



# ANNUAL REPORT

Women Lawyers' Association  
South Australia Inc



2018 / 2019



## Annual Report 2018/2019

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## THANKS TO OUR SUPPORT TEAM

The Women Lawyers' Association of South Australia ('the WLASA') is incredibly fortunate to have the ongoing contracted administrative services of Robyn Dibben (pictured below left). Robyn has been with us for just over two years now and none of us can imagine how the WLASA would function without her!

As always, we extend a special thanks to our Patron, the Honourable Margaret Nyland AM (pictured below right) for her continued support of the WLASA. Throughout her career Her Honour has demonstrated a strong commitment to the values that underpin the WLASA. She is generous and inspiring to us all and we are privileged to have the WLASA represented by such a passionate member of the profession.



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

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. WLASA is a constituent body of the National Organisation, Australian Women Lawyers ('AWL'). The WLASA Committee meets once a month. WLASA makes representations to Parliament and other bodies on issues that impact the status of women in the law and society more generally. 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.

## OUR OBJECTIVES

The objectives of the WLASA are as follows:

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

## MISSION STATEMENT

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



# STRATEGIC VISION

WLASA's strategic direction is underpinned by the following:

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

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

## OUR VALUES

### RESPECT

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

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

### PEOPLE

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

### EXCELLENCE

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

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

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

# GOVERNANCE STATEMENT

## INTRODUCTION

WLASA is incorporated under the Associations 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, 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.

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 2018 – 30 June 2019, eleven formal meetings of the Committee were held. The December 2018 meeting was followed by a Committee Christmas Dinner. A Strategic Planning Day was held on 2 February 2019.

## FIVE YEAR STRATEGIC PLAN 2015 – 2019

On 2 February 2019 the WLASA Committee held its annual Strategy Day. It was an incredibly productive day where each sub-committee brought their plans for the year for discussion and approval.

As the Committee entered its final year of the 2015-2019 Strategic Plan, the Strategy Day provided the Committee with the opportunity to pause to reflect and revisit its Strategic Goals, identify those that have been accomplished, consider areas that require further focus in order to meet our remaining strategic objectives and also to consider what the Committee's next phase of planning looks like as we work towards the future.

With the new strategic period on our doorstep, the Committee has established a Working Group to develop the WLASA's 2020-2025 Strategic Plan. The Committee will look to have the 2020-2025 Strategic Plan finalised and distributed to members by November 2019.



## COMMITTEE COMPOSITION

The names and details of all Committee members in office up to 30 June 2019 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.

## SUB-COMMITTEES

To assist in the execution of its responsibilities, the Committee has established a number of Sub-Committees. These Sub-committees operate to focus on specific strategic objectives.

The current permanent Sub-committees are the Policy Sub-Committee, Education Sub-Committee Member Benefits Sub-Committee and the Recognising and Promoting Women Sub-committee. This year we introduced a formal Website and Social Media Sub-Committee and a formal Working Group was established to develop the 2020 – 2025 Strategic Plan.

This year we also welcomed a number of members to various Sub-Committees who do not sit on the main Committee but have a keen interest in a specific area of focus of the WLASA. We thank them for their passion, commitment and contribution to the work of the WLASA.

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

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

The Committee confirmed at the Strategic Planning Day that Subcommittees should aim for transparency with the general Committee in regard to activities and decision-making, taking all major decisions to the Committee or, if time limited, to the Executive or President.

## MEMBERS' ROLE

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

The purpose of the AGM is to:

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

All financial members of WLASA are advised in advance of the AGM in accordance with the requirements of the Constitution. This notice includes notice of nominations for the election or re-election of office bearers and general members of the Committee. The notice for this year's AGM was first distributed to all members via e-mail on 6 September 2019.

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

### **Website**

With the previous website at capacity, the WLASA was incredibly excited to see the new and improved website go live this year.

This outcome has been the result of the hard work of WLASA Secretary, Alice Woods with assistance provided by web designer, Georgie McRae. Sincere thanks to both ladies for developing such an impressive and easy to use product on a limited budget.

The refreshed website provides information for all members. It includes advance notice of events and general meetings, articles of interest, the monthly President's report, policies, information about membership, Committee member profiles, information about the history of the WLASA, a list of our Corporate Members and the Find a Female Directory.

### **Find a Female Lawyer Directory**

This year marks the third 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 2019/2020 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.

Special thanks must go to Rebecca Lucas for her ongoing hard work, commitment and innovation towards this very important initiative.

### **Monthly President's report**

This year, WLASA President, Kymberley Lawrence has circulated a monthly report to WLASA members.

The reports have covered a variety of topics including the outcome of the WLASA Strategic Planning Day in February 2019, WLASA's initiative 'The Charter for the Advancement of Women in the Profession,' the gender pay gap that continues to plague our profession, and a report discussing the case for decriminalisation of sex work in South Australia.

In the lead up to this year's Margaret Nyland Long Lunch, the July 2019 President's report 'A Few Minutes with Margaret' was dedicated to honouring our Patron's marvellous career and achievements.



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

It is incredibly important to the WLASA that all members are informed about 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 monthly 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 have applied a strategic 'lens' to our Facebook communication strategy by introducing 'Winning Women Wednesday' posts – a weekly profile of the achievements of women in our profession and "FAFL Fridays" – advertising the 'Find a Female' Directory.

The numbers following this page have increased significantly this year and the WLASA Facebook page has gained 400 new followers over the last 12 months to bring the total number of followers to over 1300.

The WLASA also has an active Twitter page with nearly 500 followers.

## **Member emails**

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

# PRESIDENT'S REPORT

**Kymerley Lawrence**

Welcome to the WLASA  
Annual Report for the  
2018/2019 financial year.



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

As we come to the end of the 2015 – 2019 Strategic Plan I am incredibly proud of the significant achievements that have been made against that Strategic Plan and the progress that has been made towards achieving our broader objectives for the benefit of our members, women in the profession and women in society more generally.

It has been an absolute privilege to have the opportunity to work with the dedicated WLASA Committee members who, despite their busy personal and professional lives, voluntarily donate their time with passion and enthusiasm.

As we prepare to celebrate the 125<sup>th</sup> Anniversary of Women's Suffrage in South Australia and we reflect on the work performed by the WLASA over the last 12 months and in previous years, we are reminded of the progress that women in the law have made over past decades and the successes of feminism.

However, this work also highlights the work that remains to be done. This only reinforces my belief in the relevance and importance of the WLASA. Luckily, our organisation is made up of intelligent and determined women who will continue to fight the good fight into the future.

## #MorePowerfulTogether

Australia's International Women's Day theme for 2019 was 'More Powerful Together' – a theme that recognises the role we all play as women, men, non-binary and gender diverse people to work collaboratively to break down stereotypes and gender roles and create a world where women and girls have equal rights and opportunities.

The #MorePowerfulTogether theme is a clarion call to stand in unison for gender equality and places a strong emphasis on the role that collaboration, positive engagement, collective action and shared responsibility all have to play in achieving true gender equality. This theme resonated perfectly with the strategic direction and focus of the WLASA in 2019 and complements the well established objectives and values that underpin the WLASA's strategic framework.

For that reason, the Committee formally agreed to adopt #MorePowerfulTogether as the WLASA's theme for 2019 and, in doing so, committed to ensuring that the work undertaken by the WLASA this year would shine a light on the important ideals encapsulated by this theme.

## Membership engagement

The WLASA continues to enjoy a growing membership base from all different corners of the profession and the State. To ensure the WLASA remains relevant, useful and responsive to the needs of each of our members we have taken steps to actively increase our collaboration with the Law Society of SA, Women at the Bar, our three Universities and our regional members.

In addition to working together on various joint events and initiatives in the future, in order to ensure that the WLASA is hearing from and addressing the needs and interests of all sections of our membership, this year we have actively sought a student member from each of our Universities, a member from the Bar and a regional practitioner to join the Committee in a representative capacity.

I am thrilled to welcome our three student representatives Anya Miller, Airdre Mattner and Ashleigh De Silva (pictured below) and look forward to sharing their ideas and initiatives with our members in the coming months.



We are in the final stages on confirming our Bar member representatives and are still on the look out for a regional member representative. I encourage anyone who is interested in this role to contact me.

As our membership continues to grow and diversify, it is incredibly important that the WLASA continue to explore and implement ways to engage and communicate effectively with our members.

To achieve this we have added some further strings to our communications bow by publishing regular e-newsletters and the distribution of my monthly President's report to our members.

My President's reports have covered a variety of topics including the outcome of the WLASA Strategic Planning Day in February 2019, an overview of WLASA's initiative 'The Charter for the Advancement of Women in the Profession,' a discussion on the gender pay gap that continues to plague our profession, and a report discussing the case for decriminalisation of sex work in South Australia. In the lead up to this year's Margaret Nyland Long Lunch, the July 2019 my President's report 'A Few Minutes with Margaret' was dedicated to honouring our Patron's marvellous career and achievements.

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

I hope that you have enjoyed reading it as much as we have enjoyed developing it.

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 have applied a strategic 'lens' to our Facebook communication strategy by introducing 'Winning Women Wednesday' posts – a weekly profile of the achievements of women in our profession and "FAFL Fridays" – advertising the 'Find a Female' Directory.

It is great to see that the number of members and non-members following the WLASA page have increased significantly this year and the WLASA Facebook page has gained 400 new followers over the last 12 months to bring the total number of followers to over 1300.

I hope that readers have also enjoyed our Women Suffragists Series that we have launched on the WLASA Facebook page for the month of September 2019.

Special thanks to Rebecca Lucas and Leah Marrone for the considerable effort and time they have invested into our social media platforms.

Over the last year the Committee has very much enjoyed getting to know as many of our members as possible.

At the International Women's Day Breakfast held on 8 March 2019 (pictured below left), we were thrilled to be joined by Maggie Yarak, Principal Guarna Legal who was the winner of our WLASA Members' Competition for her CPD topic suggestion 'Practical Steps about how to achieve a genuine work life balance sweet spot.'



A number of our Committee members also attended the joint University Law School Careers Fair on 15 March 2019 (pictured above right).

On 2 August 2019 some of the WLASA Committee Members shared a table at the Law Society of South Australia Legal Professional Dinner where we were joined by WLASA member and 'Inspirational Suffragette' competition winner, Josephine Battiste from Mitchell Chambers.

We also continue to support our members through the 'Find a Female 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. We are also looking to expand the scope of the directory to include female barristers and academics within South Australia.

Again, I would like to extend my sincere gratitude to the tireless Rebecca Lucas who has continued to enthusiastically lead the FAFL initiative - barely pausing to give birth to her first daughter, Pearl.

## Events, Education and Networking

As is evident from the Membership Benefits and Education Sub-Committee reports, WLASA Committee members have worked incredibly hard to develop projects and hold events to benefit our members, the legal profession and women more generally.

We rounded out 2018 with one of the most loved events on the WLASA's annual calendar – the 'Drinks with the Judiciary.' The event was a huge success with over 150 members of the profession attending. Our sincere thanks to a number of incredibly generous donors (La Bomba Productions, Hilton Adelaide, Polo in the City, Camille McDonald, Love Earth Products, Lush Cosmetics Australia, Le Cordon Bleu Australia and Lipman



Karas). As a result of their generosity and some very hard working raffle ticket sellers, over \$1,000 was raised for this year's chosen charity, Hagar Australia.

The WLASA then celebrated the start of the new financial year in style when we proudly partnered with the Law Society of South Australia to host this year's Honourable Margaret Nyland Long Lunch at the National Wine Centre. The lunch continues to go from strength to strength with over 250 members and friends attending this year's event. It was an absolute privilege to perform the Master of Ceremonies duties on the day.

Our guest speaker Judge Advocate Joana Fuller gave the audience a fascinating insight into her role as Judge Advocate and Defence Force Magistrate in the Australian Defence Force.

I would to extend the WLASA's gratitude to long term sponsors Lipman Karas and Notable Imprint for their ongoing support of this event and to Marissa Mackie and Adeline Lim who led the organisation of this wonderful event.



Our CPD program is also an important feature of our annual calendar. Huge thanks must go to Kylie Dunn and the members of the Education Sub-Committee 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.

In September 2018 the WLASA partnered with the Women Lawyers Committee of the Law Society of South Australia to present a CPD seminar which addressed the important topic of Equitable Briefing.

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.

With over 60 attendees joining us at the event (a full house!) it was clear that this topic resonated strongly with our members and, with that in mind, we have decided to continue the conversation at our next CPD event which will be held on **31 October 2019**.

To complement our formal networking and events program, we also arranged more informal networking opportunities to allow our members to maintain or establish friendships and connections in a relaxed environment.

In early 2019 we held a members' movie night where a number of our members attended the Palace Nova Cinema to see the box office hit 'On the Basis of Sex' - the inspiring true story that follows a young Ruth Bader Ginsberg as she brings a ground breaking case before the US Supreme Court and, in doing so, overturns a century of gender discrimination. Special thanks must go to Bimaya DeSilva for organising this event with her trademark energy and enthusiasm.

In March 2019 we held a 'Mums and Bubs – Keeping You Connected Picnic' on the grassed area outside the Sir Samuel Way Building. This presented a great opportunity for practitioners on, or recently returned from, parental leave to connect or catch up with their networks or colleagues. Thanks to Alice Ashby for her great work in putting this event together.



We also held an incredibly successful 'Bring a Friends Drinks' event at one of Adelaide's hottest new spots, Sparkke at the Whitmore. Once again, huge thanks to Adeline Lim, Marissa Mackie and the other members of the Member Benefits Sub-Committee for leading the organisation of this event.

While these events might not sound as important as the 'big issue' discussions we should not underestimate the importance of women making connections across the profession and sharing their experiences.

## Professional Reform

Since taking on the role of President, the one thing that has become abundantly clear to me as I speak to various members of the profession is that the legal profession in South Australia remains starkly segregated from a gender perspective. Our profession continues to be plagued by issues arising from unconscious bias, sexual harassment, the gender pay gap and the attrition rates of female practitioners, to name a few. More needs to be done to shift the cultures and practices that limit women's opportunities for career advancement and access to leadership roles. Although there are some real barriers that we must overcome, I believe that in partnership as a profession, great strides can be made towards resolving these issues once and for all.

The WLASA has been working on a number of initiatives to address these issues and we believe that the 'Charter for the Advancement of Women in the Legal Profession' has a key role to play in eradicating these barriers.

Any signatory to the Charter is committing to ensuring that female lawyers within their organisations are provided with equal opportunity and inclusive workplace cultures.

The Charter and its associated Guidelines can be found on the WLASA website.



I am incredibly encouraged by the fact that the Charter has already been embraced by a number of members of the profession with Andersons, ElectraNet, Fisher Jeffries and Gilchrist Connell already agreeing to sign up to the Charter.

An engaging and responsive workplace is crucial to the retention and advancement of women in the legal practice. The Charter is a major step towards this goal and I strongly encourage senior decision makers and partners to embrace the Charter and the assistance it provides.

In addition to our recent work on the Charter, we have also maintained a strong voice against sexual harassment in the profession. WLASA's peak body, Australian Women Lawyers (AWL), has set the issue of sexual harassment in the workplace as one of its key priorities. AWL held a National policy meeting on 29 May 2019 and 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. In the coming year the WLASA will focus on imbedding some of these strategies across the South Australian legal profession.

On 26 March 2019 I also addressed the 5<sup>th</sup> Women in Leadership SA Summit on the issue of 'Combating Unconscious Bias in the Workplace.' Supporting the profession to eradicate unconscious bias will also be a key focus for the WLASA in the year ahead.

## 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 Sub-Committee led by Jessie MacGillivray has dedicated enormous time and effort into campaigning for a number of key policy priorities.

In previous years the WLASA's major campaigning effort has been dedicated to advocating for the establishment of a Mother and Infant Facility in the Adelaide Women's Prison. With this project now agreed to by Government, the Policy Sub-Committee has focused their efforts this year on contributing to the Department for Correctional Services' consultation into their next 5 year action plan regarding women in the criminal justice system by speaking to women with lived experiences of prison and supervision orders in the community.

One of our other major campaigns was lobbying and assisting with research and advice in relation to the proposed Decriminalisation of Sex Work Legislation.

The Policy Sub-Committee has continued to work closely with the Sex Industry Decriminalisation Action Committee (SIDAC) to support the decriminalisation of sex work in South Australia. Jessie MacGillivray was invited to present at the Decriminalisation of Sex Work forum held on 28 March 2019 and has showed incredibly strong leadership on this issue.

We were encouraged to see the current Bill pass the Legislative Council (3 votes to 6) on 20 June 2016. As the Bill moves into its next phase of debate in the House of Assembly and ultimately to a conscience vote, the WLASA will play an important role in educating the political community to promote full decriminalisation.

The WLASA has also campaigned in support of abortion law reform. The Policy Sub-Committee prepared a submission for the SALRI review into abortion reform and participated in the associated round table discussions that were held. It is hoped that decriminalisation of abortion will be achieved by the end of this year and the WLASA will continue to work hard to support the achievement of this important outcome. The WLASA also proudly supports the South Australian Abortion Action Coalition by volunteering time on law reform projects.

I sincerely thank the Policy Sub-Committee all for their tireless and dedicated work on these incredibly important issues.

I am also really pleased 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 Vice -President Camille McDonald and I met with the Attorney General on 19 February 2019. During that meeting we had a very engaging and productive discussion about the WLASA's strategy and objectives going forward. We look forward to working together with the Attorney General on a number of further issues and initiatives in the future.

We were also delighted that the Attorney General was able to join us for this year's Margaret Nyland Long Lunch.

Earlier this year, Jessie MacGillivray and I met with Law Society President, Amy Nikolovski and have established a good working relationship with her on a number of issues of shared interest.

## Recognising women

Another recent key area of focus for the WLASA has been to celebrate and recognise the achievements of women in our profession. To that end, we established the Dr Robyn Layton AO QC Award. This will be 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.

This initiative has been the result of the hard work of Vice President, Camille McDonald – my sincere thanks to her for getting this important project off the ground.

As a Committee we were thrilled that Dr Layton AO QC was able to present the first ever award at our 'Drinks with the Judiciary' event in November 2018 to the very worthy inaugural winner, Trish Johnson, Senior Solicitor, Legal Services Commission (pictured right).



Applications for the 2019 Dr Robyn Layton AO QC Award are now open.

## Looking ahead.....

With the 2020 – 2025 strategic period on our doorstep, the development of WLASA's new 5 year strategic plan is well advanced.

In order to inform this strategic planning process, in July 2018 we conducted a members' survey to obtain your feedback on the work of the WLASA and to gain your valuable insights into how we, as a Committee, can provide you with the most value from your membership with the WLASA.

The member engagement with the survey was incredibly positive (we received over 50 responses from individual and corporate members) and we received incredibly useful feedback. This feedback has been invaluable and has formed the basis for our 2020-2025 Strategic Plan.

We look forward to sharing our 2020-2025 Strategic Plan with you later this year.

## Thank you

I have been absolutely privileged to work with an enthusiastic and dedicated Executive Committee.

Huge thanks must go to my Vice President, Camille McDonald for her support, friendship and her commitment to the work of the WLASA. She has dedicated an enormous amount of time and energy to the WLASA and I

marvel at how she has juggled WLASA with her role as a Senior Associate at Andersons and looking after 3 gorgeous little girls.

I am pleased that the WLASA is in a very strong financial position. Our Treasurer Marissa Mackie has done an amazing job and our good financial position is in no small part due to Marissa's hard work.

Our Secretary, Alice Woods has also done a marvellous job and I thank her for her hard work over the last year. I simply would not have been able to perform my role without her. I would also like to extend my sincere gratitude to Shannon McMenamin for seamlessly picking up the Secretary reins over the last few months following Alice's departure.

Leah Marrone has continued her years of dedicated service to WLASA acting as our representative on the Board of AWL – yet another member with boundless energy.

Our Committee Chairs have also devoted huge amounts of their time to the WLASA and have ensured the ongoing success of the WLASA. I sincerely thank them and all our Committee members.

Every member of this Committee has taken on heavy workloads to assist with the WLASA's events, projects and administration. They continue to impress me with their dedication and energy and I would personally like thank each of them for their support and friendship over the last 12 months.

I would like to express my gratitude to Alice Woods, Alice Ashby, Maria Harris and Thyme Burdon who are resigning from the Committee this year and are each about to embark on exciting professional and personal adventures. They have each made incredibly valuable contributions to the WLASA and I wish them all the very best for their future endeavours.

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.

It has been an absolute privilege to lead the WLASA Committee over the past 12 months and I look forward to taking our members on the journey into an exciting new strategic phase for the WLASA.

***Kymberley Lawrence, President***



## WLASA CHRISTMAS DRINKS WITH THE JUDICIARY 2018



## TREASURER'S REPORT

1 July 2018 to 30 June 2019

	Balance (\$)
<b>Opening Bank Balance at 1 July 2018</b>	<b>46,590.30</b>
Credits 1 July 2018 - 30 June 2019	28,053.87
<b>total credits</b>	<b>74,644.17</b>
Debits 1 July 2018 - 30 June 2019	21,075.07
<b>Total credits less debits</b>	<b>53,569.10</b>
<b>reconciled balance</b>	<b>53,569.10</b>
<b>Closing Bank Balance at 30 June 2019</b>	<b>53,569.10</b>
<b>Net credits for the year</b>	<b>6,978.80</b>

### SUMMARY OF INCOME AND EXPENDITURE

INCOME	\$	EXPENDITURE	\$
Individual Membership - 2018/19	4,050.00	Admin	2,857.50
Corporate Membership - 2018/19	5,590.00	IT and website	1,240.69
Individual Membership – 2019/20	2,760.00	Functions & CPDs	4,579.60
Corporate Membership – 2019/20	2,150.00	FAFL & Marketing	1,165.86
Find a Female Lawyer - 2018/19	1,020.00	Donation	2,011.00
Find a Female Lawyer – 2019/20	570.00	AGM	264.42
Online payment charges	-55.47	Recognising & Promoting Women	790.39
CPD	300.00	AWL Capitation	3,570.00
Christmas Drinks (inc donation)	4,420.00	AWL Delegate Costs	650.93
Christmas Raffle & donations	1,065.00	Miscellaneous & Stationery	190.68
Bank Interest	47.36	Meeting Expenses	709.80
Misc Income & Grant	5,000.98	AWL Committee	4,351.00
Committee Donations	3,496.00	Competitions	1053.20
<b>TOTAL INCOME</b>	<b>30,413.87</b>	<b>TOTAL EXPENDITURE</b>	<b>23,435.07</b>

## TREASURER'S NOTES

### Comparison 2017-2018 to 2018-2019 Financial Years Income and Expenditure

Income	17/18 FY	18/19 FY	Expenditure	17/18 FY	18/19 FY
Membership Subscriptions	10,660.00	14,550.00	Australian Women Lawyers	1,454.00	3,570.00
FAFL	2,700.00	1,590.00	Functions & CPDs	4,176.23	4,579.60
Donations Received	1,011.00	1,065.00	Donations Made	1,625.00	2,011.00
Bank Interest	39.82	47.36	Website & Graphic Design	110.00	1,240.69
Miscellaneous	50.00	5,000.98	Prizes & Competitions	0	1,053.20
Committee Donations	1,000.00	3,496.00	Administration Support	2,402.50	2,857.50
Functions & CPDs	3,560.00	4,720.00	AWL Delegate Costs	1,147.29	650.93
Online Payments	0	-55.47	AGM	391.00	264.42
			FAFL & Marketing	506.65	1,165.86
			Recog & Promoting Women	0	790.39
			Misc & Stationery	550.67	900.48
			Reimbursements	55.00	0
			AWL Committee Expenses	0	4,351.00
<b>TOTALS</b>	<b>19,020.82</b>	<b>30,413.87</b>		<b>12,418.34</b>	<b>23,435.07</b>

In the past year WLASA has made net credits of \$6,978.80 however this is largely attributable to a \$5,000 grant received from DHS to host an event celebrating 125 years of women's suffrage in South Australia which we look forward to hosting later in 2019.

As expected we have seen an increase in membership and expect to see our membership base grow over the next years. The WLASA have been focussing on seeking representation from a variety of areas of our profession including students and increasing our corporate membership base.

Our Find a Female Lawyer (FAFL) listing subscriptions have decreased somewhat and WLASA have been re-investing these funds in additional marketing for the listing through the distribution of flyers and magnets and promotion at events including the International Women's Day Breakfast. We are also actively promoting the listing through our FaFL Fridays on Facebook.

This year we have also introduced online credit card payments through our website. The online payment system comes at a percentage cost per transaction which we have not passed on to members who utilise the service. We will continue to monitor these costs over the next year and assess the benefits of providing this service.

Expenditure has been up on previous years. We have re-designed the WLASA website to move towards the future and have also sought to invest more money in marketing and advertising, particularly of the Find a



Female Lawyer (FaFL) listing. In this regard, we have ensured that expenditure specifically for FaFL is sourced from FaFL subscription income and not general membership income.

As reported in the 2017/19 report, an audit identified that capitation payments to AWL for the 2014/15 and 2015/16 financial years were still outstanding. These payments were made in the 2018/19 financial year which accounts for the increased expenditure. AWL capitation is calculated at 10% of our membership subscriptions. Our donation to the selected charity for FY2019, Hagar will be paid out our AGM.

The WLASA also raised funds specifically for its committee members to attend the national Australian Women Lawyers Conference in August 2018. We have ensured there was no financial impact to our members and the funds raised covered the expenditure. We thank those who generously donated to assist some of our committee members in further developing their skills.

Administration support costs have remained steady and miscellaneous expenditure has increased slightly but we expect this to drop again next year.

WLASA would like to sincerely thank the various people and organisations for their generous donations and ongoing support.

**Marissa Mackie**



Pictured above: Committee Members and friends attending our movie night.

# 2019/20 BUDGET

## **Women Lawyers Association of SA Inc Budget for 2019-2020**

### **Income**

Membership	
Individual	\$6,000.00
Corporate	\$11,000.00
Find a Female Lawyer	\$1,800.00
CPD Seminars	\$500.00
Xmas Function	\$3,000.00
Xmas raffle	\$1,000.00
Interest	\$50.00
	<b>\$23,350.00</b>

### **Expenses**

Events	
AGM (Sept)	\$500.00
125 <sup>th</sup> anniversary of Women's Suffrage	\$5,500.00
Informal Networking Events	\$800.00
Xmas Drinks (Dec)	\$3,500.00
Long Lunch (July and May/June)	\$400.00
CPD Seminars (Food & Gifts)	\$1,000.00
FAFL Marketing	\$1,000.00
Policy	\$500.00
Recognising & Promoting Women	\$700.00
AWL Capitation Fee	\$1,500.00
Charity Donation	\$1,000.00
Committee Meeting Costs	\$360.00
Christmas Meeting	\$350.00
IT (Website hosting & Domain Registration)	\$300.00
Member Competitions & Scholarships	\$1,000.00
JusticeNet Membership	\$304.00
AWL Delegate travel expenses	\$1,200.00
Administration Support	\$3,500.00
Miscellaneous	\$700.00
	<b>\$24,114.00</b>

<b>Total Budgeted Profit (Loss)</b>	<b><u><u>\$(764.00)</u></u></b>
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## FEATURE ARTICLE

Article first published in the Bulletin (Law Society of South Australia) – August 2019 – Volume 41 Issue 7

# DECRIMINALISING SEX WORK IN SOUTH AUSTRALIA

By Jessie MacGillivray, Principal, Mac and Co Lawyers and Anne Sibree, Barrister, Selby Street Chambers

There is a Bill currently before the Parliament which has multi-partisan support to decriminalise sex work in South Australia. The *Statutes Amendment (Decriminalisation of Sex Work) Bill 2018* (the Bill) was first introduced by the Honourable Tammy Franks MLC to the Legislative Council on 9 May, 2018. Importantly, members from all sides of parliament support this Bill and, if passed, it will represent a significant step forward in human rights and protections in South Australia.

### THE CURRENT LAW ON SEXUAL SERVICE OFFENCES IN SOUTH AUSTRALIA

Currently the law, on which there have been few higher Court appellate decisions since the 1980s, makes it an offence for a person to provide sexual services to a consenting adult in a variety of circumstances; for example, in the worker's private premises or in what is colloquially known as a "brothel".

What few South Australians may know is that a sex worker's own home is capable of being regarded as a "brothel" for the purposes of s27 of the *Summary Offences Act 1953* (SA) ('SOA'),<sup>i</sup> which has led to solo operators being charged and convicted of "managing a brothel" or "receiving money in a brothel" contrary to section 28 of the SOA. This issue was led as a Case Stated in the 1989 decision of *McDonald v Samoilenko*<sup>ii</sup> in which the Full Court found that a woman living alone in her own home would be "keeping and managing her own brothel" and could be charged with either managing a brothel, or receiving money in a brothel pursuant to section 28.<sup>iii</sup>

The 1986 decision of *Lloyd v Hayes*<sup>iv</sup> found that there was no defence of "honesty" to a charge of being unlawfully in possession of money paid in respect of prostitution. Prior J found that "the defence cannot be made out by one whose possession is obtained by conduct which cannot be described as legitimate, honourable or upright".<sup>v</sup>

More recent decisions have concerned sentencing for sex work cases, and in particular the discretion not to record a conviction. A conviction has particular implications for "sole operator" defendants, not only due to the social stigma and

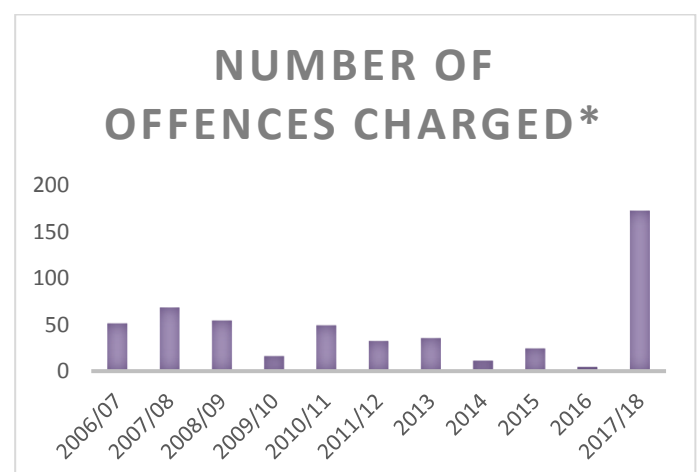
its impact on future employment opportunities, but also by the operation of section 31 of the SOA which renders those convicted of operating a brothel in their home at risk of losing their residential accommodation.<sup>vi</sup>

Few appellate decisions have addressed the circumstances in which it might be appropriate *not* to impose a conviction for these offences. In *Police v Bridges*,<sup>vii</sup> the Police appealed a decision of a Magistrate imposing no conviction, no fine and no costs for an offence of receiving money in a brothel. Justice Bleby on appeal had regard to the respondent's criminal record of convictions for minor offences, and considered that a recorded conviction and fine were appropriate in the circumstances.<sup>viii</sup>

Some of the difficulties encountered by defendants who may wish to challenge their conviction or sentence in the higher courts include the fact that these offences are not generally considered sufficiently serious to attract a grant of legal aid, the social stigma involved in a published decision, and potential costs orders if unsuccessful on appeal.

### POLICE SEARCHES

Courts have seen a massive increase in sex work offences being brought by SAPOL in recent years. Data for the period 2018/2019 is not yet available but below is a graphical representation of the increase in charges in recent years:



\*Offences included are manage brothel, receive money in a brothel (s28 offences) and solicit (s25 offences). These are the offences most commonly used to charge women workers.

Under the current law, Police may enter premises they suspect on reasonable grounds to be a brothel if they hold a specific authority under section 32 of the SOA which deals with the "Power of police to enter suspected brothels". This power gives Police the right to enter any dwelling or building suspected of being a brothel, even where they do not have any particular purpose for entering, such as to investigate an offence. This extraordinarily broad power will be repealed if the Bill is successful. It may however be replaced with a new source of power similar to the general search provision contained in section 67 of the SOA.

Police have drawn a connection between organised crime groups and the sex industry and this seems to have formed the basis for the claimed need to retain special powers beyond those contained in section 67 of the SOA. Obtaining hard data from the police about the incidence of other offences connected with sex work (such as drug offending during raids or searches on suspected brothels) has been difficult. However, Police did say that they discovered two offences relating to controlled drugs in the course of investigating the 211 sex work-related offences in the 2017/2018 financial year.<sup>ix</sup>

## UNDERCOVER OPERATIONS

It is known that Police use covert investigative tactics in order to charge sex workers. Police have not yet reported to Parliament how many times in the last 12 months they have used covert operations in policing of sex work. This method of obtaining evidence has been employed by Police since the 1970s and typically involves a police officer from the Licensing Enforcement Branch (LEB) posing as a client and orchestrating a discussion of the terms of the service, as well as the handing over of cash to a suspect. This conduct is what people would normally regard as "entrapment", although it is clear Australian law does not recognise a defence of entrapment. Other examples of covert operations being utilised include in drug investigations and in child sex offence detection, both areas likely to result in serious major indictable charges. Unlike these offences, sex work is a victimless crime taking place in private between consenting adults. Section 28 SOA offences are summary offences.

Using covert operations in this manner may require police to engage in otherwise *prima facie* illegal conduct such as procuring a person for

prostitution<sup>x</sup> and potentially breaching the *Surveillance Devices Act 2016* (in covertly filming the exchange between suspect and officer). Evidence obtained illegally is still subject to the principles of *Bunning v Cross*,<sup>xi</sup> and may be subject to an application to exclude.

## WHAT THE BILL DOES

- Repeals every reference to consensual sex work in the criminal law – leaving in place provisions to prohibit commercial sexual slavery and under age sex work<sup>xii</sup> and introducing a new offence of providing a sexual service to a child.
- Removes those offences under Part 6 of the SOA detailed above. Removal and decriminalisation of these offences is at the very core of what this Bill aims to do.
- Amends the *Return to Work Act 2014* (SA), giving sex workers the right to access the statutory compensation scheme.
- Amends the *Equal Opportunity Act 1984* (SA) to ensure sex workers may not be discriminated against on the basis of their occupation or former occupation.
- Amends the *Spent Conviction Act 2009* (SA) to cause a conviction for a sex offence to be automatically spent in the same way that a matter currently would be if the court ordered no conviction be recorded.

This last point is an important aspect of the Bill, as it provides some certainty for sex workers who are seeking to leave the industry who may have a criminal record for a sex offence. Clearly such a record will narrow the options for employment available to people wishing to pursue employment in a new field. Decriminalisation is an important part of removing the stigma of sex work, but law reform on its own will not eradicate it.

The Bill passed the Upper House by a conscience vote on Thursday 20 June, 2019 with some amendments. The amendments are that:

- A new offence be introduced to prohibit a child from being employed in any part of a sex work business. This was intended to capture the scenario where a child is employed to do administrative work for example.
- Police be given special powers to enter a premises where commercial sexual services are provided in circumstances similar to those contained in section 67 of the Summary Offences Act (otherwise known as general search warrants)
- There be a prohibition against advertising on signs where the public may see them or on leaflets

- There be a review into the effect of the Bill and a report produced within 3 years of its commencement
- The Minister be responsible for arranging assistance to those wishing to leave the industry

The Bill now travels to the Lower House. However, when the Bill is introduced by the Honourable

Vickie Chapman Attorney-General with Katrine Hildeyard, those amendments may be challenged, new amendments may be lodged and there will need to be a majority vote in favour of the Bill before it will pass that House and be returned to the Upper House for further debate.

[\[References on last page of the annual report\]](#)



Pictured above: WLASA Policy Subcommittee Chair, and feature article co-author, Jessie MacGillivray, speaking at the Dames of Decriminalisation Forum on 28 March 2019.



## 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 **Hagar Australia**.

It is a little known fact that there are more people in slavery today than at any other time in history, and Hagar is committed to playing a leading role in bringing slavery to an end by helping communities to heal and thrive after the trauma of trafficking, slavery and abuse.

Hagar has now become an internationally renowned leader in recovery services for survivors of these atrocities. Their focus is on supporting people who have experienced slavery and human trafficking through the protection, transformation and reintegration stages of their recovery.

If you would like to find out more about Hagar's work I encourage you to visit their website at [www.hagar.org.au](http://www.hagar.org.au).

This year we raised \$1,065 to donate to Hagar.







**HAGAR**  
The whole journey







# COMMITTEE REPORT



The profiles of the Committee members of WLASA who held office during the 2018/2019 financial year are as follows:


NAME	PROFILE	ACTIVITIES
<p><b>Kymerley Lawrence</b></p>  <p><b>President</b></p> <p>LSSA Women Lawyers Mentoring Program Subcommittee (2016), Program Coordinator</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>Education Subcommittee</p> <p>Recognising and Promoting Women Subcommittee</p>
<p><b>Camille McDonald</b></p>  <p><b>Vice President</b></p> <p>Chair of the "Recognising and Promoting Women" Subcommittee</p>	<p>Camille has been a member of the WLASA Committee since 2016.</p> <p>Since her time on the committee, Camille has been passionate about promoting and recognising women in the legal industry. In 2017 Camille was made Chair of the "Recognising and Promoting Women" sub-committee of the WLASA, which focuses on advancing the recognition of female lawyers in South Australia. The sub-committee currently has several exciting projects in progress, which will assist in improving the underrepresented stance female lawyers' face in having their achievements in the industry recognised.</p> <p>Camille practises as a Senior Associate at Andersons Solicitors and specialises in Family Law. She holds a Master of Laws, which she obtained in 2015.</p>	<p>Recognising and Promoting Women Sub-committee</p>

NAME	PROFILE	ACTIVITIES
<p><b>Marissa Mackie</b> <b>Treasurer</b></p>  <p>Member Benefits Subcommittee (Co-Chair)</p>	<p>Member of WLASA since 2014 and Committee member since 2015.</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 bring to the Committee my experience both in the private and public sector and my enthusiasm to do as much as I can to further our objectives. Writing has long been a hobby of mine and I hope to author a number of articles during my time on the Committee. I have also been lucky to be entrusted with organising our events although I forgot to mention that I come from a big Greek family, so have been known to over-cater!</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 (2015)</p> <p>Women Lawyers Long Lunch (2015)</p> <p>End of Financial Year Drinks (2015)</p> <p>Flinders University Careers Fair (2015)</p> <p>Feature Article for Annual Report (2015)</p> <p>Bar Readers Drinks (2015)</p> <p>Christmas Drinks with the Judiciary (2015-2019)</p> <p>Bulletin magazine contributions (2015-18)</p> <p>Member Benefits Subcommittee, Co-Chair (2015-19)</p> <p>Margaret Nyland AM Long Lunch (2016-2019)</p> <p>Treasurer (2016-2019)</p>
<p><b>Alice Woods</b> <b>Secretary</b></p> 	<p>Alice has been involved with WLASA since her time studying at university. Alice has been an associate committee member and policy sub-committee member for the past year and is a passionate advocate for women's interests, both in the legal profession and society more broadly.</p> <p>Notably, Alice has led and initiated the revamping the WLASA website, which will enable members to renew their memberships and purchase tickets to events online and include a blog function so members and the public can keep abreast of the committee's work and policy related developments.</p>	<p>Associate Committee Member September 2017 – September 2018</p> <p>Secretary September 2018 - Present</p> <p>Website Administration</p>

NAME	PROFILE	ACTIVITIES
<p><b>Bimaya De Silva</b></p>  <p>Committee Member</p>	<p>Bimaya has been an Associate Member of the WLASA since February 2017. She has since played an active role in the Member Benefits Subcommittee, where she assists the team to arrange a wide variety of events, such as the Annual Margaret Nyland Long Lunch. She is also a Committee Member of the 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. 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.</p>	<p>Member Benefits Subcommittee</p>
<p><b>Kylie Dunn</b></p>  <p>Chair of the Education Subcommittee</p>	<p>Member of WLASA since 2015.</p> <p>I currently practice as a Senior Associate at DMAW Lawyers in the areas of Dispute Resolution and Risk Management and Workplace Law. I act on a variety of contractual and corporate disputes and provide advice and assistance to clients in relation to the full spectrum of industrial relations and employment law matters.</p> <p>I am currently the Chair of the Education Subcommittee of the Women Lawyers Association so that I can meet likeminded women who practice in different areas of the legal profession and become more involved in events of interest to women in the law.</p> <p>I am also a committee member of the Law Society of South Australia and the Industrial Relations Society of South Australia.</p>	<p>Education Subcommittee</p>

NAME	PROFILE	ACTIVITIES
<p><b>Maria Harris</b></p>  <p>Committee Member</p>	<p>I was admitted to practice in December 2015 and worked at a small private practice specialising in employment and industrial law for approximately three years, before joining Fisher Jeffries as an Associate in July 2018.</p> <p>I became an Associate Committee member of WLASA in early 2018 as I wanted to work with other passionate women lawyers to advance the interests of women in the profession, and to contribute to resolving legal and other issues impacting women in our community, more generally. I strongly believe that more needs to be done to remove the barriers that restrict the ability of women lawyers from obtaining senior management positions, going to the bar and being appointed to the bench. I am passionate about working to identify and remove those barriers.</p>	<p>Website Administration Team</p> <p>Education Subcommittee</p>
<p><b>Adeline Lim</b></p>  <p>Member Benefits Subcommittee (Co-Chair)</p>	<p>Member of WLASA and the Committee since 2011. Corporate Member Liaison Officer since 2013.</p> <p>I joined WLASA because I wanted to meet and network with female practitioners from other areas of the profession. I believe in the objects of the Association and in particular, am passionate about promoting equality for women in the legal profession.</p> <p>I bring to the Committee my experience of being in private practice both here and overseas and also as an In-house Counsel with business development responsibilities. I believe that I contribute enthusiasm and new ideas to the Committee.</p> <p>I am also a member of the Women Lawyers Committee of the Law Society of South Australia, STEP (Society of Trust and Estate Practitioners) SA Branch Committee and Equality, Diversity and Inclusion Committee of the Law Society of South Australia</p>	<p>Membership Subcommittee (2013 to 2018)</p> <p>Corporate Member Liaison Officer (2013 to 2018)</p> <p>Committee Member</p> <p>Corporate Member Liaison Officer</p>

NAME	PROFILE	ACTIVITIES
<b>Rebecca Lucas</b> 	<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 three years now and have enjoyed working with on the member benefits, social media, strategic planning and education sub-committees as well as the wider committee. During my time new initiatives have been implemented. This has been exciting and such a wonderful experience to be a part of. I am now looking at shadowing the Treasurer role with the view of taking on the role in 2020, as well as continuing my current work with the subcommittees.</p>	<p>Member Benefits Subcommittee</p> <p>Education Subcommittee</p> <p>Social Media Subcommittee</p>
<p>General Committee Member</p>	<p>I am passionate about bringing changing 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>Strategic Planning Subcommittee</p>
<b>Jessie MacGillivray</b> <b>Chair, Policy Subcommittee</b> 	<p>Jessie was elected as a committee member in 2018 and in January 2019 she became the Chair of the Policy Sub Committee.</p> <p>Policy work is at the core of WLASA's objectives and Jessie has worked hard this year to uphold the status of the organisation as a champion of women's rights in South Australia.</p> <p>Since her involvement with the Committee, Jessie has</p> <ul style="list-style-type: none"> <li>• attended numerous meetings with advocacy groups including South Australian Abortion Action Coalition and Sex Industry Decriminalisation Action Committee</li> <li>• drafted correspondence to MPs regarding law reform issues</li> <li>• been involved in the South Australian Law Reform Institute's review into abortion law in South Australia</li> <li>• attended Committee meetings</li> <li>• written articles on the decriminalisation of sex work in South Australia</li> <li>• mentored junior members of the profession</li> <li>• provided submissions to the Law Society of South Australia on policy issues</li> </ul> <p>In 2018 Jessie commenced her own practice in the area of criminal law.</p>	<p>Recognising and Promoting Women Subcommittee</p>
<p>Committee Member</p>		




<p><b>Leah Marrone</b></p> <p><b>Immediate Past President, Australian Women Lawyers Representative, Policy Subcommittee</b></p>  <p>Committee Member</p> <p>Other Associations:</p> <p>University of Adelaide Alumni Council Member and Alumni Fellow.</p> <p>Member of the Women Lawyers Committee of the Law Society of SA.</p>	<p>Immediate Past President, Member of WLASA and the Committee since 2013.</p> <p>I have relished the opportunity to represent women lawyers in South Australia in this role. With leadership, drive, and a strong work ethic, working with dedicated Committee, we have been able to achieve a lot in the past three years.</p> <p>I have been a long-time feminist and advocate for human rights, in particular fighting against gender discrimination and inequity.</p> <p>Over the past seven years I have been a very engaged member of the WLASA Committee including serving for three and a half years as President and two and a half years as our representative on the national Board of Australian Women Lawyers AWL Representative.</p> <p>One of my main areas of contribution to the Committee has been, and still is, drafting and contributing to substantial policy submissions including on a vast array of policy areas. I have also utilised my political and media experience to help promote our events and to campaign on issues of importance.</p> <p>I want to contribute to making the profession more equitable and in particular addressing issues of work value. I also want to ensure the law is more equitable for all women and all people.</p> <p>I have championed issues such as Equitable Briefing and fighting sexual harassment within the profession, the decriminalisation of sex work, establishment of a mother and infant facility in the women's prison, addressing the gender pay gap, and many other issues.</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, as the SA Director and Vice President working on creating more of a prominent national voice for women lawyers in Australia. In the past year I have really taken forward the issue of sexual harassment in the legal profession, drafting submissions and appearing at the national inquiry, convening national policy meetings, releasing a strategies paper, and working closely with the Law Council of Australia on systematic reform within the profession on this, championing the work through my role on the EOC committee of the Law Council. This work is far from over and I hope to be re-elected to continue this important work.</p> <p>I am also involved in organising the upcoming 2020 AWL conference and would like to continue that work also, at last year's conference, which I also assisted in organising, I personally fundraised \$5000 so that WLASA committee members could attend the conference, we had a good presence at the conference as a result of this fundraising.</p>	<p>AWL Conference Subcommittee (2013-14)</p> <p>Policy Subcommittee (2013-current)</p> <p>Facebook Administrator (2015- current)</p> <p>Find a Female Lawyer Public Launch Event (2016)</p> <p>AWL Director - Representative of SA (October 2016 – current, Vice President since November 2018)</p> <p>I am also the AWL representative on the Equal Opportunity Committee of the Law Council of Australia.</p>
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NAME	PROFILE	ACTIVITIES
<p><b>Shannon McMenamin</b></p> <p>Committee Member</p>  <p>Other Associations:</p> <p>Committee Member of the Women Lawyers Committee of the Law Society of SA, Mentoring Subcommittee</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>WLASA Administrative Assistant Sep 2015 – May 2016</p> <p>Education Subcommittee (2016 – February 2018)</p> <p>Website Administration Team (February 2017 – Present)</p> <p>Secretary (February 2017 – September 2018)</p>

#### Associate Committee Members

<p><b>Rebecca Claffon</b></p>  <p><b>Associate Committee Member</b></p>	<p>Member of WLASA since 2017, and associate 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 (<b>WLASA</b>) since 2017, and I am currently an associate 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. I think that the best way to be part of that change is to contribute to the important</p>	<p>Policy Subcommittee</p>
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NAME	PROFILE	ACTIVITIES
	<i>work that WLASA does, and have put myself forward for nomination to the WLASA committee so that I can do so.</i>	
<b>Alice Ashby</b>  <b>Associate Committee Member</b>	<p>I have been a member of the Women's Lawyers Association of South Australia (WLASA) since 2017.</p> <p>I am passionate about advancing equality in the South Australian legal profession. My professional experience has raised my awareness as to the need for an increase in representation of women in senior and leadership roles. I am also passionate about eradicating the stigma associated with domestic violence and achieving proper representation and support for women victims.</p> <p>I currently contribute to the WLASA by organising and attending various fundraising and networking events.</p>	Member Benefits Subcommittee
<b>Thyme BURDON</b> 	<p>I am a senior lawyer at the Australian Competition &amp; Consumer Commission. Prior to joining the ACCC I worked as a solicitor with the Crown Solicitor's Office civil litigation section. I've also worked at the Australian Government Solicitor and in private practice. I am a member of the Public Sector &amp; In-House Counsel Committee of the Law Society of South Australia.</p> <p>I became a member of the WLASA in 2017 to meet other like-minded women lawyers, grow my professional network locally and support issues important to women in the legal profession and more broadly. I have been so impressed by the quality of the WLASA events that I have attended over the last year and the real sense of camaraderie they foster. I think the WLASA has a lot to offer female practitioners such as myself who work in small firms, in-house or as sole practitioners and miss out on some of the sense of community that comes with working in a larger legal team.</p> <p>I want to contribute to the great work of the association and ensure that it continues as a strong voice for South Australian women in the law.</p>	
<b>Emily Rutherford</b>  <b>Associate Committee Member</b>	<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>WLASA Sponsored delegate to the AWL 2016 National Conference, Perth</p> <p>AWL 2016 conference report article published in Bulletin &amp; Jurist magazines.</p>

**The following Committee member/s will not be re-nominating for the 2019/2020 year:**

Thyme Burdon, Maria Harris, Alice Ashby and Alice Woods.

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 a 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 WLASA to continue its work including but not limited to promoting female lawyers through our Find a Female Lawyer database, and by hosting CPD and networking events for females in the profession.



*Alpha Family Lawyers*



*Andersons Solicitors*



*Australian Executor Trustees*



*Barry Nilsson Lawyers*



*Berger & Co*



*Camatta Lempens*



*Clelands Lawyers Adelaide Pty Ltd*



Southern Community  
Justice Centre

*Community Justice Services SA  
Ltd*



*Cowell Clarke*



*David Burrell & Co*



*Douglas Hoskins Legal*



*Duncan Basheer Hannon*



*Electranet Pty Ltd*



*The Family Law Project*



*Franklin Legal*



*Lindbloms Lawyers Pty Ltd*



*Lipman Karas*



*McDonald Steed McGrath  
Lawyers*

**MinterEllison**

*Minter Ellison*

**NEMER ESSEY  
LAWYERS  
A BUSINESS SOLUTION**

*Nemer Essey Lawyers*

**Norman  
Waterhouse**  
SINCE 1920 LAWYERS

*Norman Waterhouse*

**THOMSON**  
AND ASSOCIATES

*Thomson and Associates*

We thank each of our following Corporate Members, and 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 2018/2019 financial year for Australian Women Lawyers' (AWL) has been a year of focusing on internal processes and procedures, strategic planning and policy work - particularly in relation to sexual harassment. We held the 2018 National Conference in Sydney, and we have been preparing for our next conference on 28-29 August 2020.

The AWL Board of Directors for 2018 – 2019 consisted of the following members:

Adrienne Morton	President	Tasmanian Women Lawyers
Leah Marrone	Vice President	Women Lawyers' Association of SA
Rosslyn Chenoweth	Secretary	Northern Territory Women Lawyers
Astrid Haben-Beer	Treasurer	Victorian Women Barristers
Anne Wood	Director	Women Lawyers Association of WA
Holly Lam	Director	Women Lawyers Association of NSW
Ann-Maree David	Director	Women Lawyers' Association of QLD
Michelle Berry	Director	Victorian Women Lawyers
Kirsty Easdale	Director	Women Lawyers' Association of the ACT

AWL completed a new 5 year Strategic Plan to take place from the start of the 2019-2020 financial year. This includes exciting new projects such as an Ambassador program, and a new vision statement : '**AWL is a justice and equity champion advancing women within the legal profession and beyond.**' Our new Strategic Plan will be available on our website soon.

AWL is working together with constituent bodies to see how we can work more effectively to lobby on National issues. We held a National policy meeting in May 2019 and we hope to hold similar events in future. We also had constituent bodies provide us with details of their policy priorities, which informed our strategic planning.

My personal highlights of being on the Board in 2018-2019 were fundraising \$5000 to send many of our WLASA committee members to the conference and my constant policy work, particularly around sexual harassment in the profession. Please see our [policy page on the website for more](#). I continue to work daily on raising AWL's social media profile and we now have well over 3000 followers on Facebook, one recent post had a reach

of over 20,000! I was also re-appointed AWL's representative on the Law Council of Australia's Equal Opportunity Committee and I am leading significant work on sexual harassment on that Committee also.

**Leah Marrone, AWL Director**

#### **AWL 2020 Conference in Melbourne – Save the Date**



## **WEBSITE AND SOCIAL MEDIA SUBCOMMITTEE REPORT**

Alice Woods (Chair)

- Maria Harris
- Shannon McMenamin
- Leah Marrone
- Rebecca Lucas
- (and the larger committee generally)

Our new website went live in November 2018, thanks predominantly to the efforts and initiative of Alice Woods. We would also like to express our appreciation for Georgie McRae from Easy by Design, for being brilliant to work with and producing an exceptional website. Thank you to Maria Harris for getting us organised with online payments and event registrations, which was a huge task.

Special thanks also go out to Leah Marrone and Rebecca Lucas for their significant contributions to our social media channels, to our President Kym, for her monthly reports and to Jessie MacGillivray for our member profiles. We are increasing our reach in huge part to their consistent and quality content. Thank you to all other Committee Members who contribute to our social media.

**Shannon McMenamin (Acting Chair)**

# EDUCATION SUBCOMMITTEE REPORT

Kylie Dunn

- Rebecca Lucas
- Maria Harris
- Shannon McMenamin
- Thyme Burdon



On 27 September 2018, WLASA partnered with the Women Lawyers Committee of the Law Society of South Australia to present a CPD seminar on the topic of equitable briefing. The panellists comprised Kate Eastman SC (Chair of the Law Council of Australia's EOC), James Docherty (Litigation Counsel at ASIC) and Jo-Anne Deuter (Women at the Bar SA).

On 18 March 2019, WLASA hosted an evening CPD seminar at Cowell Clarke. More than 60 people attended the sold-out event, which was chaired by WLASA President, Kymberley Lawrence. The evening offered a unique opportunity for attendees to hear from some of South Australia's leading female practitioners. Magistrate Jackson, Alison Shaw, Suzanne Mackenzie and Cheryl Phillips shared their personal journeys and experiences, offered tips for "How to Smash the Glass Ceiling," discussed some of the barriers facing women in the profession and provided suggested strategies for change.

Some of the key barriers identified were the historical practice of recognition based exclusively on billable hours, the assumption that female lawyers who have had children no longer care about their careers, and the limitations afforded by rigid partnership structures. One speaker shared her slight at being criticised for

wearing trousers to work. Several speakers discussed the vulnerability associated with needing to take parental leave.

When asked, "where to from here?" the panel was of the universal view that flexible work practices, for both female and male lawyers, will undoubtedly create a better outcome for everyone.

On 15 March 2019, several Committee Members attended the South Australian Triversity Law Fair held at the Adelaide Convention Centre. Once again we were able to provide students of the University of Adelaide, Flinders University and the University of South Australia with valuable information about the role and functions of WLASA.

Stay tuned for further information about our next CPD event to be held in October 2019.

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

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

# MEMBER BENEFITS SUBCOMMITTEE REPORT

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Subcommittee Members:

- Adeline Lim (Co-Chair)
- Marissa Mackie (Co-Chair)
- Rebecca Lucas
- Bimaya de Silva
- Thyme Burdon
- Alice Ashby

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

During the 2018/19 financial year the Member Benefits Subcommittee has been looking to reinvigorate our events calendar and have consulted with our members as to what they would like to see more of.

Some of our newer events have included the:

- Informal movie night on 1 August 2018 to watch Ruth Bader Ginsburg;
- Parents Picnic in the Park on 22 March 2019;
- Informal movie night on 12 February 2019 to see *On the Basis of Sex*; and
- Bring a Friend Drinks on 28 May 2019 at Sparkke at the Whitmore.

The informal movie nights and the Bring a Friend drinks proved popular with our members and we will aim to hold similar events in the future.

We are also looking forward to commemorating the 125<sup>th</sup> anniversary of Women's Suffrage on 26 September 2019 at Bonython Hall.

We cannot forget our traditional events including the annual Christmas Drinks with the Judiciary was held on 22 November 2018 at Mrs Q on Gouger Street. It is always a great opportunity to meet members of the judiciary outside of the courtroom. We also had the privilege of announcing Trish Johnson as the inaugural winner of the WLASA's Dr Robyn Layton AO QC award. Attendances continue to soar for this event and this is the first year that WLASA ended up in the black for the Christmas Drinks since its introduction. We'll have to start looking for a bigger venue!

We would also like to thank the generosity of attendees who purchased raffle tickets raising \$1,065.00, for our annual charity, Hagar Australia and are grateful to the donation of prizes from a number of businesses around Adelaide.

The Margaret Nyland AM Long Lunch was held on Friday 12 July 2019, co-hosted by the WLASA and the Law Society. We were honoured to hear from Judge-Advocate Joana Fuller who spoke on "How to command a wing without knowing how to fly a plane – life as a reserve military lawyer – why your country needs you."

We again thank Lipman Karas for their ongoing support as a major sponsor of the long lunch and of WLASA generally. We also thank Notable Imprint who have also sponsored the lunch for the past few years. Whilst we often deliberate about finding a new venue for the Long Lunch, the feedback we receive each year always commends the service and location of the National Wine Centre so you may see us back there next year!

WLASA membership has increased significantly over the last year from 95 individual members to 141. Corporate membership has almost doubled from 13 to 22. We consider this a testament to the ongoing work of the Member Benefits subcommittee together with the wider committee in seeking to greater address the needs of our membership base and to provide services and support for practitioners across all levels, from students to barristers, no matter the region.



The subcommittee has also spent some time in procuring merchandise and other marketing materials to promote both the WLASA and particularly our Find a Female Lawyer Listing. You may have noticed our recent FAFL Friday posts on Facebook which profile the range of lawyers available on the directory.

We look forward to bringing members a number of new events and informal networking opportunities over the coming year together with all our usual events and always welcome new ideas from members.

***Adeline Lim and Marissa Mackie***



# POLICY SUBCOMMITTEE REPORT

Jessie MacGillivray (Chair January 2019 – present)

- Emily Rutherford (Chair July 2018 – January 2019)
- Leah Marrone
- Alice Woods
- Rebecca Clifton
- Lucie Lock (non-committee member)

The Policy Sub Committee advocated strongly for the rights of women in our community throughout the year. Some of our work is summarised as follows:

## **Mothers and Babies Unit at the Adelaide Women's Prison**

Following the campaign by WLASA to have Department for Correctional Services create a unit for mothers to be with their babies in prison, in October 2018 we were pleased to see that this project was agreed to by the Government. As at June 2019, construction on a specialised health and wellbeing unit had commenced, which is expected to house women who have their baby in prison from November 2019.

We are advised that babies will be able to stay with their mothers who meet eligibility criteria until the age of 4 months only. Compared to other states in Australia, 4 months to stay in prison with their mother is a very short time. For example, in NSW some children can stay with their mothers up until age 12 during weekends and school holidays.

More work is needed to continue to advocate for women in the prison system.

## **Sex Work Decriminalisation**

In June 2019 a Bill to decriminalise sex work in South Australia passed the Legislative Council. It completely decriminalises sex work in South Australia by removing all current offences and it also provides for other complementary protections for workers including recognition of sex work as an occupation eligible for access to statutory worker's compensation, introduction of current or former occupation as a sex worker being a ground for discrimination and a mechanism to cause sex work related offences to become spent.

WLASA has joined with Sex Industry Decriminalisation Action Committee to campaign for full decriminalisation of sex work. We have attended events at Parliament House and West Adelaide Football Club to show support for the cause and educate members of the Parliament and the public in general. We have provided submissions to the Law Society about proposed amendments to the Bill, which will be debated in the House of Assembly on 25 September 2019.

## **Sexual Harassment in the Legal Profession**

WLASA joined with other Women Lawyers Associations around Australia to produce a National policy strategy for countering sexual harassment in the profession.

## **Abortion Reform**

South Australia and NSW are the last two remaining jurisdictions in Australia to have criminal law sanctions for abortion. WLASA is a member and supporter of the South Australian Abortion Action Coalition and worked closely in a team to produce a detailed written submission to the South Australian Law Reform Institute (SALRI), which is expected to deliver its report to Parliament imminently.

WLASA also provided its own written submission to SALRI. It is hoped there will be legislative reform to remove abortion from the criminal law by the end of 2019.

## **Jessie MacGillivray, Policy Sub-Committee Chair**

# RECOGNISING AND PROMOTING WOMEN SUBCOMMITTEE REPORT



Camille McDonald (Chair)

- Bimaya DeSilva
- Kymberley Lawrence

## ***The Honourable Dr Robyn Layton Award AO QC***

In December 2018 the WLASA Dr Robyn Layton AO QC Award was awarded for the first time. We awarded this honour at our annual Drinks with the Judiciary in November 2018, which saw a collective of judges, lawyers and court staff from a myriad of differing jurisdictions come together toast another busy legal year. Trish Johnson of the Legal Services Commission was our first recipient of this award and it is understatement to say that she was an incredibly worthy winner.

Trish specialises in working with individuals with mental health issues and has created a niche area of the law for herself, which requires a great deal of personal sacrifice and integrity. Her work has shown a commitment well and truly above and beyond that of an everyday lawyer.

Trish was presented with a glass plaque, bouquet of flowers and an Endota spa voucher.

In January 2019 an article was published in the LSSA Bulletin about the award Trish's exemplary achievements. Well done, Trish!

## ***Mary Kitson***

In 2019 we nominated Ms Shelley O'Connell for the Law Society Annual Mary Kitson Award.

The Award was presented at the annual Law Society Dinner. Unfortunately Shelley did not win the award on the evening, however, we look forward to considering her as a nominee in the future. Shelley's dedication and commitment to women in the law has been evidenced over her 13 years as a member of the WLASA

Committee, as well as being a former President of the WLASA. We are committed to ensuring that Shelley is recognised for her abundant contributions to females in our profession.

The WLASA would like to congratulate all nominees and winners of the 2019 Law Society Annual Awards.

### **AWL Award**

This AWL Award is awarded every two years. Our committee will put forward a nomination in early 2020.

**Camille McDonald – Chair of the Recognising and Promoting Women Sub-Committee**

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## **REFERENCES FOR FEATURE ARTICLE**

<sup>i</sup> This section describes a brothel as premises 'to which persons resort for the purpose of prostitution'; or 'occupied or used for the purposes of prostitution'.

<sup>ii</sup> Unreported, No 2095 of 1989, 4 April 1989 (White Matheson and Bollen JJ).

<sup>iii</sup> Ibid, at 7.

<sup>iv</sup> Unreported, Judgment Number 8849, 20 January 1986 (Prior J)

<sup>v</sup> Ibid, p5.

<sup>vi</sup> Section 31 provides that "upon conviction of the tenant, lessee or occupier" of premises being used for a brothel, the landlord or lessor may require the person to assign the lease. See eg application in *Ling & Ling (by Weston Raine & Horne) -v- Cameron & Qiao* (R1997/00). Hearings 7 & 28 April 2000. Decision date 5 May 2000.

<sup>vii</sup> [1998] SASC 6582.

<sup>viii</sup> See also *Playford v Police* [2017] SASC 26 (Vanstone J) in which convictions were considered appropriate for charges including managing and keeping a brothel in circumstances where the defendant was not himself a sex worker and the conduct was "planned and executed incursions into crime for the purpose of creating illicit profits" (at [29]).

<sup>ix</sup> *Hansard*, Legislative Council 17 June 2019, page 665

<sup>x</sup> Section 25A SOA

<sup>xi</sup> (1978) 141 CLR 54.

<sup>xii</sup> Division 12, *Criminal Law Consolidation Act 1935* (SA).