

Women Lawyers' Association  
South Australia Inc



# Annual Report 2017 / 18





## Annual Report 2017/2018

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## THANKS TO OUR SUPPORT TEAM



We have been fortunate to have the contracted occasional administrative services of Robyn Dibben (pictured second from the left), especially helping in processing and looking after our membership lists and in sending out emails to members. We extend special thanks to her for her reliability, thoroughness and consistency. It certainly has been a great help to our volunteer committee.



We would also like to thank our Patron, Hon Margaret Nyland AM (pictured left) for her continual support of our Association, she regularly sponsors people to attend events and contributes advice and other support to our volunteer committee.

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

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

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

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

- Consultation with the Chief Justice on the appointment of senior counsel in South Australia.
- The submission of recommendations to the Federal and State Attorneys-General on the appointment of judiciary in Federal and South Australian Courts.
- The submission of reports and papers on proposed law reform which affect women and the broader justice arena.
- The hosting of regular social and networking events to provide women with legal backgrounds and women practising in the profession the opportunity to develop valuable contacts and meet likeminded professionals.
- The advancement of policies and suggested tools for change to further gender equity in our profession and beyond (examples include promotion of Equitable Briefing Policies, and Unconscious Bias training).
- The hosting of educational activities including continuing professional development seminars, career seminars and information sessions for law students, junior solicitors and aspiring barristers.

## OUR OBJECTIVES

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

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

## MISSION STATEMENT

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

## STRATEGIC VISION

WLASA's strategic direction is underpinned by the following:

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

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

## OUR VALUES

### RESPECT

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

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

### PEOPLE

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

### EXCELLENCE

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

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

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



# GOVERNANCE STATEMENT

## INTRODUCTION

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

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

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

WLASA is governed with integrity and in a responsible and accountable manner. The Committee is dedicated in their approach to work continuously to meet the objectives of WLASA and to implement strategies in the pursuit of excellence and providing the best membership value.

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

Twelve formal meetings of the Committee were held during the period 1 July 2017 - 30 June 2018, including a meeting followed by a Christmas dinner in December 2017 and the Strategic Planning Day in February 2018.

## FIVE YEAR STRATEGIC PLAN 2015 – 2019

On 3 February 2018 the WLASA Committee met for its annual Strategic Planning Day. It was a successful planning day where each sub-committee brought their plans for the year for discussion and approval and we also discussed overall WLASA objectives and how these could be achieved.

The Committee are still working within their Five Year Strategic Plan for the period 2015 to 2019. This document is available to download from our website. The Strategic Plan sets out the Objects of the Association and the planned activities of the Committee to satisfy those Objects.

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



Photo: WLASA Strategic Planning Day 2018

## **COMMITTEE COMPOSITION**

The names and details of all Committee members in office up to 30 June 2018 are set out in this Annual Report. The composition of the Committee reflects the broad range of experience, skills and knowledge required to oversee the running of WLASA, its business and affairs. The Committee is responsible for wide variety of matters including succession planning.

### **SUB-COMMITTEES**

To assist in the execution of its responsibilities, the Committee has established a number of Subcommittees. These Subcommittees operate on a needs basis to fulfil a number of diverse roles. This year we trialled opening up the subcommittees to members who have a keen interest in those areas who are not on the main committee, in a non-voting capacity. The current permanent Subcommittees are: Policy Subcommittee; Education Subcommittee; Member Benefits Subcommittee; and Recognising and Promoting Women Subcommittee.

We have also had a temporary informal subcommittee / group working on the update to the WLASA website – thanks especially to Alice Woods for her work championing this. In addition to this we have had people working on social media – predominately Leah Marrone and Shelley O'Connell, with assistance from other members of the committee from time to time.

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 30 August 2018.

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

## COMMUNICATION TO MEMBERS

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

### Annual Report

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

### Website and Find a Female Lawyer Directory

WLASA's website provides information for all members. It includes advance notice of events and general meetings, articles of interest, policies, information about membership, Committee member profiles, history of the Association, a list of our Corporate Members and the Find a Female Lawyer Directory (FaFL). In the previous financial year our website reached capacity and content was not able to be added, and we have been working hard to completely replace and refresh the website, and hope that this will be live at the time of our AGM or shortly after.

The FaFL is a searchable directory for use by the profession and the public and lists, by area of practice, WLASA's members practising as solicitors in South Australia. This is an exciting new initiative of WLASA. The directory was formally launched to the public on 27 July 2016. The Committee is currently in the process of implementing a marketing strategy to increase the benefits of FAFL to its members. At the UN Women International Women's Day Breakfast this year, which thousands of Women across Adelaide attend, we held a stall specifically marketing the FAFL. Thanks to Rebecca Lucas for organising this marketing event and also for organising pamphlets and magnets advertising the service.

### Member E-mails

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



### Social Media

The WLASA Facebook page enables us to communicate with members and share information. The information contained on this social media site includes photographs, event notices, media articles about issues affecting women and women lawyers and activities of other Women Lawyer associations around Australia. The numbers following this page continue to grow and are now over 900 followers on Facebook (up 200+ in the past year). In 2015, WLASA set up a Twitter account so members have another way to find out about events and information relevant to WLASA's policy objectives, in particular this has been a great platform to share up-to-the-minute updates on events and conferences. We have also gained about 150 followers on Twitter in the past year.





## PRESIDENT'S REPORT

Welcome to the Annual Report of WLASA for the financial year 2017/18.

I have really enjoyed the privilege of being President over the past three and a half years and, while I'll be stepping down from this role at the AGM, I will still be involved, and also do this in the confidence that there is a fantastic strong team of very intelligent and active women lawyers coming in to the leadership roles for which it has been a pleasure to mentor and support. My hope also is that we can work on attracting more women from diverse backgrounds on to our committee, in particular ATSI women lawyers, women from culturally and linguistically diverse backgrounds, women with a disability, and looking at our skills mix. This is something that I'd like to see us address at our next Strategic Planning Day.

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

I would like to stress that we are all volunteers; we receive no reward for our efforts other than the joy of each other's company. Hundreds of hours are given by committee members each year and the generosity of time and effort given by this committee is beyond in any volunteer organisation I've ever been involved with. This thanks extends especially to members who joined the committee as associate members and showed extra initiative, here in particular I'd like to thank Alice Woods for her fantastic efforts on getting the website up and running, running a movie night along with another new associate member Bimaya De Silva, and both of them generally assisting with anything needed. I would also like to thank Jessie MacGillvaray, who took on my idea of social dinners with committee members and made it a reality, and who initiated and has started running a new profile series – interviewing WLASA committee members and putting these interviews on Facebook so that our members can better know who we are and to provide recognition for committee members efforts. Both Alice and Jessie came along to the recent AWL National Conference and have many further ideas to bring back to the Committee. I also thank Maria Harris for providing extra support on the website and other support to Shannon McMenemy.



Photo: WLASA Committee at the UN Women International Women's Day Breakfast March 2018

A few of the highlights of the year are summarised below. The various subcommittee reports cover in more detail these efforts and I would particularly like to thank those who have taken on the role as subcommittee chairs, this structure allows great delegation and sharing of workload and responsibility.

### Events, networking, marketing FAFL

In February the committee attended the IWD Breakfast and held a stall to market our Find a Female Lawyer database.

The Margaret Nyland Long Lunch was held in June with guest speaker, SACAT President, Justice Judith Hughes, with a speech that focused on Unconscious Bias, with a particular focus on age discrimination. It was a privilege to emcee the day. Thank you to Marissa Mackie, our Treasurer, who led the organisation of this fantastic function.

Our Christmas event with the Judiciary was very well attended and raised money for this year's annual charity, Women's Safety Services SA. We had one of the most successful Christmas events ever, with a packed house and the highest amount ever raised in our raffle. Thank you to all involved. The Chief Justice congratulated us in all we have achieved, in particular in the past few years. **Save the date for the next Christmas Drinks – 22 November 2018!**

We have had two really successful CPDs – both with all women speakers, one on Going to the Bar and the other on Building and Leveraging your Board Career. We hold these CPDs free for members and I thank the Education sub-Committee for their work in getting these delivered each year. We will be holding a CPD and networking event on Equitable Briefing with the Law Society on **27 September 2018 – save the date.**

We held two Tax and Super Seminars in conjunction with PKF Accountants, with no cost for WLASA or our members. These have been sold out free events for members providing some excellent and relevant tips and we have been grateful for this partnership with PKF Adelaide which I am proud to have established.



### Profession reform

We have lobbied for reform in the profession and been continually consulted in relation to the reform of the Silk Selection process, and in the appointment of Silks. Kymberley and I also met with the Law Society President, Tim Mellor, and established a good working relationship with him throughout this year on a number of issues of shared interest. I also provided a letter of support for the Step up to the Bar's continued exemption from the Equal Opportunity Act, that is, to enable only female applicants.



Photo: WLASA and WLC meet with Law Society President Tim Mellor.

I have also maintained a strong voice against sexual harassment in the profession and earlier this year wrote an article on this for [Lawyers Weekly](https://www.lawyersweekly.com.au/biglaw/22712-sexual-harassment-and-the-law), campaigning against the ABC's QandA program proposing to give an member of the Legal Profession who was facing serious allegations of sexual harassment by many women lawyers, a voice on a proposed #metoo sexual harassment panel. This lawyer did not appear on the panel following a backlash that we were part of. See: <https://www.lawyersweekly.com.au/biglaw/22712-sexual-harassment-and-the-law>

Kymberley Lawrence and I also presented papers at the Women in Law Legalwise Conference in November 2017. I presented on Strategies to Address Gender Bias and Sexual Harassment in the Legal Profession and Kymberley presented on: Tapping our Executive Intelligence to Lead with Confidence and Influence.

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

Throughout the year, as with the previous two years, our major campaigning effort has been on the push to establish Mother and Infant facilities in the Adelaide Women's Prison. This is after researching the issue and discovering that such facilities are good for not only mother, but also child, and have many long term system wide benefits. We had several meetings with the former government, and again with the new government. This campaign has been very successful with the current Attorney General and Premier both supporting the initiative and working towards a plan to establish the facilities.

Our other main campaign has been in conjunction with the Women Lawyers Committee of the Law Society, was, lobbying and assisting with research and advice in relation to the proposed Decriminalisation of Sex Work Legislation. I have been championing both of these campaigns with meetings with relevant Ministers and other members of parliament. I was invited to provide a briefing to members of parliament on the new bill on this also and Hon Tammy Franks MLC thanked us in her [second reading speech of the Bill](#). The Law Society sent out our media release on support for the bill to their entire media list. Our media release on this issue was also picked up by [Lawyers Weekly](#). Decriminalisation now has the support of the Attorney General, the Premier, and the Minister for Women, as well as many members from all sides of parliament, it is however a conscious vote for all, and so we still have some time to go to ensure this bill passes.

See: <https://www.lawyersweekly.com.au/politics/23241-law-society-antiquated-laws-compromise-safety-of-sex-workers-in-sa>; and [http://www.tammyfranks.org.au/decriminalisation\\_of\\_sex\\_work\\_bill\\_second\\_reading](http://www.tammyfranks.org.au/decriminalisation_of_sex_work_bill_second_reading)

We were also invited to the new government's Domestic Violence roundtable on 13 April 2018, and participated in this, and we are starting to be invited to more policy related events such as this.

I was also really pleased to establish a good working relationship with our first ever Female Attorney General, the Hon Vickie Chapman MP. Kymberley Lawrence and I met with the Attorney on 13 June 2018 and provided several briefing papers on our policy initiatives prior to this. Following this successful meeting the Attorney invited the entire Committee to her office for after work drinks to meet her key legislative and office staff.



Photo: WLASA Committee with Deputy Premier, Attorney General, Hon Vickie Chapman MP.



## **Fundraising for Continuing WLASA Leadership**

Something I have been particularly proud of in the past year has been that I was able to fundraise approximately \$4500 to sponsor four additional committee members to attend the national Australian Women Lawyers Conference. I wrote to a number of WLASA supporters to seek funding as I felt that the conference is a unique opportunity for committee members to up-skill and feel energised to take on future leadership roles within WLASA. I first attended an AWL conference on a scholarship provided by Hon Margaret Nyland eight years ago and this gave me the confidence and energy to be further involved in the Association.

I would like to thank the Minister and Shadow Minister for Women for donating the Prize of dinner for four with both of them at Parliament House which we raffled off at the Long Lunch to raise funds. I would also like to thank Hon Margaret Nyland AM, Hon Judge Charlotte Kelly, Hon Chief Judge Michael Evans and the Association of Women Judges, led by Hon Judge Julie McIntyre, for their very generous donations.

Marissa Mackie, Jessie McGillivray, Kymberley Lawrence, and Alice Woods were able to attend the conference. They joined myself, and a few other South Australian women including President-elect Amy Nikolovski and Women at the Bar's Jo-Anne Deuter at the conference. The WLASA committee in conjunction with AWL also provided a scholarship for a member to attend which was won by Elizabeth Macey.

A report of the conference will be in the next annual report as it occurred in August 2018, the 2018/19 financial year.



Photo: WLASA Committee members at AWL National Conference with AWL President Ann-Maree David.

## **Law Students**

Our Committee members attended the joint University Law School Careers Fair, and I spoke to the national Australian Law Students Conference. I have also personally met with many law students throughout the year, as well as recent graduates and other women lawyers when they have written and requested to meet with me.

## **Recognising Women**

We are working on celebrating and recognising women, with the creation of a new award, the Hon Dr Robyn Layton AO QC award thanks especially to Camille McDonald for all of her work on both this and in nominating Hon Justice Kelly as WLASA's nominee for Australian Women Lawyer of the Year and at the AGM will be presenting her with a life membership of WLASA.

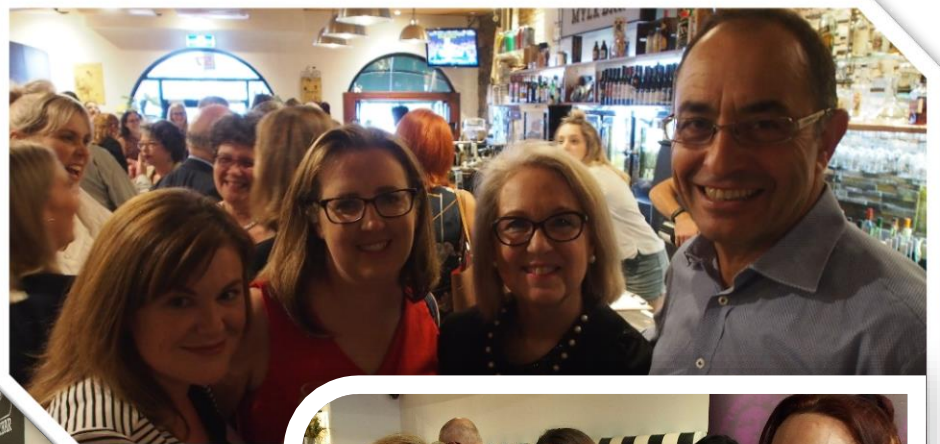
It is an understatement to use the term 'busy' to describe the tireless work of the volunteers on this committee. I thank each and every one of them for their hard work. I would particularly like to thank my executive Kymberley Lawrence (Vice President), Marissa Mackie (Treasurer), and Shannon McMenamin (Secretary), along with Women Lawyers Committee President Shelley O'Connell who have provided a great sounding board, proof readers, and guides.

Please see the detailed subcommittee reports for more on all of these activities.

**Leah Marrone, President**



WLASA CHRISTMAS DRINKS WITH THE JUDICIARY 2017



## TREASURER'S REPORT

WOMEN LAWYERS' ASSOCIATION OF SA INC ABN 85 996 217 080

1 July 2017 to 30 June 2018

	Balance \$
<b>Opening Bank Balance at 1 July 2017</b>	<b>39,987.82</b>
Credits 1 July 2017 - 30 June 2018	17,170.82
<b>total credits</b>	<b>57,158.64</b>
Debits 1 July 2017 - 30 June 2018	10,568.34
<b>Total credits less debits</b>	<b>46,590.30</b>
<b>reconciled balance</b>	<b>46,590.30</b>
<b>Closing Bank Balance at 30 June 2018</b>	<b>46,590.34</b>
<b>Net credits for the year</b>	<b>6602.48</b>

### SUMMARY OF INCOME AND EXPENDITURE

INCOME	\$		EXPENDITURE	\$
Individual Membership -2017/18	2,970.00		Admin	2,402.50
Corporate Membership - 2017/18	2,000.00		IT and website	110.00
Individual Membership – 2018/19	1,890.00		Functions & CPDs	4,176.23
Corporate Membership – 2018/19	3,800.00		FAFL & Marketing	506.65
Find a Female Lawyer -2017/18	1,170.00		Donation	1,625.00
Find a Female Lawyer – 2018/19	1,530.00		AGM	391.00
Christmas Drinks (inc donation)	3,560.00		AWL Capitation	1,454.00
Christmas Raffle	1,011.00		AWL Delegate Costs	1,147.29
Bank Interest	39.82		Miscellaneous & Stationery	550.67
Miscellaneous Income	50.00		Reimbursement	55.00
Committee Donations	1,000.00			
<b>TOTAL INCOME</b>	<b>19,020.82</b>		<b>TOTAL EXPENDITURE</b>	<b>12,418.34</b>



## Treasurer's notes: Comparison 2016-2017 to 2017-2018 Financial Years Income and Expenditure

Income	16/17 FY	17/18FY	Expenditure	16/17 FY	17/18FY
Membership Subscriptions	18,920.00	10,660.00	Australian Women Lawyers	0	1,454.00
FAFL	2,850.00	2,700.00	Functions	5,869.78	4,176.23
Donations Received	1,120.00	1,011.00	Donations Made	1,435.00	1,625.00
Bank Interest	31.85	39.82	Website & Graphic Design	200.00	110.00
Miscellaneous	0	50.00	Prizes & Competitions	394.00	0
Committee Donations	0	1,000.00	Administration Support	3,892.50	2,402.50
Functions & CPDs	3,220.00	3,560.00	AWL Delegate Costs	0	1,147.29
			AGM	0	391.00
			FAFL & Marketing	0	506.65
			Reimbursements	80.00	55.00
			JusticeNet	304.00	0
			Misc & Stationery	1,298.00	550.67
<b>TOTALS</b>	<b>26,141.85</b>	<b>19,020.82</b>		<b>13,702.28</b>	<b>12,418.34</b>

Over the past year WLASA's membership base has remained steady however declined slightly in individual memberships. Based on renewals to date, we are expecting to see an increase for the 2018/19 year. Expenditure was down on the last financial year however income was also significantly lower. WLASA still made net credits of \$6602.48, \$1,000.00 of which was donated towards committee members attending the national Australian Women Lawyers Conference in August 2018.

Our Find a Female Lawyer (FAFL) listing subscriptions have also remained steady 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.

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

An audit has identified that AWL capitation expenses for the 2014/15 and 2015/16 financial years had not previously been paid. These payments have been made in the current financial year and will be noted in the 2018/19 financial reports together with capitation expenses for the 2017/18 financial year. Our donation to the selected charity for FY2018, Women's Safety Services SA will be paid at our AGM on 14 September 2018.

Administration support costs have decreased due to improved processes relating to membership renewals. Miscellaneous expenditure consisted of stationery and meeting expenses.

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

**Marissa Mackie, Treasurer**

# 2018/19 BUDGET

## Women Lawyers Association of SA Inc

### Budget for 2018-2019

#### Income

Membership	
Individual	\$4,000.00
Corporate	\$7,000.00
Find a Female Lawyer	\$2,700.00
Donations	\$1,000.00
CPD Seminars	\$500.00
Xmas Function	\$3,000.00
Xmas raffle	\$1,000.00
Interest	\$40.00
	<b>\$19,240.00</b>

#### Expenses

Events	
AGM (Sept)	\$500.00
Xmas Drinks (Dec)	\$3,500.00
Long Lunch (May/Jun)	\$200.00
CPD Seminars (Food & Gifts)	\$1,000.00
FAFL Marketing	\$1,500.00
Policy	\$500.00
Recognising & Promoting Women	\$500.00
AWL Capitation Fee	\$1,600.00
Charity Donation	\$1,250.00
Committee Meeting Costs	\$360.00
Christmas Meeting	\$350.00
IT (Website hosting & Domain Registration)	\$200.00
Website improvements	\$1,500.00
Stationery & Gifts	\$500.00
Member Competitions & Scholarships	\$1,000.00
JusticeNet Membership	\$304.00
AWL Delegate travel expenses	\$1,000.00
Administration Support	\$4,000.00
Miscellaneous	\$500.00
	<b>\$20,264.00</b>

#### Total Budgeted Profit (Loss)

**\$(1,024.00)**





# FEATURE ARTICLE

Article first Published in Precedent – Women in Law edition – February 2018

## PAY GAP AND GENDER DISCRIMINATION: NO MORE EUPHEMISMS

By Leah Marrone

The Hon Mary Gaudron famously said, "We got pay equity once, then we got it again, and then we got it again, and now we still don't have it."<sup>i</sup> But we don't need to wait 217 more years to achieve equity, as the World Economic Forum predicts.<sup>ii</sup> We can follow the lead of organisations which have reduced or eliminated the gap in a very short period of time by using effective and deliberate strategies for change.

An abundance of statistics and studies demonstrate that there is a gender pay gap in the legal profession, and that it is one of the biggest in any industry. This article highlights a few of these figures but, more importantly, it examines a key root cause – discrimination – and provides some strategies to address and overcome this.

### MIND THE GAP

Women make up more than half of the legal profession. The latest National Solicitor's Report showed that in 2016, there was an even gender distribution with 50.1 per cent female and 49.9 per cent male solicitors.<sup>iii</sup> In the mid-1990s in Australia, women began graduating from law in equal numbers to men.<sup>iv</sup> That trend has only increased in the past 20 years, with women now making up 60 per cent of lawyers entering the profession.<sup>v</sup>

Despite these figures, a 'trickle-up' effect has not occurred over the past 30 years. Indeed, if that were the case, given the average span of a career, we should be close to equity by now. Instead, we have a large gap. The size of that gap fluctuates depending on the data collected, but no matter what the data set, there is always a gap, and a gap that is one of the largest in any industry.

Data from the Workplace Gender Equity Agency (WGEA) shows that the legal services industry has 28,154 employees within 68 organisations, and 69.7 per cent of these employees are female. There is a 29.7 per cent total-remuneration gender pay gap. Women who identified as employee barristers to the Australian Tax Office (ATO) (such as in-house government counsel) reported a 141 per cent gender pay gap compared to their employee barrister male counterparts in data collated by the ATO in the 2013-2014 financial year.<sup>vi</sup> The New South Wales Bar Association survey data of 2014, which included responses from about half of its members, identified a gender pay gap of about 62 per cent, despite very similar hours worked.<sup>vii</sup>

This pay gap reflects, in part, the poor representation of women in senior positions in our profession. The WGEA data also shows that women account for just 9.5 per cent of legal CEOs and only 33 per cent of key management personnel.<sup>viii</sup> In 2015, the Law Society of South Australia Practising Certificate Survey found that in private practice, on average only 14 per cent of equity partners and legal practitioner directors were women.<sup>ix</sup> The 2015 Australian Bar Association statistics show that 23.13 per cent of barristers were women. They also show that, nationally, only 91 of the 842 senior barristers were women.<sup>x</sup>

This state of affairs will not simply get better with the passage of time. Western Australian Chief Justice Martin recently described the numbers of women appointed to his court as tragically low, with only one of 18 Supreme Court justices appointed in the past decade being female.<sup>xi</sup>

### 'PRICED-LESS'

The subtitle of this article 'No more euphemisms' comes from observations made by the Hon Mary Gaudron at the International Bar Association (IBA) Conference held in Sydney this year. She said that 'gender pay-gap' and similar terms were euphemisms which should be relinquished, given that the number of women entering the law over decades has not levelled the playing field, stating: "I think it's time we call it for what it is. It is discrimination pure and simple...and it is discrimination which seems to be intractable and incapable of resolution by the application of the anti-discrimination laws."<sup>xii</sup>

These concerns of the Hon Mary Gaudron are supported by the statistics in the Law Council of Australia's *National Attrition and Re-Engagement Study Report* (NARS), published in 2014. NARS identified key areas of concern; in particular, that half of all women lawyers reported experiencing discrimination due to their gender and that one in four women reported experiencing sexual harassment at their workplace.<sup>xiii</sup>

Also supporting these concerns is a 2016 report by KPMG, based on 2014 data, into the causes of the gender pay gap. The *She's Price(d)less: The economics of the gender pay gap* report found that sex discrimination factors of both direct discrimination and unconscious bias, were the

largest contributors to the gender pay gap in Australia, and accounted for 38 per cent of the difference. This was a rise from the 35 per cent, which it had found in its 2007 Household Labour Dynamics in Australia (HILDA) survey. Importantly, part-time work, often thought to be a large reason for the pay gap, was found to contribute only 4 per cent of the reason for the gap.<sup>xiv</sup>

## **WE'RE NOT BROKEN – NO NEED TO FIX WOMEN**

Acknowledging that discrimination is the single largest cause of the pay gap is the first step in working out how to address it. Up until now, so much of the energy and effort in this area has gone into mentoring and networking, and leadership programs designed to make women more 'confident'. In fact, these issues constitute such a small piece of the puzzle – in our profession, more than most, confidence is hardly the issue, and does not explain why we still lag behind other industries.

Rather than trying to fix the women so that they fit the system (and the preconceived biases) we need strategies to disrupt the system and challenge the biases if we are to meaningfully confront the gender pay divide. Law Council of Australia (LCA) President Fiona McLeod SC, speaking at the IBA Conference said, "You've got to have equality down through all levels – and that's why it's so important that we address things like the pay inequity, that we look at how we employ, how we promote, how we allocate work to people, how we brief people... We have to look at all of those issues right through all our systems because we won't get there just by having super women at the top."<sup>xv</sup>

## **HOW TO CHANGE SOMETHING THAT IS NOT NECESSARILY YOUR FAULT**

Highlighting discrimination is not about a blame game, nor is it all about fault. A large part of this dilemma is about recognising the role that our preconceived or unconscious biases play in defining our relationships with each other. Once we recognise these biases, we can develop strategies to disrupt them, and, over time, create cultural change.

In response to the NARS findings, the LCA introduced unconscious bias training in March 2017 and made it available to all lawyers.<sup>xvi</sup> Unconscious biases are small pieces of information accumulated over time, processed in our unconscious minds, and which are responsible for around 80 per cent of our everyday decision-making.<sup>xvii</sup>

I urge everyone to consider either the LCA-supported (or other) training in this area. You will

find that, like any refresher in critical thinking, it can also sharpen your legal skills and judgement in other areas.

*Confirmation bias* is one common manifestation of unconscious bias. That is, we pay more attention to information which confirms and conforms to our own existing belief system, are less likely to question that information and are more likely to ignore information that contradicts our world view. Another type of unconscious bias is *attribution bias*, where we give more favour to those in our 'in' groups, by giving second chances to them and the benefit of the doubt; while for people outside of this we often fall into judging by stereotype. Closely related to this is *affinity bias*: our tendency to develop relationships with those who are like us.

These biases are particular problems for those applying for jobs, particularly new graduates. Any advertised position is flooded with graduates of high merit and sometimes all that distinguishes them in the interview is sensing how someone will 'fit' in an organisation. We are naturally attracted to people who share our attitudes, qualities and experiences, but unless we actively apply strategies to challenge our biases, we will end up employing people because they are like us. This is a problem not only for fundamental principles of equity and fairness, but also because we know that diversity is good for business.<sup>xviii</sup>

American lawyer, Kathleen Nalty, provides training in unconscious bias and suggests many strategies for dealing with and interrupting these biases. She encourages us to ask ourselves questions about who makes us uncomfortable and why, and who do we get advice from and why. She encourages us to mindfully notice things that surprise us, ask why, and then to reflect on how that bias could affect other areas of our decision-making. Nalty also suggests that these personal behavioural changes, while important, are not enough to combat unconscious bias. Structural changes, such as affirmative action, are needed to create change in the short term.<sup>xix</sup>

The LCA is also on the front foot in this area. It has adopted and promoted its Diversity and Equity Charter and Equitable Briefing Policy, and successfully lobbied organisations to take up equitable briefing practices. The Equitable Briefing Policy is target-based and aims to brief women in at least 30 per cent of matters, and pay women in at least 30 per cent of the value of all briefs by the year 2020. While this is a low target, and far from equal, it is a step in the right direction. Eighty organisations and over 100 barristers have adopted this policy, and the push is also coming from major corporations such as Telstra, AMP, Westpac, and others.<sup>xx</sup>

Equitable briefing is the particular structural policy currently targeted by the LCA as NARS found that:

'Female barristers most often reported experiencing almost every form of discrimination or type of harassment at work than their counterparts in private practice or in-house legal roles. Female barristers were twice as likely as those in private practice or in-house roles to believe they have ever experienced sexual harassment at their workplace. Female barristers were also more likely than other females to report experiencing discrimination due to gender, bullying or intimidation, and discrimination due to family/carer responsibilities.

Female barristers in this study referred to both conscious and unconscious bias at the Bar. Conscious bias included female barristers being denied briefs because clients preferred male counsel. Unconscious bias includes courts and tribunals extending hearings well into the evenings without consulting counsel who have family commitments after-hours.<sup>xxi</sup>

Equitable briefing is a commendable strategy for challenging unconscious and conscious gender bias. Other strategies that firms can consider include: conducting a pay audit; changing hiring practices (blind or targeted recruiting and ensuring gender balance on selection panels); running bystander training (encouraging people to speak out and call out sexist jokes and the like); promoting flexible working arrangements for all staff, looking at billing practices to favour output over time spent at desks; paid maternity and parental leave; paying superannuation while on unpaid maternity leave; promoting people while they are on maternity leave; and running networking or CPD events at varied times to accommodate those with caring responsibilities.

A combination of personal behavioural awareness training with operational adjustments can bring about long term change and a reduction in the discrimination faced by women in the profession on account of their gender alone. These changes could also benefit women and others who face layers of discrimination caused by their race, religion, sexuality, or a combination of these things.

## IT CAN HAPPEN (ALMOST) OVERNIGHT

Finally, it is worth considering how organisations can eliminate the gender pay gap quickly by implementing strategies including those discussed above.

One example is the South Australian Department of Treasury and Finance, whose very active Chief Executive (CE), David Reynolds, has stated that: 'unequal gender pay rates can be fixed today by any willing business manager'.<sup>xxii</sup> Under his leadership, the Department has implemented the action-based Gender Equality in Leadership Strategy. In 2015, there were no women in the top levels of its executive. Now 5 of 11 members of the executive leadership group are women. With a co-ordinated approach to reforming recruitment, performance, flexibility and training, it has almost achieved its 50/50 target. It has conducted a simple review of executive contracts to ensure that women and men doing equal work were paid equally, delivered unconscious bias training to all interview panel members, and ensured that at least 50 per cent of interviewees for each position are women. Importantly, flexible work practices have been adopted by senior management, with the CE himself adopting a practice of 'leaving loudly' to pick up children, etc, to counter stereotypes and encourage others to feel comfortable in adopting flexible work practices.<sup>xxiii</sup> In this way, the CE is leading by example. I am hopeful that his example leads to the widespread adoption of such practices both within his Department and more widely across the public service.

Others are following this trend, and showing how quickly gaps can be reduced. Australia Post and SA Water have both recently announced an elimination of pay gaps in their respective businesses.<sup>xxiv</sup>

The WGEA publishes a list of employers of choice, based on the strategies those companies are adopting for more equitable workplaces. A few law firms currently feature on this list, and it would be great to see more follow.<sup>xxv</sup>

Former Sex Discrimination Commissioner, Elizabeth Broderick, said that "Gender Equality is the unfinished business of the 21<sup>st</sup> century".<sup>xxvi</sup> We now have the knowledge and tools to achieve it in the workplace. Let's get it done.

[References on last page of the annual report]

## ANNUAL NOMINATED CHARITY REPORT

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

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

The nominated charity for 2017-18 was Women's Safety Services SA. Women's Safety Services SA supports women and children who are experiencing and/or escaping domestic and family violence and is run by women, for women.

This year we raised \$1011 at our Christmas function, enabling us to donate \$2011 to WSSA and we will present this cheque to them at our AGM as well as hearing from their Executive Director, Maria Hagias, who will be our guest speaker.



**Women's Safety Services SA**


<https://womenssafetyservices.com.au/>





## COMMITTEE REPORT

The profiles of the Committee members of WLASA who held office during the 2017/2018 financial year are as follows:

NAME	PROFILE	ACTIVITIES
<b>Leah Marrone</b>  <b>President</b> 	<p>Member of WLASA and the Committee since 2013.</p> <p>I have relished the opportunity to represent women lawyers in South Australia in this role. With leadership, drive, and a strong work ethic, working with dedicated Committee, we have been able to achieve a lot in the past 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 six years I have been a very engaged member of the WLASA Committee. My extensive President's report is above, but before this, one of my main areas of contribution to the Committee has been, and still is, drafting and contributing to substantial policy submissions including on 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, particularly in my past three and a half years as President.</p>	<p>AWL Conference Subcommittee (2013-14)</p> <p>Policy Subcommittee (2013-current)</p> <p>Facebook and LinkedIn Administrator (2015- current)</p> <p>Find a Female Lawyer Public Launch Event (2016)</p> <p>AWL Director - Representative of SA ( October 2016 - current )</p>
Other Associations:		
Member of the Premier's Council for Women.	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.	
University of Adelaide Alumni Council Member and Alumni Fellow.	I have thoroughly enjoyed working with the outstanding and dedicated women on the Committee and in particular providing a leadership role as President and I have enjoyed mentoring and supporting other women on the committee to take on the leadership roles in our next year.	
Member of the Women Lawyers Committee of the Law Society of SA.	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, working on creating more of a prominent national voice for women lawyers in Australia.	

**Kymerley Lawrence****Vice President**

LSSA Women Lawyers Mentoring Program Subcommittee (2016), Program Coordinator

Member of WLASA since 2015. Attending committee meetings since March 2016.

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.

In May 2018 I resigned from the Minter Ellison partnership and accepted an in house role at Electranet Pty Ltd.

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.

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.

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

Education Subcommittee

Recognising and Promoting Women Subcommittee

**Marissa Mackie****Treasurer**

Member Benefits  
Subcommittee (Co-  
Chair)

Member of WLASA since 2014 and Committee member since 2015.

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

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

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

Events  
Subcommittee  
(2015)

Women Lawyers  
Long Lunch  
(2015)

End of Financial  
Year Drinks  
(2015)

Flinders  
University  
Careers Fair  
(2015)

Feature Article  
for Annual  
Report (2015)

Bar Readers  
Drinks (2015)



Christmas Drinks  
with the  
Judiciary (2015-  
2017)

Bulletin  
magazine  
contributions  
(2015-18)



Member  
Benefits  
Subcommittee,  
Co-Chair (2015-  
18)



Margaret  
Nyland AM  
Long Lunch  
(2016-2018)



Treasurer (2016-  
2018)

<p><b>Shannon McMenamin</b></p> <p><b>Secretary</b></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 have been interested in the Women Lawyers' Association since attending a 'Women in the Law' panel session held at the University of Adelaide while I was completing my degree. I joined WLASA first as an Administrative Assistant, then as a Committee Member on the Education Subcommittee and now as Secretary and Website Administrator. I would like to personally thank Maria Harris for assisting with the website, and Alice Woods for her brilliant proactivity and enthusiasm in organizing WLASA's new website!</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. This will be my last term as Secretary for now, and I wanted to express my sincere thanks to Christina von Muenster for her outstanding efforts in the role of Secretary before me.</p>	<p>WLASA Administrative Assistant Sep 2015 – May 2016</p> <p>Education Subcommittee (2016 – February 2018)</p> <p>Head Website Administrator, Website Administration Team (February 2017 – Present)</p> <p>Secretary (February 2017 – September 2018)</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>



<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>
<p><b>Emily Rutherford</b></p>  <p>Policy Subcommittee Chair</p>	<p>Member of WLASA since 2016. Attending committee meetings since April 2016.</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>I have been a member of the Human Rights Committee of the Law Society since 2009 and have made many submissions on behalf of the Law Society on migration law and advocated for the upholding of the rights of asylum seekers in Australia. I have written a number of Bulletin articles on similar subjects. I am interested in the policy work of the WLASA and Women Lawyers Committee (WLC), and think it useful to be the link between the WLC and the Human Rights Committee.</p> <p>Member of the Women Lawyers Committee of the Law Society of South Australia since 2016 and the 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>

<p><b>Camille McDonald</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><i>Recognising and Promoting Women Sub-committee</i></p>
<p><b>Shelley O'Connell</b></p>  <p>General Committee Member</p>	<p>Member of WLASA and the Committee since 2006. President (2010-2011), Vice President (2011-2012), Secretary (2012-2014). Vice President 2014 - 2017.</p> <p>I joined the Women Lawyers Association in 2006 as a very junior lawyer, and found myself on the Committee at the same time. Over the years I have seen the Association grow in leaps and bounds, and keep up with the changing face of legal practice today. I am so proud to be a part of this fantastic organisation and to be able to see the influence that we have on the profession and the community around us.</p> <p>I have been President, Secretary, and Vice President at various stages. I have always been involved with Policy and on occasion Events, or whatever else was needed.</p> <p>In my "normal" practice I am a family lawyer at Clelands, and am also on the Family Law Committee of the Law Society. I was also heavily involved on the LSSA Council and Executive for several years so have insight into dealing with those organisations too.</p>	<p>Christmas Drinks Subcommittee (2012-13)</p> <p>Annual Report (2013-14)</p> <p>Marriage Equality Working Group (2013)</p> <p>Policy Subcommittee (2013-16)</p> <p>Recognising and Promoting Women Subcommittee (2015-16)</p> <p>Policy Subcommittee</p> <p>Recognising and Promoting Women Subcommittee</p>

<p><b>Susan Cole</b></p>  <p>General Committee Member</p>	<p>I have been a member of the Women Lawyers Association of South Australia (WLASA) since 2015 and am passionate about promoting equality for women in the legal profession. I held senior level positions with both the Federal Government and South Australian Government for over 17 years before being admitted as a legal practitioner. Prior to this, I held private sector executive level positions.</p> <p>Joining the WLASA has given me the opportunity to promote equality across the profession, in particular females from a diverse cultural background.</p> <p>Having experienced inequality, I feel it is important to provide awareness through educating others. My involvement with the committee will provide me with the opportunity to give back to society by promoting uniformity in the legal profession. I bring to the committee my previous experiences working in both private and public sector. It will also provide me with the opportunity to work alongside those who have an interest in fairness whilst promoting the objectives of the association.</p> <p>I am a member of the Women Lawyers Committee, Aboriginal Issues Committee and the Law Society of South Australia.</p>	<p>Member Benefits Subcommittee</p> <p>Recognising and Promoting Women Subcommittee</p> <p>Education Subcommittee</p>
<p><b>Alice Ashby</b></p>  <p>General Committee Member</p>	<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. These events bring female members of the profession together in order to educate and generate support for various charities.</p> <p>I would appreciate being renominated as a committee member on the events subcommittee. Alternatively, I would like to be considered as a volunteer for any events WLASA is involved in organising in the future.</p>	<p>Member Benefits Subcommittee</p>

**Rebecca Lucas**

General Committee  
Member

I became a member of WLASA to build relationships with women who have the same objectives as me. I have been involved with the committee for two years now and have enjoyed working with both the member benefits and education sub-committees as well as the wider committee. I would like to continue to be involved in the committee as a voting member and continue my work on the member benefits and education subcommittees.

I am passionate about bringing change in the industry and advocating for equality. In the past I have been involved with the YWCA as a volunteer in one of their youth programs. The YWCA is a women-led organisation that achieves positive change by providing advocacy, programs and services for women, families and communities.

Member  
Benefits  
Subcommittee

Education  
Subcommittee

**Bimaya De Silva**

Associate  
Committee Member

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.

She is passionate to continue her work through the WLASA, to promote gender equality and the progression of women in the law.

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.

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.

Member  
Benefits  
Subcommittee



## Jessie McGillivray



Associate  
Committee Member

Jessie sought out the Women Lawyers Association SA in 2017 upon returning from Melbourne where she was practising as a criminal lawyer at Victoria Legal Aid. Having always been a staunch advocate for women's issues, Jessie decided that it was the right time to take an active role in changing the landscape of the legal profession in South Australia for the benefit of all women lawyers. Jessie was invited to join WLASA as an Associate Committee member following its AGM in 2017.

Jessie is focussed on removing barriers women encounter in the profession such as sexual harassment, unequal pay and lack of access to flexible working conditions.

In 2018 Jessie commenced her own practice in the area of criminal law.

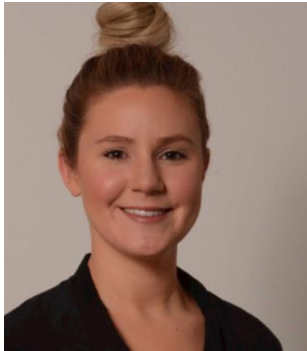

Since her involvement with the Committee, Jessie has

- attended at the Triversity Careers Fair by welcoming and speaking to students wishing to know more about WLASA
- attended the Australian Women Lawyers 2018 Conference
- attended committee meetings
- interviewed chairs of sub-committees and promoted them on Facebook.

Jessie is nominated for the position of Committee member. She hopes that she can honour the position by continuing to further the objects of the Association and work collaboratively with other members. If elected, Jessie would pursue opportunities to assist the policy and recognising and promoting women sub-committees.

Jessie has previous committee experience at a women's soccer club.

Recognising  
and Promoting  
Women  
Subcommittee

<p><b>Alice Woods</b></p>  <p>Associate Committee Member</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 – Present</p> <p>Website Administration Team</p>
<p><b>Maria Harris</b></p>  <p>Associate 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>WLASA is a powerful advocate for women and it has been a privilege to work with the Committee thus far. I have particularly enjoyed assisting the Website Administration Team in redeveloping the new WLASA website, which is due to be launched very soon.</p>	<p>Website Administration Team</p>

**The following Committee member/s will not be re-nominating for the 2018/19 year:**

***Shelley O'Connell***

Shelley O'Connell has given 12 years to the WLASA Committee. Her tireless efforts have included being Secretary, Vice President, and President at various times. Shelley is still serving as the Women Lawyers Committee Chair of the Law Society and continues to give of her time and insight to WLASA committee members. Shelley has worked on multiple policy submissions, on events, and in just about every area of the Associations activities. We thank Shelley immensely for her years of service.



Photo: Shelley O'Connell (right) with Amy Challans, another long standing, recently retired WLASA committee member and former AWL President.

***Emily Rutherford***

Emily has been a member of the Committee since 2016 and has served as Policy Subcommittee Chair. Emily has been extensively involved in the access to justice sector and continues her fantastic work for RASA and other organisations. We are grateful for Emily's insights on the committee, in particular her initiative to include other interested WLASA non-committee members on to the policy subcommittee to achieve a greater work output.

**Special Thanks to Leah Marrone**

The WLASA Committee would like to express their deep gratitude to our President Leah Marrone for all of her tireless efforts and contributions to WLASA.

Leah has been a devoted President and a fantastic example for all on the Committee. Her knowledge and understanding of issues relevant to the work of the WLASA have been invaluable, and critical to the Committee's success. On top of this, Leah's knowledge of politics and advocacy work have propelled the Policy Subcommittee's work into action by way of discussion with Judges, Ministers and relevant bodies, in effort to create real change.

Under Leah's leadership, WLASA and its Committee Members have been able to thrive and produce some brilliant results over the last three and a half years. Her passion, determination and hard work have assisted the Committee beyond measure.

We are so grateful to have Leah stay on with the Committee and continue to focus on her work with the Policy Subcommittee and as our representative on AWL.

***Shannon McMenamin, Secretary, on behalf of the WLASA Committee***

## 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*



*Community Justice Services SA Ltd (Formerly Southern Community Justice Centre)*

Southern Community Justice Centre



*Cowell Clarke*



*Douglas Hoskins Legal*



*Duncan Basheer Hannon*



*Electranet Pty Ltd*



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Talk. Deliver.

*McDonald Steed McGrath Lawyers*



*Nemer Essey Lawyers*



*Norman Waterhouse*



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

The AWL Board of Directors for the period September 2017 – June 2018 consisted of the following members:

Ann-Maree David	President	Women Lawyers' Association of QLD
Lee-May Saw	Vice President	Women Lawyers' Association of NSW
Diana Price	Secretary	Women Barristers Association of Victoria
Seva Iskandarli (until November 2017 - replaced by TWL Adrienne Morton)	Treasurer	Tasmania Women Lawyers
Anne Wood	Director	Women Lawyers Association of WA
Leah Marrone	Director	Women Lawyers Association of SA
Bianca Quan	Director	Victorian Women Lawyers
Rosslyn Chenoweth	Director	Northern Territory Women Lawyers
Liana Westcott	Director	Women Lawyers' Association of the ACT

During the 2016/2017 financial year AWL focused on planning and promoting its 20<sup>th</sup> Birthday celebrations, held on 15 September 2017 in the Melbourne Town Hall, a sold-out and successful event. At the dinner our long standing, and much loved Patron, Hon Justice Diana Bryant, on her upcoming retirement from the Family Court of Australia handed over the Patron badge to Chief Justice of the High Court of Australia Susan Kiefel.

We also focussed on heavily on planning for the 2018 National Conference which was held in Sydney in August 2018. I had a significant part in organising the AWL conference, and have also run most of the AWL's social media in the past year.

AWL is working together with constituent bodies to see how we can work more effectively lobbying on national issues.

I was also appointed AWL's representative on the Law Council of Australia's Equal Opportunity Committee. Our main work on that committee so far has been focused on the Equitable Briefing Policy and looking at the diversity of the profession and collating statistics on this.

**Leah Marrone, AWL Director**

## EDUCATION SUBCOMMITTEE REPORT

### Subcommittee Members:

- Kylie Dunn (Chair)
- Kymberley Lawrence
- Shannon McMenamin
- Rebecca Lucas
- Susan Cole

On 11 October 2017, WLASA was pleased to hold its first CPD event for the year, an evening seminar presented by a stellar panel of speakers comprising Rosie Read, Kirsty Stewart, Anna Wells, Daniella Di Girolamo and Christina Flourentzou. The topic was *Going to the Bar*, and attendees were able to collect a compulsory CPD point in Professional Skills from the session as they listened to the panel provide a unique insight into life at the Bar. The discussion included the process involved in making the transition from solicitor to barrister, the highlights of life as a barrister and the challenges faced, followed by an intimate Q&A session. We thank our hosts, Minter Ellison, for their hospitality and support.

On 16 March 2018, several Committee Members attended the inaugural **South Australian Trivarsity 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.

On 8 August 2018, WLASA held its second CPD event, a lunch time session. Lisa Cook, the Founder and Managing Director of Get on Board Australia, presented on the topic of *Building and Leveraging a Board Career*, with the discussion focusing on the personal and career value you get from being on a board, what a board looks for from board candidates, how to start breaking into the boardroom, including by leveraging your legal expertise, and tips for successfully navigating the boardroom. Once again we thank our hosts, Minter Ellison.

Our next CPD event will be held on 27 September 2018 on the topic of *Equitable Briefing*. Stay tuned for further information.

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

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



Photo: CPD Going to the Bar

## MEMBER BENEFITS SUBCOMMITTEE REPORT

Subcommittee Members:

- Adeline Lim (Co-Chair)
- Marissa Mackie (Co-Chair)
- Susan Cole
- Rebecca Lucas
- Alice Ashby
- Bimaya de Silva (Associate Member)

The 2017/18 financial year proved to be another busy year for the Member Benefits subcommittee of the WLASA.

Our annual Christmas Drinks with the Judiciary was held on 23 November 2017. We packed out the Mylk Bar on Flinders Street with over 130 members of the Judiciary, members and friends attending. We also raised \$1,011 through raffle tickets for our annual charity, Women's Safety Services SA (WSSA) and are grateful to the donation of prizes from a number of businesses around Adelaide including Endota Spa, Bare Again Laser Skin Clinic, Bruno and Connie Cocca of Dorrien Close Estate, Susan Cole and family and Leah Marrone.

This year, we also had a booth at the International Women's Day Breakfast on Friday 9 March 2018 and some of our committee members were there at the crack of dawn to promote our Association and our Find a Female Lawyer (FaFL) directory.

The Margaret Nyland AM Long Lunch was held on Friday 22 June 2018, co-hosted by the WLASA and the Law Society. It was our second biggest lunch, with 250 registrations, falling just 7 registrations short of our biggest Margaret Nyland Long Lunch held in 2014. Corporate Member, Lipman Karas and Notable Imprint were once again our major sponsors for the event. We thank Lipman Karas for their ongoing support of the long lunch and of WLASA generally. It was a beautiful lunch and our guest speaker, Her Honour Justice Judith Hughes spoke on unconscious bias in decision making. The president of the WLASA, Leah Marrone was emcee. The lunch was once again held at the National Wine Centre. Due to its popularity, there are now not many venues in Adelaide that has the capacity to accommodate us.

As of 30 June 2018, WLASA had 3 Life Members, 95 Individual Members, and 18 Corporate Members with about 68 members included in the FaFL directory. WLASA memberships can be obtained at both an individual and corporate level.

We look forward to the next Margaret Nyland AM Long Lunch in 2019 together with all our other usual events during the 2018/19 financial year. We aim to provide further development, exposure and opportunities for women in the legal profession.

### ***Adeline Lim and Marissa Mackie***

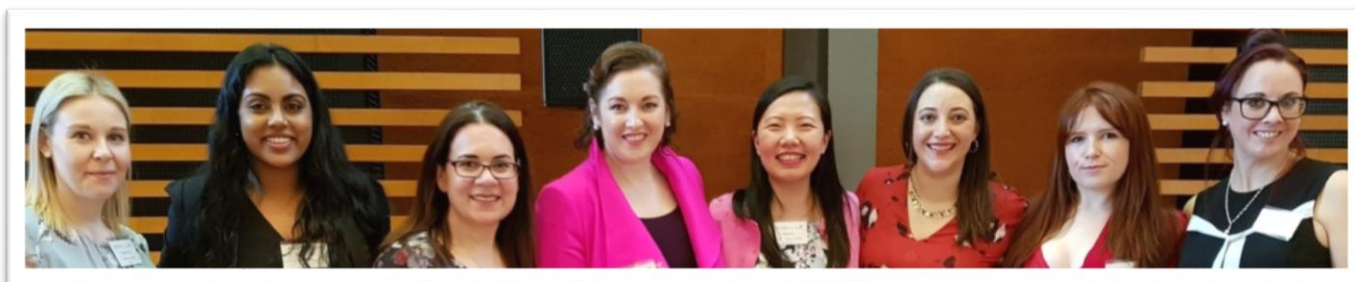


Photo: Some of the WLASA Committee with Jayne Stinson MP at the Hon Margaret Nyland AM Long Lunch 2018

## POLICY SUBCOMMITTEE REPORT

Subcommittee Members:

- Emily Rutherford (Chair)
- Leah Marrone
- Shelley O'Connell
- Alice Woods
- Julia Arena (non-committee member)
- Sophie Young (non-committee member)



The 2017/18 year saw the policy subcommittee continue to advance themes of previous years including decriminalisation of sex work and the need for a mothers and babies facility in prisons in SA, and also the addition of some new areas of focus.

WLASA was represented by President Leah Marrone on a panel to brief parliament on the topic following the passing of the *Statutes Amendment (Decriminalisation of Sex Work) Bill 2015* through the Legislative Council. Our committee worked with the Law Society to ensure that the support of the legal community was expressed firmly and appropriately to the media and the parliament.

The consultation process to reform the process for determining Senior Council has now been finalised, with WLASA again providing input into the process. We will continue to monitor this process and look into reforms which ensure more women are afforded the opportunity to become Silk.

Early in the year, WLASA met with members of the bar and other relevant committees to discuss strategy for advancing the adoption of the Equitable Briefing policy in South Australia. The policy subcommittee along with the education subcommittee is now working with the Law Society to host an event showcasing the policy.

Towards the end of 2017, WLASA was approached for assistance from the South Australian Abortion Action Coalition (SAAAC) in supporting their campaign to repeal abortion from the South Australian criminal law. The policy subcommittee has lent its support to SAAAC by attending meetings, assisting with approaches to the Law Society and its special interest committees, and hopes to soon highlight the issue in an article online when WLASA's new website is up and running.

The policy subcommittee continues to contribute in tandem with the Women Lawyers Committee of the Law Society of South Australia to policy submissions on various topics. This year, these have included the South Australian Law Reform Institute's consideration of surrogacy laws, proposed amendments to the *Family Law Act* regarding family violence and parenting management hearings, and proposed changes to LPEAC Rules pertaining to compulsory professional development and parental leave.

Thanks go to Julia Arena and Sophie Young, members of WLASA who volunteered to assist the policy subcommittee throughout the year with research and support, and thanks particularly to Leah Marrone as she steps down as President, for the immense time and effort expended on behalf of the committee towards these important policy areas.

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

Top photo: Emily with Equal Opportunity Commissioner  
Niki Vincent at WLASA Christmas



# RECOGNISING AND PROMOTING WOMEN SUBCOMMITTEE REPORT

## Sub-Committee Members

- Camille McDonald (Chair)
- Shelley O'Connell
- Kymberley Lawrence
- Jessie MacGillivray
- Bimaya DeSilva

The purpose of our sub-committee is a very important one, in that we focus on bringing attention to the achievements of women in the law in South Australia. Women are sorely misrepresented when it comes to recognition, awards and merit in the legal profession. Our sub-committee aims to assist in rectifying that fault.

The last year has proven to be very busy for our Sub-Committee.

### ***Law Society of South Australia Gender Equity Award***

In August 2017 we nominated Counsel Ms Taruna Heuzenroeder for the Law Society of South Australia's Gender Equity Award.

We are proud to confirm that Ms Heuzenroeder won the Award at the Law Society's Black Tie Award evening.

Our sub-committee expresses enormous gratitude to Ms Emily Rutherford of our WLASA committee who gathered the relevant information for Ms Heuzenroeder's nomination and forwarded it to our sub-committee for submission.



Photo: Taruna with her Gender Equity in the Law Award

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

The projects we committed to in 2017 are seeing their fruition in 2018, including the implementation of an annual WLASA Award.

We are pleased to announce that 2018 will be the inaugural year of *The Dr Robyn Layton AO QC Award*. Dr Layton has been a long-standing supporter of the WLASA and of gender equity in the legal profession. Dr Layton generously agreed with our proposal for the Award to be named in her honour.

Nominations for the Award open in September 2018. Relevant information for nominations will be submitted to the members of the WLASA by email.

The winner of the Award will be announced at the annual judiciary drinks in November 2018.

### ***AWL Award***

The Australian Women Lawyers Award is presented each second year as a part of the bi-annual National AWL Conference.

We nominated Her Honour Judge Charlotte Kelly for this Award.

### ***Social media recognition***

We are currently in the process of implementing further exposure of the WLASA committee members and WLASA members through social media platforms. This is an important step to bringing our committee closer to its members.

Over the coming months we look to advertise the profiles of our committee members on Facebook and sharing personal information from them about their career in the law, as well their role on the committee.

### ***Award database***

We now have a comprehensive database on our committee Dropbox system, which lists the Awards our committee may submit nominees for each year. The database also lists previous winners and previous nominees of the WLASA so we can monitor our progress and history of involvement in these Awards.

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

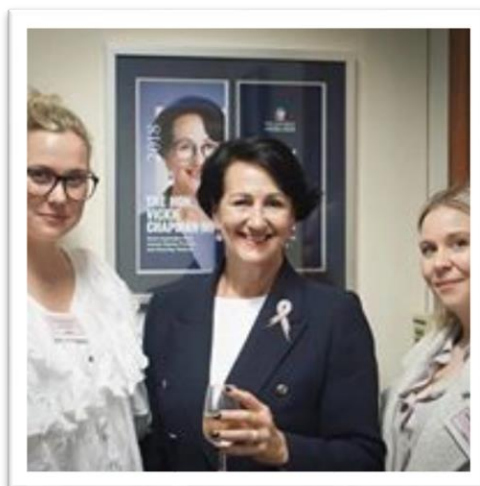


Photo: Camille McDonald and Rebecca Lucas with Deputy Premier, Attorney General Hon. Vickie Chapman MP



Photo: Hon Dr Robyn Layton AO QC (right) with committee members at the Hon Margaret Nyland AM Long Lunch

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