



# 2020 ANNUAL REPORT

WOMEN LAWYERS ASSOCIATION  
OF QUEENSLAND

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# PRESIDENT'S REPORT

CATHERINE CHEEK, WLAQ PRESIDENT & SPECIAL COUNSEL,  
KENNEDY SPANNER LAWYERS

I had a great privilege to share the Presidency of WLAQ in 2020 with Jamie Shine. Jamie lead WLAQ through the initial very difficult months of the COVID-19 working from home and shut down of venues, making it impossible to operate our flagship events and networking activities in the way they had been done in the past. WLAQ also resolved to reduce membership fees during 2020 to allow female practitioners all over Queensland to continue to access professional development events and networking opportunities at a difficult time.

Although we managed to achieve an "in-person" IWD event at the Banco Court in 2020, it was to be the last major WLAQ event of its kind for 2020. The annual IWD Panel Discussion, a collaborative event with the Bar Association of Queensland and the Queensland Law Society, was one of a number of fantastic events in which the organisations partner, bringing considerable benefits to our members.

Thereafter, through the wizardry of Zoom, WLAQ brought the 2020 Una Prentice Awards and Mentoring Launch, the 2020 AGM and 42nd Annual Awards Evening to our members at multiple locations around the State.

Being forced to innovate to continue to connect members with each other, has led to WLAQ providing unprecedented access by regional members to WLAQ events, thereby extending the commitment of the Committee to increase involvement and support of women in law in all parts of Queensland. Although numerous in-person regional events were unable to proceed, we did get to see each other on screen, and some in small groups, at the Awards Night, where all the women lawyers of Queensland were named the Woman Lawyer of the Year.

The news about the investigations by the High Court into sexual harassment allegations made against former Justice of the High Court, The Honourable Dyson Heydon AC QC, broke in the 24 hours before the 2020 AGM. By the time the AGM commenced on Zoom, the WLAQ Committee had established the inaugural role of WLAQ Support Person, held by Ann-Maree David, to provide members with a contact with whom they could discuss bullying or harassment issues.

Despite, or possibly because of, the unique challenges of 2020, the dedication of women in the profession to each other was very evident throughout 2020. The WLAQ Committee hopes to continue to promote and foster this dedication into 2021 and beyond.

Thank you everyone for your support throughout this year.

# WLAQ COMMITTEE

FY 2020

## EXECUTIVE COMMITTEE

**President I** Jamie Shine, General Manager - Head Trauma, Shine Lawyers

**Vice-President I** Ann-Maree David, CEO, College of Law Queensland

**Vice-President I** Jessica McClymont, Barrister

**Treasurer I** Nichola Di Muzio, Special Counsel, Thynne + Macartney

**Secretary I** Naomi Omundson, Senior Associate, McCullough Robertson

**Immediate Past President I** Cassandra Heilbronn, Regulation Legal Manager, Royal Commission of AIUla

## MANAGEMENT COMMITTEE

Catherine Cheek, Special Counsel, Kennedy Spanner Lawyers

Emma Lewis, Lawyer, Shand Taylor Lawyers

Jessica Goldie, Barrister, Queens Arms Chambers

Jessica Popple, Lawyer, Pippa Colman & Associates

Katrina Mawer, Lawyer, Crown Law Queensland

Lauren Austin, Associate, Wilson Lawyers

Nicole Morgan, Special Counsel, MinterEllison

Sandra Lim, Special Counsel, Shine Lawyers

Sarah Ford, Senior Associate, Gilshenan & Luton

Stephanie Williams, Crown Prosecutor, ODPP





# WLAQ COMMITTEE

FY 2021

## EXECUTIVE COMMITTEE

**President I** Catherine Cheek, Special Counsel, Kennedy Spanner Lawyers

**Vice-President I** Jessica McClymont, Barrister

**Vice-President I** Stephanie Williams, Crown Prosecutor, ODPP

**Treasurer I** Melissa Simpson, Lawyer, McCullough Robertson

**Secretary I** Emma Lewis, Lawyer, Shand Taylor Lawyers

**Immediate Past President I** Jamie Shine, General Manager - Head Trauma, Shine Lawyers

## MANAGEMENT COMMITTEE

Amie Mish-Wills, Principal Legal Advisor, Enterprise Legal

Dzenita Balic, Principal Crown Prosecutor, ODPP

Hannah Wordsworth, Law Student

Jessica Goldie, Barrister, Queens Arms Chambers

Jessica Popple, Lawyer, Pippa Colman & Associates

Kirsten Van Der Wal, Associate, Maurice Blackburn Lawyers

Krystal Kovac, Head of Legal & Compliance, Oncore

Lauren Austin, Associate, Wilson Lawyers

Nichola Di Muzio, Special Counsel, Thynne + Macartney

Sarah Ford, Senior Associate, Gilshenan & Luton

# ADVISORS AND AMBASSADORS

## WLAQ ADVISORS

**Boutique:** Amy Honan

**Criminal:** Wendy Mulcahy

**Government:** Christine Wilson & Patrina Clohessy

**In-House:** Melissa Scott

**Student:** Kerala Drew

**First Nations:** Avelina Tarrago

**Barrister (Metro):** Susie McNeil

**Barrister (Regional):** Claire Grant

## AMBASSADORS

**Atherton Tablelands:** Tiffany Veschetti

**Cairns:** Laura Neil

**Gold Coast:** Helen Ashton

**Ipswich:** Annette Power Martell

**Mackay:** Kim Back

**Rockhampton:** Stephanie Nicholas

**Sunshine Coast:** Samantha Bolton

**Toowoomba & Darling Downs:** Katrina Pedersen

**Townsville:** Jessica Shuttleworth

**Wide Bay:** Edwina Rowan

# AWARDS AND APPOINTMENTS

## WLAQ AWARD WINNERS

**Leneen Forde AC Woman Lawyer of the Year Award:** Every woman lawyer in Queensland!

## JUDICIAL APPOINTMENTS

**Supreme Court:** Justice Frances Williams

**District Court:** Judge Geraldine Dann

**Magistrate:** Grace Kahlert

**Magistrate:** Kathleen Payne

## UNA PRENTICE AWARDS

**University of Queensland:** Anna Kretowicz

**Queensland University of Technology:** Hannah Plater

**Bond University:** Olivia English

**James Cook University:** Dennaë Smith

**Griffith University:** Anastasia Kolesnikova

**University of Southern Queensland:** Michelle Hevers

**Central Queensland University:** Nicole Elliott

**University of the Sunshine Coast:** Michelle De La Haye

# TREASURER'S REPORT

MELISSA SIMPSON, WLAQ TREASURER & LAWYER,  
MCCULLOUGH ROBERTSON

In addition to the WLAQ General Account, WLAQ is trustee of the Una Prentice Memorial Trust Award, and has the Beryl Donkin Memorial Award Trust. An extract of WLAQ's financial position for 2020 is included below and we confirm that WLAQ has complied with all legislative and accounting reporting requirements.

Thank you to Grant Thornton who check WLAQ's financials and prepare and issue our audited financial reports to ensure compliance with WLAQ's legislative requirements. We are grateful for their continued support and assistance.

## As at 31 December 2020

	2020 \$	2019 \$
<b>Current assets</b>		
General – ANZ	-	246
General – Bank Australia	20,896	25,544
Paypal	3,557	2,895
Petty Cash account – Bank Australia	1,812	1,866
<b>Total current assets</b>	<b>26,265</b>	<b>30,551</b>
<b>Total assets</b>	<b>26,265</b>	<b>30,551</b>
<b>Total liabilities</b>	-	-
<b>Net assets</b>	<b>26,265</b>	<b>30,551</b>
<b>Equity</b>		
Retained earnings	26,265	30,551
<b>Total equity</b>	<b>26,265</b>	<b>30,551</b>

## As at 31 December 2020

	2020 \$	2019 \$
<b>Current assets</b>		
Beryl Donkin - ANZ Term deposit	23,130	23,002
<b>Total current assets</b>	<b>23,130</b>	<b>23,002</b>
<b>Total assets</b>	<b>23,130</b>	<b>23,002</b>
<b>Total liabilities</b>	-	-
<b>Net assets</b>	<b>23,130</b>	<b>23,002</b>
<b>Equity</b>		
Retained earnings	23,130	23,002
<b>Total equity</b>	<b>23,130</b>	<b>23,002</b>

## As at 31 December 2020

	2020 \$	2019 \$
<b>Current assets</b>		
Una Prentice Bank Account	5,999	3,094
<b>Total current assets</b>	<b>5,999</b>	<b>3,094</b>
<b>Total assets</b>	<b>5,999</b>	<b>3,094</b>
<b>Total liabilities</b>	-	-
<b>Net assets</b>	<b>5,999</b>	<b>3,094</b>
<b>Equity</b>		
Retained earnings	5,999	3,094
<b>Total equity</b>	<b>5,999</b>	<b>3,094</b>



# SECRETARY'S REPORT

EMMA LEWIS, WLAQ SECRETARY & LAWYER, SHAND TAYLOR  
LAWYERS

In terms of the regulatory requirements that WLAQ is obliged to comply with, I can confirm that we have complied with the requirements under the Associations Incorporation Act 1981, including the requirement to lodge annual returns and to have our financial records audited and verified.

We conducted eleven committee meetings, each of which we had enough committee members attend to reach quorum. An agenda was compiled through contributions from committee members each month and circulated prior to each meeting. Minutes of those meetings were recorded and circulated at the following committee meeting for approval.

A copy of the Minutes from the 2019 AGM were provided at the AGM. The AGM was held in June on Zoom.

Thank you to our current Corporate Members for their ongoing support - Brisbane Family Law Centre, Slater & Gordon Lawyers, Hemmant's List, Office of the Director of Public Prosecutions, McCullough Robertson, Shine Lawyers, King & Wood Mallesons, Maurice Blackburn and Legal Aid Queensland.

MEMBERSHIP	NUMBER
Junior	92
Government < 15 FTE	10
Government < 15 FTE	13
Student	88
Retired	1
Regional	53
Honorary	10
Barrister	35
Judicial	10
Corporate < 15 FTE	1
Corporate > 15 FTE	8
CLC & NFP	11
General < 15 FTE	55
General > 15 FTE	38
<b>TOTAL</b>	<b>425</b>

# AWL REPORT

JAMIE SHINE, WLAQ IMMEDIATE PAST PRESIDENT, AWL REPRESENTATIVE & GENERAL MANAGER - HEAD TRAUMA, SHINE LAWYERS

Australian Women Lawyers Limited (AWL) was established on 9 September 1997. AWL is governed by a board of directors comprising of representatives from each State and Territory women lawyers' associations whose goal is to be "a justice and equity champion, advancing women within the legal profession and beyond".

During the 2020 year, Ann-Maree David sat on this board as our WLAQ representative and I stepped into the role in late 2020. I would firstly like to thank and acknowledge all of the significant contributions made by Ann-Maree during her years on the AWL board, including her time as President. Certainly, the highlights have included setting a 5 year strategic plan, the board's emphasis on working collaboratively with the bodies through AWL to achieve broader viability on common issues and facilitating the first entirely virtual national conference, attracting the largest number of delegates across Australia.

The Annual General Meeting for AWL was conducted in November 2020, and the elected board comprise of:

- President: Leah Marrone, Women Lawyers Association of South Australia
- Vice President: Holly Lam, Women Lawyers Association of NSW
- Immediate Past President: Adrienne Morton, Tasmanian Women Lawyers
- Secretary: Jamie Shine, Women Lawyers Association of Queensland
- Treasurer: Astrid Haban-Ber, Women Barristers Association of Victoria

# AWL REPORT

JAMIE SHINE, WLAQ IMMEDIATE PAST PRESIDENT, AWL REPRESENTATIVE & GENERAL MANAGER - HEAD TRAUMA, SHINE LAWYERS

- Board members: Kirsty Easdale (Women Lawyers Association ACT); Charmaine Tsang (Women Lawyers of Western Australia); Rosslyn Chenoweth/Frieda Evans (acting) (Northern Territory Women Lawyers' Association); Deborah Kliger (Victorian Women Lawyers) and Jessica Sabapathy (Tasmanian Women Lawyers)

The start of this board's term has been extremely busy and productive, with the board undertaking work and providing comments and submissions in areas particularly relevant to sexual harassment in law and the workplace, giving a voice to not only women in law but to all Australian women. It has also been rewarding to see that the recommendations by AWL published in 2019 as the Seven Strategies for Addressing Sexual Harassment in the Legal Profession being referenced or adopted by organisations seeking to address sexual harassment in the profession.

Finally, WLAQ is excited to announce that Queensland will host the AWL 2022 National Conference in July/August next year! WLAQ is particularly thrilled to be involved in bringing this important conference to Queensland.



# MEDIA REPORT

KIRSTEN VAN DER WAL, WLAQ MEDIA ADVISOR & ASSOCIATE,  
MAURICE BLACKBURN LAWYERS

WLAQ continued to work to publish community-oriented content with a view to celebrating inspiring Queensland women and advising our members of the support, resources and events available to them, with a particular focus on inclusivity for regional members.

We reached 4,091 followers on Facebook, 3,625 on LinkedIn and 998 on Twitter. Since 2019, we have seen a large increase in followers and engagement with our posts across all social media platforms, and we thank our members for their continued support.

We also used our social media platforms to regularly provide information regarding the available resources and contact details for the inaugural support person, in response to bully and harassment in the profession.

In 2020, we were pleased to promote inspiring women via these platforms, with some notable mentions including:

- The Honourable Justice Jacqueline Gleeson who was appointed to the High Court of Australia;
- The Honourable Justice Frances Williams who was appointed to the Supreme Court of Queensland;
- Her Honour Judge Geraldine Dann who was appointed to the District Court of Queensland;



# MEDIA REPORT

KIRSTEN VAN DER WAL, WLAQ MEDIA ADVISOR & ASSOCIATE,  
MAURICE BLACKBURN LAWYERS

- Moya Steele of Keir Steele and Waldon Lawyers who was listed as one of Townsville's most influential women;
- Deborah Holliday QC and Jodie Wooldridge QC who were appointed as Queen's Counsel;
- Elizabeth Shearer who was appointed President of the Queensland Law Society;
- Dr Jacoba Brasch QC who was appointed President of the Law Council of Australia; and
- The Hon Shannon Fentiman MP on being named as Queensland's new Attorney General and moving into the role of Minister for Women and Minister for the Prevention of Domestic and Family Violence.

We continued our WLAQ Inspo List, aimed at celebrating women who hold a law degree, are either from or based in Queensland, and have inspired the WLAQ Committee. The list was released to coincide with IWD to express our thanks to firms, chamber groups and other organisations for contributing to the 2020 theme #EachforEqual.

WLAQ are pleased to have continued to utilise our platform to connect members and supporters of the WLAQ. We have been extremely proud of the wonderful relationships developed with other Queensland-based organisations. We are grateful for your continued engagement, and we hope to continue to inspire and support members via these platforms in the year to come.

@WLAQ



# ADVOCACY REPORT

JESSICA MCCLYMONT, WLAQ VICE-PRESIDENT & BARRISTER,  
HEMMANT'S LIST

WLAQ continued its efforts to support women advocates and to advocate for women. WLAQ persisted to advocate for equitable briefing of women barristers, maintaining and regularly updating a list of female barristers.

The Pregnancy Bar Jacket has had a quiet year, which we assume is not for lack of pregnancies, but rather the prevalence of remote Court hearings over the past year. It remains in its permanent home in the Inns of Court.

WLAQ submitted nominees for the expert representative position on the Queensland Workplace Health and Safety Board. WLAQ also continued to update the Female Barristers List as a reference tool for all practicing female barristers in Queensland grouped by practice area and ordered by seniority.

The Committee also resolved to appoint two barrister advisors, one for metro and regional areas respectively, to offer support and guidance to the Committee on issues impacting barrister members in those areas.

WLAQ received a number of notifications of legislative changes and enquiries. Many invitations to provide a submission related to legislation that did not concern the core objectives of WLAQ, in which case, the call for submissions was circulated among WLAQ members for their information and interest

In the forthcoming year, WLAQ will continue to be involved in responding to proposed legislative changes and matters concerning our members. The Committee are available to all members to consult and work with on any areas of the profession that are a cause for concern.

# DIVERSITY REPORT

DZENITA BALIC, CHAIR OF DIVERSITY & PRINCIPAL CROWN  
PROSECUTOR, ODPP

Despite being in the grips of a pandemic and the world changing the way it does business and communicates, diversity has nevertheless had a very active role in WLAQ's portfolio in 2020.

Although events significantly decreased and direct meetings morphed into technological interactions, our platform for a diversified and thus representative, legal profession remained.

Further significant public events have meant that the organisation has had to take a frontline approach to issues such as sexual harassment in the legal industry. In June of 2020, WLAQ established the position of a support person to address these sensitive aspects of the legal industry. That position is occupied by the former WLAQ Past-President and CEO of College of Law Queensland, Ann-Maree David.

We continued our co-operative approach to promoting material designed to advance diversity in the legal industry, for example through such organisations as WORK180, Femeconomy and Pride in Law to name a few. WLAQ was also represented as panel judge for the Inaugural Pride in Law Award.

The theme of inclusive diversity continued with the appointment of Avelina Tarrago as First Nations Advisor. Avelina is currently the President of the Indigenous Lawyers Association of Queensland and is a Wangkamadla woman from central-west Queensland.

The commitment to diversity also extended to renewed relationships with other organisations such as the Asian Australian Lawyers Association and other interstate bodies, mapping out future relationships for co-operation into 2021.

WLAQ remains committed to continuing to engage with and increase focus for minority (including culturally, and those who identify as LGBTQIA+) practitioners, as outlined in the current strategic plan.

We hope to be able to continue with that ideal in 2021.

# STUDENT REPORT

## HANNAH WORDSWORTH, WLAQ STUDENT REPRESENTATIVE & LAW STUDENT

In 2020, despite the impacts of COVID-19, WLAQ continued to foster its relationship with law schools throughout Queensland providing opportunities for female law students and practitioners to connect.

WLAQ appointed Kerala Drew as its student advisor to provide ongoing support and assistance to the WLAQ committee in matters pertaining to female law students in Queensland.

The virtual Una Prentice Awards and Mentoring Program Launch again celebrated the highest achieving female law students in the state. Held in memory of Una Prentice, the first female to graduate from the Faculty of Law at the University of Queensland, this award recognised the female law student from each university in Queensland with the highest GPA in her graduating cohort.

The 2020 Ladder Mentoring also provided the opportunity for female law students and early career lawyers to commence a mentoring relationship with leading women in the profession. Through virtual meet-ups, we have received great feedback about the supportive relationship fostered between members of the profession even without meeting face-to-face.

WLAQ was invited and attended St Margaret's Broadening Horizons event, in which WLAQ spoke with high school students about a career in the law.

WLAQ also attended the CQU Masterclass and spoke with the CQU Law Society and students about WLAQ and its role in supporting women throughout their career in the law.

WLAQ is excited to see what 2021 holds in the student portfolio and continues to provide opportunities for female law students to engage with and learn from the legal profession in Queensland.



# SOCIAL SECRETARY REPORT

JESSICA POPPLE, WLAQ SOCIAL SECRETARY & LAWYER, PIPPA COLMAN & ASSOCIATES

This year's WLAQ events, like many others, were very different but that did not hinder WLAQ from setting out to connect with its members all over the state by hosting 12 events this year.

Our breakfast and lunch clubs ran up until February when we had to put a hold on them due to the pandemic. However, then virtual events became the norm.

Our first virtual event was the Una Prentice Awards Evening and the launch of our 2020 Ladder Mentoring Program, at a time where mentoring and support was about to become so crucial.

WLAQ, with the help of Cassandra Heilbronn, hosted a range of Career Planning and LinkedIn Skill sessions for young lawyers and students, right through to barristers.

Our AGM, for the first time, was held virtually with over 50 people in attendance.

In August, we resumed our breakfast clubs, albeit virtually. This allowed attendance from people in our regional areas that would not usually be able to attend the breakfast in the Brisbane CBD. When October came around, we were able to head back to (small) in-person breakfast clubs which were very well attended, even with the restricted numbers

# SOCIAL SECRETARY REPORT

JESSICA POPPLE, WLAQ SOCIAL SECRETARY & LAWYER, PIPPA COLMAN & ASSOCIATES

The 42nd Annual Awards also moved online for the first time. This year, we celebrated WLAQ's "Woman Lawyer of the Year", as all female legal practitioners in Queensland. Through the power of technology, we were still able to run our raffles in support of the Women's Legal Service Queensland, and many chamber groups and regional areas hosted their own smaller celebrations, tuning in from around the state. We would like to thank our ongoing award and event sponsors, The College of Law Queensland, Griffith University and Shine Lawyers, for all of their support over the years and hope to be back in 2021 delivering another amazing (in person) Awards Dinner.

Events in the regions were smaller this year, for obvious reasons, however our Gold Coast lawyers celebrated the end of a long year with networking drinks. Whilst WLAQ's criminal lawyers sub-committee was able to host their annual Christmas get together with restrictions easing around December.

In a year of uncertainty, the WLAQ committee is so thankful for the support of our events in 2020.



# REGIONAL REPORT

STEPHANIE WILLIAMS, WLAQ NORTHERN REGIONAL REPRESENTATIVE & CROWN PROSECUTOR, ODPP  
JESSICA GOLDIE, WLAQ SOUTHERN REGIONAL REPRESENTATIVE & BARRISTER

WLAQ's presence in the regions continues to grow. There is an open dialogue between the WLAQ regional representatives and the WLAQ regional ambassadors across the State. Whilst many events were put on hold or deferred in 2020 due to the COVID-19 pandemic, local regional events have started to take off again in 2021.

The Ipswich ambassador, Annette Power Martell continues to host monthly WLAQ lunches in the Ipswich region. These lunches are generally well attended. The Ipswich Ambassador regularly discusses WLAQ membership with new women who attend the lunch and encourages them to join WLAQ, and participate in the local monthly luncheons.

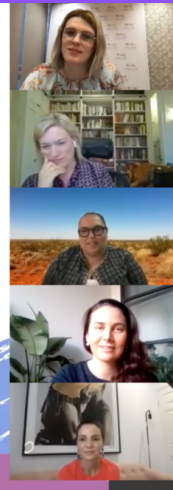
In Townsville and Cairns ambassadors, Jessica Shuttleworth and Laura Neil regularly networking events such as lunches and coffee catch ups.

It was also great to see so many regional practitioners dialling into the 42nd Annual Awards Night remotely. WLAQ crossed live to many regional centres on the night where offices, barrister chambers and everything in between became viewing parties for the awards.

Moving forward into 2021, the WLAQ regional ambassadors are keen to organise events in their local areas, particularly now that restrictions on events are lifted. In Townsville, the WLAQ Ambassador has proposed a plan for 2021 which includes regular coffee catch ups in Townsville and a Professional Development 'Wine and Cheese' evening. It is also hoped virtual awards night viewing parties will continue!

In Rockhampton, the WLAQ Ambassador is also keen to organise a local fundraiser breakfast or lunch in Rockhampton for a local charity.

# 42ND ANNUAL AWARDS NIGHT





# **WOMEN LAWYERS ASSOCIATION OF QUEENSLAND INC**

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