



Annual Report

2015 / 16



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ABOUT WOMEN LAWYERS' ASSOCIATION OF SOUTH AUSTRALIA INCORPORATED

The Women Lawyers' Association of South Australia Incorporated ("WLASA" or "the Association") is a professional association that represents the interests of women legal practitioners across South Australia. WLASA is a constituent body of the national organisation Australian Women Lawyers and its Committee meets once a month. WLASA raises money for charity as well as making representations to parliament and other bodies on issues that impact upon the status of women in the law and society. WLASA also fosters networking amongst women members of the 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 impact upon the broader justice arena.
- The hosting of regular social and networking events to provide women with legal backgrounds and women practising in the profession the opportunity to develop valuable contacts and meet likeminded professionals.
- 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 that it deals and interacts with.

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

PEOPLE

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

EXCELLENCE

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

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

Eleven formal meetings of the Committee were held during the period 1 July 2015 - 30 June 2016 including the Strategic Planning Day in September 2015. The Committee also met for a Christmas dinner in December 2015.

FIVE YEAR STRATEGIC PLAN 2015 – 2019

In September 2015 the WLASA Committee met for its annual Strategic Planning Day. However, having a planning day so soon after an AGM is a significant administrative task for the Secretary and it was decided therefore to revert to holding the planning days in February each year as this is traditionally a less busy time of the year for everyone which works well for the purposes of forward planning on a financial year basis. Accordingly, the next Strategic Planning Day will be held in February 2017.

At the September 2015 meeting the Committee settled the WLASA Five Year Strategic Plan for the period 2015 to 2019. This document is now 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.

In last year's Annual Report, it was foreshadowed that the Committee would also prepare an Annual Business Plan each financial year for the purpose of showing how the Committee intends to achieve the Association's goals contained in the Five Year Strategic Plan by setting out the specific activities and annual budget for the year. It has since been decided, however, that as the Committee has a system of recording all action items arising from each meeting, has the opportunity to reflect on its activities at each Strategic Planning Day meeting and reports on its activities each year in the Annual Report that this level of documentation was at present unnecessary.

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.

COMMITTEE COMPOSITION

The names and details of all Committee members in office up to 30 June 2016 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. The Subcommittees were first established following the 2013 AGM. At the September 2015 planning day some changes were made to reflect the changing work of the Association. The current permanent Subcommittees are:

- Policy Subcommittee
- Education Subcommittee
- Member Benefits Subcommittee
- Recognising and Promoting Women Subcommittee

The Member Benefits Subcommittee has been formed by combining the former Events and Membership Subcommittees. The Recognising and Promoting Women Subcommittee is new.

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.

Work to update the existing Role Descriptions has occurred during 2016 and will be finalised at the Strategic Planning Day in February 2017.

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 distributed to all members via e-mail on 4 August 2016.

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 up to date 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). 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.

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.

Facebook, LinkedIn and now Twitter too

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 LinkedIn profile is similar but at present does not share photos. 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.

WELCOME and PRESIDENT'S REPORT

Welcome to the Annual Report of WLASA for the financial year 2015/16.

I have really enjoyed taking on the role of President in this last year. 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.

The various subcommittee reports cover in more detail these efforts, but here is a brief snapshot of the year:

- September 2015 – I hosted the WLASA planning day at my house. This was a successful day and the outcome of this was finalising our 5 year Strategic Plan 2015 – 2019.
- September 2015 – Also saw the inaugural LSSA [Gender Equity in the Law Award](#) – which went to long time committee member and former AWL president, Amy Challans. WLASA members had a table at the event and were delighted to honour Amy in this way and also to hear Fiona McLeod SC speak.
- October 2015 – We were heavily involved in lobbying to support proposed reforms to the Law Society's rules to enable gender equity in elections of metropolitan members of council and a place on executive for an additional Vice President, where one of the VPs must be a woman. There was a fantastic turn out at the AGM and I spoke, along with many others in support of the reforms which were past with a very high level of support. I followed this with media on gender equity, releasing a media release and doing interviews with [Lawyers Weekly](#) and the [Financial Review](#).
- September 2015 – We held a CPD at the Legal Services Commission on mediation with Ruth Beach presenting.
- October 2015 – We held our drinks for the new Bar Readers.
- 2015 – We signed up to the [Law Council of Australia's Diversity and Equity Charter](#). We encourage you all to get your workplaces to sign up also.
- December 2015 – Another successful Christmas function with the Judiciary, this is the highlight of the year for many and continues to have fantastic patronage from members of the Judiciary. This year's function will be on 17 November 2016 – save the date!
- March 2016 – We held a CPD at Minter Ellison on Networking and Relationship Building.
- March 2016 – We attended the Flinders University Law School's Careers Fair.
- April 2016 – I attended and facilitated a session at the Australian Women Lawyers 6th National Conference in Perth. The conference theme was looking at where we want to be in 5 years and the most interesting part of the conference was seeing what the various State bodies were doing to address the NARS. WLASA also arranged the speaker for the conference dinner (Hon Senator Penny Wong) and nominated the winning [AWL award](#) recipient, the Hon Robyn Layton QC AO. Our AWL representative, Amy Challans, was involved in organisation of the conference and attended also. Amy has provided outstanding representation to women lawyers through AWL and has put SA in the spotlight all around the country. She is stepping down from the role as AWL representative in October 2016 and her efforts and energy in this role will be sorely missed. Thank you Amy for everything you have done for SA and nationally in this role, including two terms as AWL President.
- June 2016 – In June we held the [Hon Margaret Nyland AM Long Lunch](#) in partnership with the Law Society. The Hon Margaret Nyland AM is our patron and I would like to acknowledge the contribution that she continues to make to WLASA including generously providing funds to assist members attend conferences and events.
- June 2016 – I met with the Minister for Women the Hon Zoe Bettison MP and discussed many issues of concern to WLASA – I also provided her with a detailed briefing on the [National Attrition and Re-engagement Study](#), [LSSA Practising Certificate Survey 2015](#), and wider gender inequity in the profession.
- June 2016 – We began running a campaign to support the establishment of [Mother and Infant Facilities in SA Prisons](#). This involved research and liaising with Barrister, Heather Stokes and Seeds of Affinity. Heather had a client to whom this issue was pertinent and so we were able to create some media around this issue. We put

together a media release, Christina spoke to the media, and we were featured on [ABC online](#) and on Channel 9 news. I wrote to the media outlining various reasons to support such a facility and we met with the Minister and deputy head of Corrections. We are the only main-land State without such facilities. The Minister listened to the research we collated around the best interests of the child, attachment theory and rehabilitation benefits and his mind has been swayed that these facilities could be worthy, however the main impediment is cost. We will continue this campaign, including looking at the many cost benefits to the whole system, along with working with Seeds of Affinity and others to lobby that these facilities are worth the cost. We will also look at wider issues faced by women prisoners.

Our CPD and Social events have been well attended by both corporate and individual membership and I thank all who attended throughout the year.

One key omission from the list above, because it does not neatly fit into the timeline, is peppered throughout the year, we have completed an extensive amount of policy work. We have worked on issues such as domestic violence, gender pay gap, equitable briefing, and so many more. The time and effort taken in getting these submissions researched and written cannot be underestimated and is a core and valuable part of WLASA's work. Further details of this work are outlined in the Policy Subcommittee report below.

There is also a lot of work that has gone on behind the scenes in a number of areas, for example there was also a substantial amount of work done in preparation for our launch of our [Find a Female Lawyer](#) searchable directory. This was in a large part the work of our superbly hard working Secretary, Christina von Muenster. We will report on this next year as the highly successful launch was in July.

We have had increased social media activity and presence with over 200 followers on [Twitter](#) and over 500 on [Facebook](#). We have also increased our use of [LinkedIn](#) – providing more ways for members to interact and keep up-to-date with WLASA's activities.

We are also keeping in touch with Law Students across the State, Christina presented a Social Justice Breakfast seminar with Adelaide University law students on WLASA, and we have also had two articles in the Flinders University Law Student Magazine, Jurist, and one in Uni SA's Law Student magazine.

Leah Marrone, President

TREASURER'S REPORT

WOMEN LAWYERS' ASSOCIATION OF SA INC

ABN 85 996 217 080

TREASURER'S REPORT

1 July 2015 to 30 June 2016

	Balance \$
Opening Bank Balance at 1 July 2015	19,028.95
Credits 1 July 2015 - 30 June 2016	20,274.12
total credits	39,303.07
Debits 1 July 2015 - 30 June 2016	11,754.82
Total credits less debits	27,548.25
reconciled balance	27,548.25
Closing Bank Balance at 30 June 2016	27,548.25
Profit for the year	8,519.30

SUMMARY OF INCOME AND EXPENDITURE

INCOME	\$	EXPENDITURE	\$
Membership - Individual	5,485.00	Functions & CPD Seminars	4,541.86
- Corporate	9,410.00	Website Development & Graphic Design	1,235.00
Find a Female Lawyer	480.00	AWL National Conference – Scholarships	3,620.00
CPD Seminars	550.00	Australian Women Lawyers	0.00
Christmas Drinks	2,065.00	Administration Support	729.90
Bank Interest	24.12	Competitions & Scholarships	178.00
Donations	2,000.00	Miscellaneous & Stationery	1,190.06
Bounced Cheque	260.00	Returned Cheque	260.00
TOTAL INCOME	20,274.12	TOTAL EXPENDITURE	11,754.82

TREASURER'S NOTES

Comparison 2014-2015 to 2015-2016 Financial Years Income and Expenditure

Income	14/15 FY	15/16 FY	Expenditure	14/15 FY	15/16 FY
Membership Subscriptions	15,940.00	14,895.00	Australian Women Lawyers	1,922.50	0.00
FAFL	0.00	480.00	Functions	9,096.51	4,541.86
Functions	1,950.00	2,065.00	Donations Made	1,150.00	0.00
Donations Received	440.00	2,000.00	Website & Graphic Design	780.00	1,235.00
Bank Interest	43.07	24.12	Prizes & Competitions	615.00	3,798.00
Miscellaneous	1,200.00	260.00	Administration Support	0.00	729.90
			Misc & Stationery	2,021.70	1,450.06
TOTALS	19,573.07	20,274.12		15,585.71	11,754.82

The past few years has seen real growth within WLASA, mainly due to the expansion into corporate membership and the Find a Female Lawyer Listing. The current financial year saw WLASA reduce expenditure and financial planning was introduced with a budget. This will ensure the financial success of WLASA, enabling the organisation to further financially support charitable organisations.

Membership is down slightly from last year however, it is subject to when renewals are actually received so this is not a concern for WLASA.

A reduction in functions has enabled WLASA to fund more competitions and sponsorships for members to attend events and conferences.

Some expenses from FY15 remain outstanding but are noted, specifically the membership fee to Australian Women Lawyers and our donation to the selected charity.

Administration support is now being externally sourced to enable the committee members to focus on the functions of WLASA in more detail. This has enabled the development and launch of the Find a Female Lawyer database, a great service which our membership can elect to partake in for a small administration fee.

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 of WLA.

Laura Kessner

2016/17 BUDGET

Women Lawyers Association of SA Inc Budget for 2016-2017

Income

Membership	
Individual	\$2,500.00
Corporate	\$10,000.00
Find a Female Lawyer	\$1,800.00
Donations	\$700.00
CPD Seminars	\$500.00
Xmas Function	\$1,800.00
Xmas raffle	\$400.00
Interest	\$20.00
	\$17,720.00

Expenses

Events	
FaFL Launch (July)	\$1,500.00
AGM (Aug)	\$250.00
Bar Readers Drinks (Oct)	\$550.00
Xmas Drinks (Nov/Dec)	\$3,000.00
Long Lunch (May)	\$200.00
CPD Seminars (Food & Gifts)	\$600.00
AWL Capitation Fee	\$1,300.00
University Prize	\$300.00
University Prize (Uni SA)	\$300.00
Charity Donation	\$1,000.00
Committee Meeting Costs (inc wine)	\$360.00
Christmas Meeting	\$300.00
IT (Website hosting & Domain Registration)	\$500.00
Website improvements	\$500.00
Graphic Design	\$400.00
Committee Portrait photographs	\$250.00
Stationery & Gifts	\$500.00
Member Competitions	\$700.00
Sponsorship AWL Conference	\$0.00
AWL Delegate travel expenses	\$1,000.00
Administration Support	\$3,500.00
Miscellaneous	\$500.00
	\$17,510.00

Total Budgeted Profit (Loss)	\$210.00
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FEATURE ARTICLE

The Working Women's Centre of SA Inc – '36 years of improving access to justice for the most socially and economically disadvantaged workers in South Australia'

The Working Women's Centre of SA Inc (WWC SA) was established in 1979 and is a community based not for profit organisation that is responsible for providing a free and confidential service for all women (regardless of their age, ethnicity or work status) on issues that impact upon their equitable treatment in the workplace. The Centre is managed by a committee of dedicated volunteers. The Centre's Director, Ms Sandra Dann, is delivering the key note speech at the WLASA's 2016 Annual General Meeting on 1 September 2016.

The following text has been adapted from the submission prepared by Amy Challans nominating the WWC SA for the Law Society of South Australia's 2016 Justice Award. The WWC SA was successful in receiving this award.

The WWC SA has made an outstanding contribution to improving access to justice by advocating on behalf of some of the most socially vulnerable and economically disadvantaged workers in South Australia and in doing so providing a voice for those in the community that would otherwise not be able to afford legal, union or other representation to pursue their legal rights relating to 'work'. Each year the WWC SA delivers the following free and confidential services to women:

- information sessions
- seminars and training sessions
- specialised assistance on workplace matters
- intensive case work assistance
- ongoing case work

Specifically, the WWC SA has contributed directly to access to justice for socially and economically disadvantaged women in the South Australian community by engaging in law reform and policy activities focused on workplace laws and practices to improve employment protections for vulnerable members of the community and increasing women's participation in, and contribution to, workplace arrangements by providing advocacy and education services to enable them enforce their legal entitlements and improve their income and economic security.

Examples of this contribution include:

- Responding to calls and making submissions on paid parental leave, workplace bullying, workplace law reform, discrimination law reform, gender pay equity, work/life balance and insecure work.
- Lobbying for paid parental leave system improvements, advocating for employer provided schemes and the 'right' to flexibility as opposed to the right to request flexibility upon return from parental leave.
- Actively lobbying for better access to remedies and outcomes related to workplace bullying, delivering training and providing information, support, advocacy and representation to female non-union workers who experience bullying at work.

Examples of the socially vulnerable and economically disadvantaged members of the South Australian community that WWC SA advocates for include:

- women who work in precarious and/or low status employment
- women from non-English speaking and culturally diverse backgrounds
- women located in regional, rural or remote locations
- women with disabilities
- women with family responsibilities
- women from Aboriginal and Torres Strait Islander descent

Over the last 36 years the WWC SA has also engaged in activities including advocating and lobbying for test cases to be brought in relevant forums, contributing to law reform through research projects and policy papers on specific issues, making submissions to inquiries and engaging in extensive education and awareness activities in the community. Examples include:

- Conducting the first piece of research in South Australia on workplace bullying, published in 1998.
- Being part of the Campaign Committee for the Community Sector Equal Remuneration Campaign and representing community sector workers in relation to the successful work value pay equity case brought by the Australian Services Union.
- Successfully managing to have domestic family violence recognised as a workplace issue that impacts on working women, their workplaces, colleagues, employers and the broader community through the White Ribbon Workplace

Accreditation programme announced by Premier Weatherill and implemented throughout all South Australian Government SA public sector Departments/Agencies.

The WLASA considers the achievements of the WWC SA (a community based not for profit organisation) to be outstanding and beyond 'the call of duty' as they are delivered on extremely tight budget and in circumstances where future funding is limited or not guaranteed. Furthermore the work of the WWC SA is managed by a group of committed volunteers that give freely of their own time to ensure the rights and interests of the most socially vulnerable and economically disadvantaged of workers are heard.

Amy Challans & Christina von Muenster

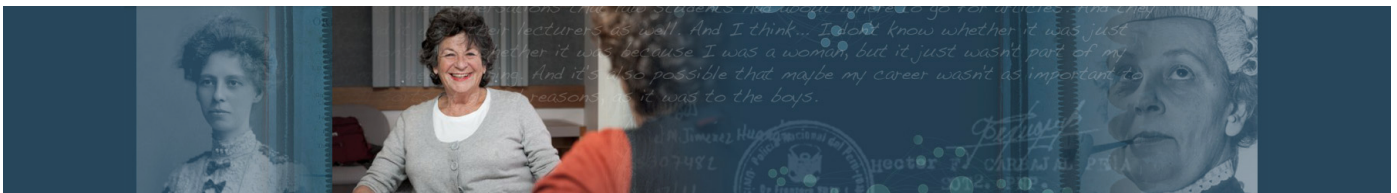
ANNUAL NOMINATED CHARITY REPORT

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. This enables us to focus our time on organising events more relevant to our membership, for example the Free-for-Member CPD sessions. We do, however and whenever possible, have a raffle at our events to enable our members to also contribute to our nominated charity.

The nominated charity for 2015-16 was The Trailblazing Women and the Law Project which is being co-ordinated by Professor Kim Rubenstein through the Australian National University and The University of Melbourne, a profile of which follows. The charity for 2016-17 is Seeds of Affinity, a volunteer run organisation that supports women to support each other upon their release from prison in South Australia.

The Trailblazing Women and the Law Project



The Trailblazing Women and the Law Project aims to create, showcase and analyse the experiences of seven decades of Australia's pioneer, 'trailblazing', women lawyers.

In bringing together the interdisciplinary expertise of the contributors in the fields of gender, oral history, biography, law, citizenship, social networks, cultural informatics, digital publishing and women's history archiving, this work will fill the well-noted absence of leading women lawyers' lives from national history and Australian scholarly analysis.

It will enhance the capacities of women lawyers across the country, whose potential societal and economic contributions are presently under-utilised in the Australian civic and professional landscape.

An online exhibition called *Australian Women Lawyers as Active Citizens* will showcase, in various ways, well over 300 women who were nominated as trailblazers for our oral history project, including the 50 or so interviewed. It is expected that this exhibition will be launched on 1 September 2016 and will join the wonderful online exhibitions on the Australian Women's Register through the Australian Women's Archive project – see their existing exhibitions at <http://www.womenaustralia.info/exhibitions.html>.


WLASA will make the online exhibition available on its website as soon as it's available.




For more information please go to: <http://www.tbwl.esrc.unimelb.edu.au/>




Christina von Muenster




COMMITTEE REPORT

The profiles of the Committee members of WLASA who held office during the 2015/2016 financial year are as follows:

NAME	PROFILE	ACTIVITIES
<p>Leah Marrone President</p> 	<p>Member of WLASA and the Committee since 2013.</p> <p>Stepping up to the role as President has been both exciting and a great privilege. I hope that I have been able to show leadership, direction and also my commitment to getting things done.</p> <p>I have been a long-time feminist and advocate for human rights, in particular fighting against gender discrimination and inequity. For example I have been involved in organising International Women's Day, Reclaim the Night and similar events for over 15 years, as well as working with vulnerable clients in discrimination jurisdictions, with matters such as sexual harassment and pregnancy discrimination.</p> <p>Over the past four 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 decriminalisation of sex work, domestic violence issues, gender pay-gap, equal opportunity reform and other areas.</p> <p>I have also used my political and media experience to help organised events and media and campaign on issues of importance, particularly in the last year in my role as President.</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. One of my key areas of interest is addressing unconscious biases which underpin both gender and racial inequities and hope to do more on this in the year ahead, including speaking at conferences on this.</p> <p>I have thoroughly enjoyed working with the outstanding and dedicated women on the committee and in particular providing a leadership role as President this year, and I hope to continue on in this role for another term.</p> <p>Committee Member of the John Bray Law Alumni (since 2007) and an Alumni Fellow.</p> <p>Board member and Company Secretary of Welcome to Australia (since 2015).</p> <p>Member of the Women Lawyers Committee of the Law Society of South Australia.</p>	<p>AWL Conference Subcommittee (2013-14)</p> <p>Policy Subcommittee (2013-16)</p> <p>Facebook and LinkedIn Administrator (2015-16)</p> <p>Find a Female Lawyer Public Launch Event (2016)</p>

<p>Shelley O'Connell Vice President</p> 	<p>Member of WLASA and the Committee since 2006. President (2010-2011), Vice President (2011-2012), Secretary (2012-2014). Vice President since 2014.</p> <p>I joined the Committee as I was attracted to the idea of having a role in an Organisation whose objects are to promote equality for women in our profession and to strengthen support for women in our profession in terms of networking, relationship-building, socialising and fundraising for charity groups with a similar ethos. More recently I have focused on policy issues and am grateful for the opportunities that WLASA has to make comment and submissions on important gender and equality matters facing the profession and the wider community.</p> <p>I bring to WLASA commitment and enthusiasm and a desire to see our Association reach its goals as best we can.</p> <p>I am also the current Chair of the Women Lawyers Committee and member of the Family Law Committee of the Law Society of SA (LSSA) and a former member the LSSA's Governing Council, Executive and Gender Equity Working Group.</p>	<p>Christmas Drinks Subcommittee (2012-13) Annual Report (2013-14) Marriage Equality Working Group (2013) Policy Subcommittee (2013-16) Recognising and Promoting Women Subcommittee (2015-16)</p>
<p>Laura Kessner Treasurer</p> 	<p>Member and Committee Member since September 2012. Treasurer since 2012.</p> <p>I joined Women Lawyers' Association of SA Inc because I am passionate about the progression towards equality of the legal rights of women in Australia in both the legal profession and in the community generally. As I have worked in male dominated industries since graduating from university, I have been frustrated at the 'old school' beliefs and practices currently occurring in today's society.</p> <p>I am also a member of the Women Lawyers Committee of the Law Society of South Australia.</p>	<p>Christmas Drinks (2012-2016) Membership Subcommittee, Chair (2013-15) Member Benefits Subcommittee (2015-16)</p>
<p>Christina Von Muenster Secretary</p> 	<p>Member of WLASA and the Committee since September 2006. Vice President (2010-2011), President (2011-2012). Secretary since 2014.</p> <p>I joined and have remained on the Committee because it exposes me to areas of law outside my normal area of practice and gives me unique opportunities to get to know other women in this profession.</p> <p>Since joining the Committee I have learned many valuable skills and made many new friends. I have very much enjoyed being responsible for the continued development of the website, including the Find a Female Lawyer Directory, working to improve the services we provide to our membership and preparing WLASA's Strategic Plan 2015-19.</p> <p>I am also a member of the Women Lawyers Committee of the Law Society of South Australia.</p>	<p>Movie Night & Quiz Night Subcommittees (2011-13) Website Redevelopment (2012-13) Constitutional Amendments (2013) Website Administrator (2012-16) Facebook Administrator (2015) Membership Subcommittee (2012-15) Member Benefits Subcommittee (2015-16) Find a Female Lawyer Public Launch Event (2016) LSSA Women Lawyers Mentoring Program Subcommittee (2015-16); Program Coordinator</p>

<p>Amy Challans (AWL Immediate Past President)</p> 	<p>Member of WLASA and the Committee since 2006. Secretary 2009 to 2012.</p> <p>WLASA representative on the Board of AWL 2010 – current. Vice President AWL 2012-2013. President AWL since 2013 -2015. AWL representative of the Law Council of Australia – Equal Opportunity Committee 2009 -2015.</p> <p>Winner of the inaugural Law Society of SA inaugural Gender Equity in Law Award and member of the Law Society of SA Women Lawyers Committee.</p> <p>I joined WLASA so that I could positively and pro-actively contribute to shaping the culture of the legal profession and to meet likeminded individuals. I bring to the Committee a wealth of knowledge and experience at the State and National level relating to policy issues that impact upon women in the legal sector and in law. In addition to a diverse range of State and National contacts.</p> <p>One of things that I enjoy most about being on the WLASA Committee is working with a group of likeminded, highly dedicated and enthusiastic professionals. I am excited at the future direction of WLASA and would like to continue to build WLASA's involvement in increasing the profile of women's achievements in the profession and broader community, supporting active consultation with WLASA regarding silk and judicial appointments (through the development of a judicial appointments protocol and silks consultation framework) and working to establish strong links with the Women at the Bar committee to promote greater cross collaboration on common issues.</p>	<p>AGM Report Subcommittee (2009-12)</p> <p>Christmas Drinks Subcommittee (2012)</p> <p>Website Administrator & Redevelopment (2011-13)</p> <p>Co-ordinator AWL 5th National Conference in Adelaide, October 2014</p> <p>Attendance at the LCA NARS Roundtable and NARS Workshop (2015)</p> <p>WLASA's delegate to the AWL board of directors (2010-2016)</p> <p>Recognising and Promoting Women Subcommittee, Chair (2015-16)</p> <p>Contribution to Handbook for the LSSA Women Lawyers Mentoring Program (2016); Induction Event Panellist</p>
<p>Sharmila Budwal</p> 	<p>Member of WLASA since 2014. Committee member (2014-2016).</p> <p>My intention in joining WLASA was to meet like-minded individuals who have an interest in gender equality and are keen on promoting the objectives of the association. I enjoy networking and am keen on organising continuing professional development events. I have enjoyed working with the rest of the committee members who are excellent individuals and have been a great help.</p> <p>I enjoyed being a committee member as it enabled me to give back to the profession and community.</p> <p>I was also a member of the Women Lawyers Committee and the Public Sector Lawyers of the Law Society of South Australia and am a Member of the Asia Pacific Business Council for Women</p>	<p>Education Subcommittee (2014-16)</p> <p>LinkedIn Administrator (2014-15)</p>
<p>Daniella Di Girolamo</p> 	<p>Member of WLASA since 2009. Committee member (2010-2016). Vice President (2012-2014). President (2014-2015).</p> <p>I initially joined Women Lawyers because I thought it would be a good way to meet and get to know other women working as lawyers and barristers in SA. I enjoy being on the Committee because it is made up of a fantastic group of women who are passionate about the law and about furthering the role of women in the legal field.</p> <p>I was also a member and former Chair of the Women Lawyers Committee of the Law Society of South Australia.</p>	<p>Membership Subcommittee (2013)</p> <p>Logo revamp (2013)</p> <p>Corporate Launch (2013)</p> <p>Constitutional Amendments (2013)</p> <p>LinkedIn profile (2013-14)</p> <p>Events Subcommittee (2013-15)</p> <p>Attendance at the LCA NARS Workshop (2015)</p> <p>Member Benefits Subcommittee (2015-16)</p> <p>Article for Flinders University Jurist publication (2016)</p> <p>LSSA Women Lawyers Mentoring Program Subcommittee (2015-16)</p>

<p>Kylie DUNN</p> 	<p>Member of WLASA since 2015. Committee member since December 2015.</p> <p>I currently practice as an 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 interested in being a member of the committee 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 Women Lawyers Committee of the Law Society of South Australia and a member of the Industrial Relations Society of South Australia.</p>	<p>Education Sub-committee, Chair (2015-16)</p> <p>Currently coordinating a CPD on the topic of 'unrepresented litigants'</p>
<p>Taruna Heuzenroeder</p> 	<p>Member of WLASA since 2004. Committee Member (2010-2016). President (2012-2014).</p> <p>I joined WLASA because although we are the majority of graduates, we are not yet anywhere near half the partners, senior counsel and judges. It is easy to think that as we dominate law schools, there are no longer any barriers to women in the law. While the culture of the profession has changed enormously over the past 50 years, there is still room for improvement, and organisations like Women Lawyers play an important role in fostering networking, support and mentoring for female practitioners.</p> <p>I enjoy the wide range of experiences of the other women on the committee and I bring to the Committee both a barrister's perspective and a strong interest in policy issues.</p> <p>I am a member of the Women Lawyers Committee of the Law Society of South Australia.</p> <p>I am also a member of the South Australian Bar Association's (SABA) Women at the Bar Committee, and the SABA representative on the Law Council of Australia's Equal Opportunity Committee.</p>	<p>Christmas Drinks Subcommittee (2012)</p> <p>UniFem Breakfast (2012)</p> <p>Women and Wine Function Subcommittee (2012)</p> <p>Marriage Equality Working Group (2013)</p> <p>Policy Subcommittee, Chair (2014-16)</p> <p>Attendance at the LCA NARS Roundtable and NARS Workshop (2015)</p> <p>Bulletin magazine contributions (2015-16)</p> <p>Recognising and Promoting Women Subcommittee (2015-16)</p> <p>LSSA Women Lawyers Mentoring Program Subcommittee (2015-16); Contribution to Program Handbook; Induction Event Panellist</p>
<p>Adeline Lim</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 practitioner. 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.</p>	<p>Movie Night Subcommittee (2012)</p> <p>Alternate Careers Fair Subcommittee (2012)</p> <p>Facebook Subcommittee (2012)</p> <p>Margaret Nyland Long Lunch (2013)</p> <p>Corporate Membership Launch (2013)</p> <p>Membership Subcommittee (2013-15)</p> <p>Member Benefits Subcommittee, Co-Chair (2015-16)</p> <p>Find a Female Lawyer Public Launch Event (2016)</p> <p>LSSA Women Lawyers Mentoring Program Subcommittee (2015-16)</p>

<p>Marissa Mackie</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.</p>	<p>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) Bulletin magazine contributions (2015-16) Member Benefits Subcommittee, Co-Chair (2015-16) Margaret Nyland Long Lunch (2016)</p>
<p>Rebecca Sandford</p> 	<p>Member of WLASA since 2013. Committee member (2013-2016).</p> <p>I joined WLASA in order to meet other women lawyers in different areas across the profession, and because I was inspired by the work done by WLASA when I had attended its events in the past. Joining the Committee was an unplanned decision at the AGM in 2013 when I got "swept up" in the moment during a call for nominations - I haven't looked back since though! I bring to the Committee my background and experiences in civil litigation and dispute resolution, together with my experiences on a range of regulatory and governance committees for the Law Society, and my love of organisation, events and new ideas.</p> <p>I am also a Member of the Governing Council of the Law Society of South Australia (LSSA) and a member of its Executive.</p> <p>Member of the Governance Compliance, Mandatory Continuing Professional Development Regulatory and Women Lawyers Committees of the LSSA. Member of the Gender Equity Working Group of the LSSA. Member of the Nominations Committee of the YWCA of Adelaide.</p>	<p>Education Subcommittee, Chair (2013-16)</p> <p>LSSA Women Lawyers Mentoring Program Subcommittee (2015-16)</p>
<p>Marta VEZZOSI</p> 	<p>Member of WLASA 2014-2016. Committee Member 2015.</p> <p>Formerly practicing as a civil and family law solicitor with the Aboriginal Legal Rights Movement Inc.</p> <p>I have always had a strong interest in human rights and especially women's rights. I am currently a member of the United Nations Association of Australia, SA branch (UNAASA) and was a member of the UN Women Adelaide Chapter and the Law Society Human Rights Committee where I had the opportunity to work with the Women Lawyers Committee and the Family Law Committee. I also volunteered with the Women's Legal Services SA and undertook an internship with the International Labour Organization in Manila, Philippines.</p> <p>Throughout my work and professional affiliations I have worked to advocate for women's issues and advance women's rights.</p> <p>I enjoyed my short time on the WLASA committee and will look to get involved with Victoria Women Lawyers since my move to Melbourne in January 2016. I enjoyed having the opportunity to advance equal opportunities for professional growth and advancement of women in the profession and to be part of a professional and social network of ambitious, dedicated and passionate women.</p>	<p>Prepared submission nominating the Working Women's Centre of SA for the LSSA's 2015 Gender Equity in Law Award on behalf of WLASA.</p> <p>Assisted work of Policy Subcommittee in relation to review of LPEAC Rule 3 regarding supervision of Legal Practice</p> <p>Bar Readers Drinks (2015) Christmas Drinks (2015)</p>

The following Committee members retired/resigned during the 2015/16 year:

- Sharmila Budwal
- Daniella Di Girolamo
- Rebecca Sandford
- Marta Vezzosi

The following Committee member will not be re-nominating for the 2016/17 year:

- Taruna Heuzenroeder

AWL REPORT

The 2015/2016 financial year for Australian Women Lawyers' (AWL) was extremely busy with AWL hosting its 6th National Conference in Perth and appointing a new President and Vice President. During this timeframe AWL held face to face meetings in Brisbane (October 2015) and Perth (April 2016).

The AWL Board of Directors for the period 22 October 2015 – 30 June 2016 consisted of the following members:

Elspeth Hensler	President	Women Lawyers Association of Western Australia
Ann- Maree David	Vice President	Women Lawyers' Association of Queensland
Amy Challans	Immediate Past President	Women Lawyers Association of SA
Juliet Behrens	Secretary	Women Lawyers' Association of the Australian Capital Territory
Suzanne Kirton	Treasurer	Women Barristers Association of Victoria
Seva Iskandarli	Director	Tasmania Women Lawyers
Margaret Holz	Director	Women Lawyers' Association of New South Wales
Bronwyn Haack	Director	Northern Territory Women Lawyers
Verity Shepherdson	Director	Victorian Women Lawyers

During the 2015/2016 financial year AWL focused on planning, promoting and hosting its 6th National Conference held in Perth (AWL 2016), being active in the media on a range of key issues, officially launching its 5 year strategic plan and implementing its 12 month business plan in addition to improving its internal reporting mechanisms related to the activities of its State and Territory Associations.

The key event hosted by AWL during the 2015/2016 financial year was its 6th National Conference held in Perth from 8-10 April 2016. The theme of the conference was 'Where do we want to be in 5 years' and featured the following key note speakers:

The Hon. Chief Justice Diana Bryant AO	Chief Justice of the Family Court of Australia
The Hon. Michael Mischin MLC	Office of the Attorney General; Minister for Commerce
The Hon Justice Carmel McClure	President of the Court of Appeal Supreme Court of Western Australia
Senator Penny Wong	Leader of the Opposition in the Senate

The AWL 2016 conference programme included a mixture of panel discussions and presentations on topics such as 'Driving cultural change', 'Resilience', 'Why isn't childcare tax deductible and what can we do about it', 'National update

on NARS diversity and inclusion activities', 'Perspectives on amending the Australian Constitution to recognise Aboriginal and Torres Strait Islanders' and 'Current issues in domestic violence'.

In total over approximately 90 people attended the educational and social components of the 3 day conference including the Welcome Drinks function on the Judges Balcony of the Federal Court building (overlooking the picturesque Swan River) and the conference Gala Dinner held at Crown Perth. The Conference Gala Dinner also acted as a fundraiser for the Katrina Dawson foundation and raised approximately \$2,000. The 7th AWL National conference will be held in Sydney in 2018.

During this reporting period AWL remained active in the policy space putting forward names for consideration relating to a number of federal judicial appointments including appointments to the High and Federal Court. AWL also provided extensive feedback to the Law Council of Australia on the draft National Equitable Briefing policy and lobbied the Federal Attorney General regarding the lack of female appointments to Federal Courts/Tribunals and the lack of consultation with key bodies including Australian Women Lawyers regarding federal judicial appointments

In 2016/2017 AWL looks forward to an exciting and challenging year as it begins the planning process for its national conference in Sydney and seeks to deliver the direction outlined in its 5 year strategic plan.

Amy Challans, AWL Director

EDUCATION SUBCOMMITTEE REPORT

Subcommittee Members:

- Kylie Dunn (Chair)
- Shannon McMenamin (incoming committee member)
- Rebecca Sandford (retired)
- Sharmila Budwal (retired)

On 15 September 2015, WLASA was pleased to hold its first CPD event for the 2015/16 year, a lunchtime seminar presented by Ruth Beach on the topic "The ABC of Mediation - how much do you really know about mediation and what it has to offer". Attendees were able to collect a compulsory CPD point from the session as they enjoyed a light lunch whilst listening to Ruth discuss the benefits of mediation as an alternative to litigation. We thank our hosts, the Legal Services Commission of South Australia, for their hospitality and support.

On 23 March 2016, WLASA held its second CPD event, an evening presentation by Donny Walford of Behind Closed Doors on the subject of "Networking and Relationship Building." The event was extremely well received. Attendees were able to hear about Donny's tips and tricks for building successful networks and professional relationships and were then given an opportunity to put their new networking skills into practice as they enjoyed drinks and canapes generously put on by our host Corporate Member, Minter Ellison. Many thanks go to Minter Ellison and to Donny for providing members with a stellar event.

On 23 March 2016, Committee Members Leah Marrone and Christina von Muenster attended the annual Flinders University Law School Careers Fair held at the Victoria Square Flinders University Campus. Once again we were able to provide students with valuable information about the role and functions of WLASA. Many thanks to Flinders University (in particular Julia Parker) for the invitation to this event.

Our next CPD event will be held in October 2016. 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

MEMBER BENEFITS SUBCOMMITTEE REPORT

Subcommittee Members:

- Adeline Lim (Co-Chair)
- Marissa Mackie (Co-Chair)
- Christina von Muenster
- Laura Kessner
- Susan Cole (incoming committee member)
- Daniella Di Girolamo (retired)

The 2015/16 financial year has been a busy year for the Member Benefits subcommittee of the WLASA. Not only were we busy with our standing events including the End of Financial Year Drinks held at Wright Street Hotel on 9 July 2015 and the Bar Readers drinks on 22 October 2015 at La Boheme, but we were also busy with the Find a Female Lawyer (FaFL) Directory Public Launch Event that was held on 27 July 2016. More information about the FaFL Public Launch event will be reported on in the 2016/17 Annual Report.

The annual Christmas Drinks with the Judiciary was one of our biggest yet and WLASA members and the judiciary enjoyed drinks and nibbles at The Kings Head on 3 December 2015. We are looking for a bigger capacity venue this year to cater for the growing demand.

The Margaret Nyland AM Long Lunch was held again on Friday 3 June 2016, co-hosted by the WLASA and the Law Society. Corporate Member, Lipman Karas was again our major sponsor for the event and we also welcome Notable Imprint as a sponsor. The Lunch was well attended and our guest speaker, Justice Michael David spoke about his career at the bar and the bench. Former WLASA president, Daniella di Girolamo was emcee. The lunch was held at the National Wine Centre, and the rave reviews we received on the venue would suggest that we may return there again next year!

As at 30 June 2016, WLASA had 3 Life Members, 101 Individual Members and 18 Corporate Members with about 60 members appearing in the FaFL directory. This is compared to approximately 90 Individual Members and 16 Corporate Members at 30 June 2015. Looking forward, however, with the significant interest in the FaFL directory, WLASA currently has 135 Individual Members (about 40 still to renew from 15/16), 20 Corporate Members and 102 members listed in the FaFL directory.

We look forward to the next Margaret Nyland AM Long Lunch in 2017 together with all our other usual events during the 2016/17 financial year. We also look forward to further developing the FaFL directory to include barristers, academics and lawyers willing to be contacted to be a mentor or take up a board position.

Adeline Lim and Marissa Mackie

POLICY SUBCOMMITTEE REPORT

Subcommittee Members:

- Taruna Heuzenroeder (Chair)
- Leah Marrone
- Shelley O'Connell
- Emily Rutherford (incoming committee member)

The policy focus of WLASA in 2016 is the need for a mothers and babies facility in South Australian prisons. This need has come into particular focus due to the sentencing of Adelaide woman Sorayah Constant. Sorayah has an 18 month old, and was 15 weeks pregnant at the time of sentencing. She had been ordered to serve a minimum of 18 months, which would mean that her baby would be removed from her at birth. That sentence has been successfully appealed and Sorayah has been released on bail pending a sentencing hearing in early 2017. This means that she will be home before the birth of her second child. In its judgment the Court of Criminal Appeal said *"We have concerns that incarceration of the applicant after she gives birth may be a price too high, considering both the applicant's dependents and the fact that imprisonment is significantly more burdensome for a woman in South Australia who gives birth whilst in custody."* The court also said although it was important to have consistency in sentencing federal offenders, incarceration of a mother in South Australia was *"more punitive"* than other states because of the lack of mothers and babies facilities.

This campaign by WLASA has received significant media coverage, with Secretary Christina von Muenster being interviewed by Channel 9 News and ABC News Radio.

President Leah Marrone wrote to the Minister for Correctional Services in June, and she and Secretary Christina von Muenster met with the Minister and Deputy Chief Executive of the Department on 13 July 2016 to discuss the possibility of reform in this area.

In our capacity as members of the Women Lawyers Committee of the Law Society of South Australia, members of WLASA also made submissions to the Law Society of South Australia in relation to:

- the Senate Committee Inquiry into 'Revenge Pornography',
- the Summary Offences (Filming and Sexting Offences) Amendment Bill 2015,
- the Fair Work Amendment (Gender Pay Gap) Bill 2015,
- the South Australian Law Reform Institute's Review of Laws that Discriminate on the Grounds of Sexual Orientation, Gender Identity and Intersex Status – Equal Opportunity Act exceptions,
- the Law Council's new National Model Equitable Briefing Policy,
- the SA Parliament's Social Development Committee Domestic and Family Violence Inquiry, and
- the Evidence (Admissibility of Recorded Evidence) Amendment Bill 2016 .

Members of WLASA will also be attending, with the President of the Law Society, the Legislative Council Select Committee on the *Statutes Amendment (Decriminalisation of Sex Work) Bill 2015* to give evidence on 16 August 2016.

Taruna Heuzenroeder

RECOGNISING AND PROMOTING WOMEN SUBCOMMITTEE REPORT

Subcommittee Members:

- Amy Challans (Chair)
- Taruna Heuzenroeder
- Shelley O'Connell

The recognising and promoting women subcommittee was created following the Committee's planning day held in September 2015. The subcommittee was created to enable WLASA to be active in promoting the achievements of women in the law, identifying suitable female candidates for judicial and silk appointments and recognising the contribution of women who have made an active contribution to the objectives of the Association.

In the 2015-2016 financial year the key focus of the Sub Committee has been to actively nominate women for State and National awards and to undertake research relating to the establishment of a South Australian State judicial appointments protocol. As part of this process the Chair of the Sub Committee had the opportunity to meet with the Queensland State Attorney General the Hon. Yvette D'Ath to discuss the Attorney's proposed discussion paper and policy position on judicial appointments in that State.

During this reporting period the Sub Committee lodged nominations for the Law Council of Australia's Australia Young Lawyer Award, the Law Society of South Australia's Gender Equity in Law Award and the Australian Women Lawyers (AWL) Australian Women Lawyer Award.

On the 9 April 2016 the subcommittee was delighted to discover that its nomination for AWL's Australian Women Lawyer Award was successful with the Hon Dr Robyn Layton AO QC being announced the winner of this Award at AWL's 6th National conference in Perth.

The Sub Committee looks forward to the next 12 months and implementing a number of key initiatives including:

- Establishing a judicial appointment register
- Establishing a register of State and/or National Awards and Honours
- Identifying members that are eligible for WLASA honorary or life time membership
- Designing a standalone Awards platform for the Association

Amy Challans