a series of articles for the Law Society Bulletin.

NETWORKING, FUNDRAISING AND CAREER DEVELOPMENT

Christmas Drinks with the Judiciary

The year ended with WLASA's annual Christmas drinks with the Judiciary. Approximately 60 guests joined South Australia's Attorney General the Hon. John Rau celebrate the festive season. All proceeds from the event went to WLASA's charity for 2010 Nunga Miminar which provides sheltered accommodation and support for indigenous women and their children who are the victims of domestic violence. A big thank you to the Chief Justice and all members of the judiciary who attended, we look forward to seeing everyone again next year.

UNIFEM International Women's Day Breakfast

The first event of the year began on the 8 March 2011 with WLASA hosting a table at the annual UNIFEM International Women's Day Breakfast organised by The Hon Senator Penny Wong. This year's event proved very popular with a high demand for places by members and the creation of a waiting list for the second year running. The breakfast featured key note speaker Professor Tanya Monro (SA's Australian of the Year) and raises important funds to support various projects run by UNIFEM and (of course!) to celebrate international women's day.

Alternate Careers in the Law' seminar

In April WLASA hosted its annual 'Alternate Careers in the Law' seminar at the University of Adelaide. Aimed at enhancing the career development of law students, the seminar is designed to expose students to a range of alternate career options once they graduate. This year's seminar featured a range of key note speakers who talked about the advantages and disadvantages of their chosen career paths and their motivations for studying law.

One of the key aims of the seminar is to encourage students to think outside the square and to explore options other than working as a lawyer in one of the top tier firms. This seminar has become an annual event in the Adelaide Law Students' Society calendar and is now attended by law students from all three of SA's law schools. WLASA looks forward to hosting the seminar again next year.

Movie Night

On the 26 May 2011 WLASA held its third movie night with a screening of the Hollywood film Water For Elephants. The film proved a popular choice with approximately seventy members and 'Friends of WLA' attending. The aim of the movie night was to act as a fundraiser for the Birthing Kit Foundation (our chosen charity for 2011) with representatives of the charity attending to speak and mingle with guests.

For the cost of \$30 guests experienced pre movie drinks, their choice of items from the Candy Bar (up to the cost of \$6), pre-movie entertainment by the Theatre Organ Society of Australia (SA Division), a ticket to the movie and place in the door prize raffle. A big thank you to all those that attended and we look forward to seeing you again next year.

APPOINTMENT AS SILK

WLA SA congratulates former Committee member Liesl Jane Chapman being appointed to silk. Ms Chapman is a Barrister at the independent bar with experience in a range of legal practices. Most notably Ms Chapman has presented and written numerous papers on expert and child witnesses and the use of DNA evidence.



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(1) JUSTICE HELEN WOOD & PROFESSOR MARGARET OTLOWSKI
 (2) LUCY DUGGAN, MARY ANNE RYAN & EMMA DANIELS (3) AUDREY MILLS,
 MAGISTRATE OLIVIA MCTAGGART, LEIGH SEALY S.C., ALISON QUINN

TASMANIA REPORT

SANDRA TAGLIERI PRESIDENT, TWL

I was appointed as President Tasmanian Women Lawyers at its Annual General Meeting in December last year. When approached to consent to Nomination for the role, I was hesitant because I had joined the organisation late in my career and thought that there were others more suited or entitled to the role. I was persuaded to accept the Nomination and am pleased I did, as I have come to appreciate that I may have valuable knowledge and experience to assist other female lawyers.

I began practising law in 1988 as a young apprentice, in the days when it was necessary to serve a 12 month apprenticeship prior to admission to the Bar in Tasmania. It never occurred to me then, that there was any real purpose for an organisation such as TWL and I have been fortunate to have progressed in my career without too many obstacles. Having said that, there was never any time for me to stop, pause and reflect on whether there were obstacles for other female lawyers and if so, how many and what could be done about it. Juggling essentially full-time work, family and personal responsibilities was "full on".

Now, practising at the Independent Bar and having survived about 23 years of legal practise I have had the opportunity to pause, listen and reflect on how other women have fared in the legal profession. I have learned that for many, it has not been "smooth sailing" and there have been obstacles. Given what I have managed to attain in my career (and some may say "not much"!), I feel a sense of duty and a desire to support and encourage other women on the journey that they have chosen to take in the legal profession.

I am enthusiastic about building membership, regularly meeting, conducting functions and events, all with the aim of supporting and encouraging the ever growing number of female practitioners. I am keen to see far greater representation of women in senior roles in the Law and hope to see improvement in the retention rates of women entering the law.

We have had an excellent year so far. The "Cocktail Function" held in March was a huge success and tremendously supported by the profession and Judiciary. I am proud to report that we have had a significant increase in

"I AM KEEN TO SEE FAR GREATER REPRESENTATION OF WOMEN IN SENIOR ROLES IN THE LAW AND HOPE TO SEE IMPROVEMENT IN THE RETENTION RATES OF WOMEN ENTERING THE LAW."

membership and we will continue our "recruiting". All on the Committee are enthusiastic about a seminar we are conducting in September, presented by Ms Jennifer Nichols, Psychologist. The seminar will provide useful professional and practical advice on balancing professional obligations with family responsibility – a challenge that confronts many female lawyers.

I would like to take this opportunity to acknowledge the wonderful contributions made by all our Committee Members and thank the following:

WESTERN AUSTRALIA REPORT

ELSPETH HENSLER PRESIDENT WLWA

Shortly after the last publication of Themis, elections were held for a new committee for WLWA. The members of the committee for 2010 / 2011 are Elspeth Hensler (president), Cathryn Greville (vice president), Anne Wood (secretary), Anne Lopez (treasurer), Debbie Constable, Catherine Fletcher, Joanne Deligeorges, Tina McAulay, Amanda Thackray and GiGi Visscher (elected members) and Sarah Codde, Ros Fogliani, Valerie Hodgins, Emily Mills, Nova Oldfield and Abigail Davies (co-opted members). This committee is a very good combination of old and new blood, city and suburban practitioners, sole practitioners and employees of government, corporations and law firms, and women from all sorts of domestic situations (from single no children all the way to grandma).

The excitement of a new committee is always tempered with regret that others have decided to move on. We thank all of them for their contributions to WLWA, through the committee and otherwise.

In addition to our regular, lunchtime get togethers (every 4th Tuesday), we have hosted and participated in a number of events. A summary of those events follows.

On Tuesday, 26 October 2010, we hosted our annual function for female articulated clerks and graduate clerks to meet the judiciary. This year's function was held at the Family Court. The Honourable Chief Justice Stephen Thackray of the Family Court welcomed those attending (including his daughter) and The Honourable Justice Caroline Martin, who holds many "firsts" for women lawyers in Western Australia, gave a short talk about her journey in the law, from the initial expectation of her career advisor that a desire to work in the legal profession meant a desire to be a legal secretary, to her appointment as a judge of the Family Court. Then President of WLWA Elizabeth Needham also spoke about the importance of networking and the importance of finding your own path in the profession, and not being pushed by others into areas of practice that may not be a woman's preferred area of

practice. Thanks to Debbie Constable for organising this event.

We celebrated the end of 2010 at eCucina, Central Park on 16 December 2010. Music for the event was provided by a guitar duo and a string quartet, two all girl groups from Churchlands Senior High School. Thanks to Anne Wood for organising this event.

In February 2011:

- > Vice President Cathryn Greville presented at the Executive Assistant Network Conference & Exhibition on our behalf;
- > we renewed our status as an approved CPD provider;
- > we presented our first CPD seminar for 2011 entitled "An Overview of the New Australian Consumer Law", presented by Sarah Russell. In this seminar, Sarah introduced us to the new Competition and Consumer Act 2010 (formerly the Trade Practices Act 1974), focusing on the provisions which introduce a single uniform national consumer law (in particular regarding unfair contract terms, consumer product safety and statutory guarantees); augment existing fair trading and consumer protection provisions (including prohibitions on unconscionable conduct and false and misleading representations); and introduce new penalties, enforcement powers and consumer redress options. We thank Clayton Utz for providing the venue for this event and Cathryn Greville for organising it; and
- > the committee met with the Chief Justice to discuss reviving a Gender Bias Taskforce, participation in ceremonial welcomes and farewells to judges of the Supreme Court, law graduates' rights of appearance (we will also raise this issue with the Chief Magistrate at a meeting in June), court administration, and barriers to female promotion in the legal profession in Western Australia. By way of short explanation about reviving the Gender Bias Taskforce – the Taskforce was originally established by the then Chief Justice of Western Australia, Malcolm CJ. It delivered a report in 1994 which suggested numerous ways to enhance women's participation and

promotion in the legal profession in Western Australia. In discussion with the Chief Justice, and with other judges of the Supreme Court after the meeting with the Chief Justice, there was support for a proposal to re-establish the Gender Bias Taskforce (at least in relation to the legal profession) with a view to reporting in 2014, 20 years from the first report.

The 8th of March 2011 was the 100th International Women's Day. We were invited to attend a 100th anniversary event "Sharing Women's Stories across the Generations" to share this moment in women's history and a celebratory morning tea with the Hon Robyn McSweeney MLC, the Minister for Women's Interests in Western Australia and three speakers, Dr Sue Gordon AM (representing the baby boomer generation), Priya Cooper OAM (generation X) and Alicia Curtis (generation Y) (thanks to Elizabeth Heenan and Cathryn Greville who, with me, represented 3 generations of women lawyers in Western Australia at this event). In the afternoon we teamed with the Law Society to celebrate 100 years of International Women's Day with a High Tea at C Restaurant. Our guest speaker was the 2010 Women Lawyer of the Year, the Hon Linda Savage MLC, who spoke about the significant pay differential in the legal profession between what men earn, and what women earn.

Then there was the Honours Dinner on 11 March 2011 at the UWA Club. We honoured the appointments of The Honourable Justice Janine Pritchard to the Supreme Court, Her Honour Judge Gillian Braddock to the District Court and Her Honour Magistrate Jennifer Hawkins to the Magistrates Court, and honoured the achievements of The Honourable Julianne Penny (formerly of the Family Court) and Her Honour Kate O'Brien (formerly of the District Court). We also announced the winners of the awards for Woman Lawyer of the Year, Senior Woman Lawyer of the Year and Junior Woman Lawyer of the Year for 2011. For 2011, the Award selection committee had a difficult task choosing who to award, with a number of worthy nominations

in each category. Awards were made to Amanda Burrows (State DPP) and Jenni Hill (Norton Rose Australia), joint winners of the Woman Lawyer of the Year, Karen Farley (Legal Aid WA), Senior Woman Lawyer of the Year, and Seranie Gamble (ALS), Junior Woman Lawyer of the Year. We congratulate all women who were nominated for the awards, and our Women Lawyers of the Year. Thanks to Tina McAulay, Ros Fogliani, Debbie Constable and Emily Mills who organised the Dinner and Norton Rose Australia, LawCPD.com.au and Mallesons Stephen Jaques for sponsoring the Dinner.

Since the Honours Dinner, Donna Webb, who has been a high profile lawyer in Western Australia, has been appointed as a Magistrate. We look forward to honouring her in 2012.

Also in March 2011, the Bar Association invited our members to attend its Autumn Festival of CPD to give us the opportunity to learn about current issues in commercial litigation, documentary evidence, mediation, formulating damages claims and cross examination, and to meet members of the Bar. This was the first time that the Bar had invited our members to attend CPD training.

In April 2011 we presented our annual seminar on getting the most out of your salary and performance review. As in previous years, this seminar was presented by member Julianna Shearn of Shearn HR Legal, although this year she was assisted by Lisa Podolan, also of Shearn HR Legal and a member.

Through the Joint Law Society Women Lawyers' Committee, we continue to work on a scheme to provide emergency family care, protocols for flexible working arrangements, measures to reduce the amount of bullying that occurs in the legal profession (thanks to Laura Michelmore for her work with the Law Society in relation to this) and measures to assist members of the profession with mental health issues (thanks to Fran Veltman for her work with the Law Society in relation to). In the last month, the Law Society has released two significant

reports on these issues, "Dignity & Respect at Work" (prepared by Associate Professor Maryam Omari of the Edith Cowan University and the "Report on Psychological Distress in the Legal Profession" (prepared by Dr Kendall).

We also supported the Law Society in its presentation of a lunchtime seminar by Professor Natalie Nenadic about genocide and sex based war crimes. The topic for Professor Natalie Nenadic's seminar was "Philosophy, International Law and Genocide: the

"BOTH THE BENEFITS OF FLEXIBLE WORKING ARRANGEMENTS, AND THE NEGATIVE PERCEPTIONS OF PEOPLE WHO ADOPT FLEXIBLE WORKING ARRANGEMENTS, WERE HIGHLIGHTED IN AN ARTICLE WOMEN LAWYERS PUSH FOR EQUAL RECOGNITION AND GREATER FLEXIBILITY"

New York case against Karadzic". Professor Natalie Nenadic initiated the landmark law suit, *Kadic v Karadzic* which enabled the recognition of sexual atrocities as acts of genocide under international law.

Both the benefits of flexible working arrangements, and the negative perceptions of people who adopt flexible working arrangements, were highlighted in an article "Women lawyers push for equal recognition and greater flexibility" by Carolyn Herbert that appeared in WA Business News on 21 April 2011. The article refers to interviews with 2011 joint winner of the Woman Lawyer of the Year, Jenni Hill, WLWA Vice President Cathryn Greville and committee member Catherine Fletcher, as well as AWL President Mary-Anne Ryan. The article has had an interesting consequence and employers within the legal profession have contacted Cathryn to assure her that they employ lawyers on flexible arrangements and appreciate the benefits that flexible working arrangements bring to the workplace, as well as to the employee.

Our most recent seminar "In-house Counsel – Looking Out" was held on

Tuesday, 31 May 2011. The seminar followed a panel-style discussion on issues relating to in-house counsel roles – including practicing in-house, engaging external counsel, and assisting the client from an in-house perspective. We were pleased to welcome Sue Wilson, General Counsel & Company Secretary, BankWest, Abigail Davies, former Legal Counsel & Company Secretary, Barrick Gold of Australia Limited, Karen Fleischer, former General Counsel, Great Southern Limited and current Acting

Manager Legal Affairs, Paladin Energy Ltd, as our panellists, together with Pamela Hass, University Secretary & Special Legal Counsel, The University of Western Australia, as Chairperson for the event. Together, the Panellists and Chairwoman have over 50 years in-house experience. All those who attended agreed that it was a very interesting and insightful discussion on the world of in-house practice – including the comparison of in-house counsel to corporate underwear (covering the corporate a**se). Thank you to Blake Dawson for providing a venue for this seminar and Val Hodgins and Abigail Davies for arranging it.

SPOTLIGHT ON THE AUSTRALIAN WOMEN LAWYERS AWARD



Her Honour Chief Justice Diana Bryant has generously offered to be the benefactor and patron of a new award: the Australian Women Lawyers Award.

The award will be granted to the nominee who is demonstrated to have been most active and effective in all or any one of the following categories:

- > Achieving justice and equality for women;
- > Supporting legal rights for women;
- > Eradicating discrimination against women in the legal system and in the community generally;
- > Assisting or inspiring other women in accessing or pursuing their rights; or
- > Advancing opportunities for women in the legal profession and in the community generally.

The nominee must be female, have a recent and significant connection with Australia and have obtained a law degree qualification recognised in Australia but does not need to hold a current practising certificate.

“THE WINNER OF THE INAUGURAL AUSTRALIAN WOMEN LAWYERS AWARD WILL BE ANNOUNCED AT THE AWL CONFERENCE IN CANBERRA IN 2012”

The winner of the inaugural Australian Women Lawyers Award will be announced at the AWL Conference in Canberra in 2012 so turn your mind to nominating a woman, or women, who you believe match the criteria. Nominations will be called for in the next Themis.

NOTICEBOARD

- ▶ AWL Legal Conference 2012: Women lawyers in a public world will be held at University House, Australian National University, Canberra, from Friday 10 August to Sunday 12 August 2012.

- ▶ Women With Disabilities Australia (WWDA) now has a Facebook Page! Find them at: <http://www.facebook.com/pages/Women-With-Disabilities-Australia-WWDA/202081393153894>

- ▶ Victorian Women Lawyers is now on Facebook. You can visit at <http://www.facebook.com/pages/Victorian-Women-Lawyers/158806047501314>

THE AUSTRALIAN WOMEN LAWYERS (AWL) IS PRIMARILY CONCERNED WITH ISSUES RELATING TO THE PRACTICE AND ADVANCEMENT OF WOMEN IN THE LEGAL PROFESSION.

AWL BOARD MEMBERS

President	Mary Anne Ryan	Tasmanian Women Lawyers
Vice President	Rebecca Lee	Women Lawyers Association of Western Australia
Secretary	Sara Wedgwood	Women Lawyers Association of Australian Capital Territory
Treasurer	Kim Knights	Women Barristers Association (Victoria)
Board Member	Lee-May Saw	Women Lawyers Association of New South Wales
Board Member	Susan Oliver	Women Lawyers Association of Northern Territory
Board Member	Susan McNeil	Women Lawyers Association of Queensland
Board Member	Amy Challans	Women Lawyers Association of South Australia
Co-opted Member	Christine Melis	Victorian Women Lawyers Association

For more information on Australian Women Lawyers, please see our website at www.australianwomenlawyers.com.au