

2018

ANNUAL REPORT

PREPARED BY

**WOMEN LAWYERS
ASSOCIATION OF
QUEENSLAND INC**

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PRESIDENT'S REPORT

Jamie Shine, WLAQ President & National Special Counsel, Shine Lawyers

2018 Award winners with WLAQ President L to R: Jamie Shine (WLAQ President, Charlotte Campbell, Anne-Marie Rice, Christine Wilson and Thelma Schwartz

The success of the 2018 year was achieved thanks to the hard work of the FY2018 and the FY2019 Management Committees under the leadership of Cassandra Heilbronn, who, from 1 July 2019, I succeed as President. The significant momentum of the FY2018 Management Committee was built on by the subsequent Management Committee and I thank them all for their dedication.

The 2018 calendar year was a massive year for WLAQ events and we were excited to celebrate our 40th Anniversary. The anniversary was commemorated by our Awards Gala, where we reflected upon the amazing women who initiated WLAQ and the efforts and contributions of those involved since this time. Together we have caused for, created and witnessed a significant amount of change for women in law and we acknowledge the ongoing need and importance of this organisation moving forward.

Being WLAQ's first regional President, it was important to me that we aimed to increase our involvement and support of women in law throughout all areas of Queensland. Our Ambassador and Advisor program was rolled out, and WLAQ set a goal of hosting an event in every region in FY2018, which saw WLAQ near double its annual events. This initiative has been extremely well supported by our Management Committee, Ambassadors and our regional members. The events WLAQ hosted included the WLAQ Breakfast and Lunch Clubs, networking evenings, Senior Women-In-Law lunches, educational seminars, and Inter-Professional Evenings. All of these events were in line with our 2015-2018 Strategic Plan and were aimed at strengthening WLAQ's support and referral networks. We look forward to further developing our regional initiatives for the benefit of regional women in law in the year ahead.

As part of our continued focus to support all of our members, thanks to the events initiated by Magistrate Thacker and Wendy Mulcahy, WLAQ started its WLAQ Female Criminal Lawyers focus group and appointed its first Criminal Law Advisor.

This Annual Report provides a summary of WLAQ's 2018 activities, and when reflecting over the past year, WLAQ is proud of its efforts. The inaugural WLAQ Inspo List resulted in a an unprecedented response from the profession, we launched the WLAQ Parental Leave Survey (with the Report published in 2019) and continued our involvement with the Judicial Appointment Advisory Panel. WLAQ looks forward to progressing initiatives for women in law with the support of the Bar Association of Queensland and Queensland Law Society.

Finally, thank you to everyone who has made me feel incredibly welcome during my first year as President. I look forward to undertaking another year as President of WLAQ during FY2020.

2018 Year in Review

FY2018 COMMITTEE

Executive Committee:

President | Cassandra Heilbronn, Senior Associate, MinterEllison

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

Vice-President | Amanda Stoker, Barrister

Treasurer | Nichola Di Muzio, Special Counsel, Thynne + Macartney

Secretary | Borcsa Vass, Barrister, Level 27 Chambers

Management Committee:

Naomi Benton, Lawyer, McCullough Robertson

Emily Dux, In-House Counsel, Olam Australia

Kate Grant, Solicitor, Aboriginal & Torres Strait Islander Legal Service

Belinda Jeffrey, Associate, Michael Lynch Family Lawyers

Katrina Mawer, Lawyer, McInnes Wilson

Joey McKenzie, Solicitor, Colin, Biggers & Paisley

Jessica Popple, Law Student (Student Member Representative)

Anne-Marie Rice, Principal Mediator, Rice Mediations (retired February 2018)

Jamie Shine, National Special Counsel, Shine Lawyers

Stephanie Williams, Barrister, Endeavour Chambers

FY2019 COMMITTEE

Executive Committee:

President | Jamie Shine, National Special Counsel, Shine Lawyers

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

Vice-President | Jessica McClymont, Barrister

Treasurer | Nichola Di Muzio, Special Counsel, Thynne + Macartney

Secretary | Naomi Benton, Senior Associate, McCullough Robertson Lawyers

Immediate Past President | Cassandra Heilbronn, Senior Associate, MinterEllison

Management Committee:

Catherine Cheek, Special Counsel, Clewett Lawyers

Emily Dux, In-House Counsel, Olam Australia

Emma Lewis, Law Student (Student Member Representative)

Joey McKenzie, Group Legal Counsel, ALS Global

Katrina Mawer, Lawyer, Barry.Nilsson Lawyers

Lauren Austin, Associate, Wilson Lawyers

Nicole Morgan, Senior Associate, MinterEllison

Rebecca Smith, Lawyer, King & Wood Mallesons

Stephanie Williams, Barrister, Endeavour Chambers

2018 Year in Review

WLAQ ADVISORS

Boutique: Amy Honan, Michael Lynch Family Lawyers*

Criminal: Sarah Ford, Gilshenan & Luton Lawyers*

Diversity: Melanie Shaw, Senior Associate, King & Wood Mallesons

Government: Christine Wilson, Commonwealth Director of Public Prosecutions*

In-House: Melissa Scott, Megaport*

Student: Jessica Popple

*formally commenced in 2019

WLAQ 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

*formally commenced in 2019

WLAQ AWARD WINNERS

Woman in Excellence - The Hon Justice Roslyn Atkinson AO, Supreme Court of Queensland

Woman Lawyer of the Year - Anne-Marie Rice, Rice Mediations

Trailblazer of the Year - Christine Wilson, Commonwealth Director of Public Prosecutions

Regional Woman Lawyer of the Year - Thelma Schwartz, Qld Indigenous Family Violence Legal Service

Young Woman Lawyer of the Year - Charlotte Campbell, Maurice Blackburn Lawyers

JUDICIAL APPOINTMENTS

Magistrate: Tracy Mossop

District: Vicky Loury QC

Supreme: Soraya Ryan QC, Elizabeth Wilson QC

Children's Court: Judge Deborah Richards (as President)

PARLIAMENT

WLAQ would like to acknowledge FY2018 Vice-President, Amanda Stoker on her appointment to the Queensland Senate for the LNP.

Year in Review

TREASURER'S REPORT

- Nichola Di Muzio, WLAQ Treasurer & Special Counsel, Thynne + Macartney

In addition to the WLAQ General Account, WLAQ is trustee of the Beryl Donkin Memorial Award Trust and the Una Prentice Memorial Trust Award. An extract of WLAQ's financial position for 2018 is included below.

Thank you to Grant Thornton who prepare our yearly financials and provide WLAQ with valuable support and assistance.

Women Lawyers Association of Queensland Inc financial statements
For the year ended 31 December 2018

Statement of Financial Position

As at 31 December 2018

	2018 \$	2017 \$
Current assets		
General – ANZ	226	276
General – Bank Australia	30,048	49,211
Paypal	3,582	3,219
Petty Cash account – Bank Australia	3,484	3,178
Total current assets	37,340	55,884
Total assets	37,340	55,884
Total liabilities	-	-
Net assets	37,340	55,884
Equity		
Retained earnings	37,340	55,884
Total equity	37,340	55,884

This statement should be read in conjunction with the notes to the financial statements.

Women Lawyers Association of Queensland Inc Beryl Donkin Memorial Award financial statements
For the year ended 31 December 2018

Statement of Financial Position

As at 31 December 2018

	2018 \$	2017 \$
Current assets		
Beryl Donkin - ANZ Term deposit	22,698	22,445
Total current assets	22,698	22,445
Total assets	22,698	22,445
Total liabilities	-	-
Net assets	22,698	22,445
Equity		
Retained earnings	22,698	22,445
Total equity	22,698	22,445

This statement should be read in conjunction with the notes to the financial statements.

Women Lawyers Association of Queensland Inc Una Prentice Memorial Award financial statements
For the year ended 31 December 2018

Statement of Financial Position

As at 31 December 2018

	2018 \$	2017 \$
Current assets		
Una Prentice Bank Account	2,764	2,764
Total current assets	2,764	2,764
Total assets	2,764	2,764
Total liabilities	-	-
Net assets	2,764	2,764
Equity		
Retained earnings	2,764	2,764
Total equity	2,764	2,764

This statement should be read in conjunction with the notes to the financial statements.

Year in Review

SECRETARY'S REPORT

- Naomi Benton, WLAQ Secretary & Senior Associate, McCullough Robertson 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 2017 AGM were provided at the AGM and are available for review by any member.

MEMBERSHIP REPORT

WLAQ's membership continues to remain stable, particularly with the introduction of more membership categories from 1 July 2018:

Membership Type	Number	Membership Type	Number
Student	56	General >15	50
Junior	54	Judicial	5
CLC & NFP	4	Retired	0
Regional	49	Honorary	9
Barrister	27	Corporate <15	0
General <15	36	Corporate >15	7
TOTAL		297	

HONORARY MEMBERS

The following members were appointed Honorary Members in 2018:

Veronica McCarthy - WLAQ Secretary 1978 to 2001 & Minutes Secretary 2002 to 2005

The Hon Justice Debra Mullins - WLAQ Treasurer 1982 to 1988 & Patron of the Una Prentice Memorial Trust Fund

Jennifer McVeigh - WLAQ President 1991 to 1992

The Hon Justice Sarah Derrington - Federal Court of Australia & Australian Law Reform Commission

ADVOCATE MEMBER

Judge Marshall Irwin, former District Court Judge was appointed as WLAQ's inaugural Advocate Member.

Year in Review

AWL REPORT

- Ann-Maree David, WLAQ President, AWL Immediate Past President & CEO of The College of Law Qld

Australian Women Lawyers Limited (AWL) was established on 9 September, 1997. AWL is governed by a Board of directors comprising representatives from each State and Territory women lawyers' associations. I am proud to represent the Women Lawyers Association of Queensland on that Board and currently serve as Immediate Past President.

The AWL Annual General Meeting was conducted in Melbourne in November 2018. The elected Board Executive comprises:

- Adrienne Morton, President (Tasmanian Women Lawyers)
- Leah Marrone, Vice President (Women Lawyers' Association of South Australia)
- Roslyn Chenoweth, Secretary (Northern Territory Women Lawyers Association)
- Astrid Haban-Beer, Treasurer (Women Barristers Association of Victoria)
- Ann-Maree David, Immediate Past President (WLAQ)

The highlights of the past year include the biennial AWL Conference held in Sydney. Themed, "*Investing in the Future*", the conference sought to capture current issues of innovation and technology and the law, including essential tools for furthering diversity and inclusion, quality leadership, best practice, flexible work options, the achievement of policy and law reform, and attainment of access to justice. Queensland women lawyers were strongly represented at the conference with attendance by judges, barristers, solicitors, academics and law students and the WLAQ Delegate. The next AWL Conference will be conducted in Melbourne in August 2020.

AWL made representations to the AHRC Inquiry into Sexual Harassment in Australian Workplaces at both round tables conducted around the country and in a formal submission. AWL has since convened a national forum of women lawyers to address immediately-actionable items which had been included in independent submissions to the AHRC made by the various women lawyers' associations.

Finally, the 2019/2020 AWL strategic maintains a strong focus on addressing both sexual harassment and the gender pay gap in the legal profession. In that later regard, I remain the AWL's representative on the Foundation Board of the Australian Gender Equality Council (AGEC). The AGECE conducted a national forum in Melbourne in April at which drafting of the organisation's manifesto commenced. Once finalised, this will be circulated via AWL to all women lawyers' associations.

Year in Review

MEDIA REPORT

- Katrina Mawer, WLAQ Media Advisor & Solicitor, Barry.Nilsson Lawyers

In 2018, WLAQ Media continued to expand its reach in connecting women across all areas of our profession to events, inspiring content and each other. WLAQ now reaches over 800 accounts on Twitter, 1,200 on LinkedIn and 3,000 on Facebook. In 2018, we increased our followers by some 36% across all social media platforms.

Last year, we began utilising Facebook Event pages to better connect with our membership base. These pages allow our members to easily indicate their interest, purchase tickets and share events with their extended networks. The aim is to connect WLAQ members and non-members alike in targeted events for their practice area or area of interest. Expanding our focus to the regions, WLAQ Media developed specific Facebook groups for our regional areas including the Wide Bay, Ipswich, Rockhampton, Sunshine Coast, Atherton Tablelands, Cairns, Mackay, Townsville, Gold Coast and the Darling Downs region. The purpose of these groups was to better engage with our regional members, notify them of region-specific events and promote open discussion. WLAQ also created its first practice-area specific Facebook group for female criminal lawyers. These groups provide an opportunity for members to privately interact with each other, share industry news and communicate regarding events.

WLAQ Media is proud to use its platform in the community to inspire, connect and support women of all levels of our profession. It is our hope that WLAQ's social platforms encourage members (and non-members) to reach out, engage, start a conversation and lean in to the issues facing our profession.

ADVOCACY REPORT

- Jessica McClymont, WLAQ Vice-President & Barrister, Hemmant's List

WLAQ continued to actively undertake work to support women in the profession. One of WLAQ's most successful initiatives is that of its Female Barristers List, which is a resource for those seeking to pursue equitable briefing of the bar.

WLAQ received a number of notifications of legislative changes and enquiries including a request to provide a submission regarding the amendments to the Review into termination of pregnancy laws in Queensland. 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 interest.

WLAQ will continue to be involved in responding to proposed legislative changes and matters concerning our members. The Management Committee look forward to working with its members on any areas of the profession that are a cause for concern.

Year in Review

DIVERSITY REPORT

- Nicole Morgan, Chair of Diversity & Senior Associate, MinterEllison

Consistent with the objective of WLAQ's Diversity Committee to ensure diversity of women in all levels and areas in the legal profession and to ensure women in law are not leaving the profession due to a lack of proper systems and support which would allow them to continue working, WLAQ's Diversity Committee focussed its strategic efforts on the following initiatives :

- In celebration of WLAQ's 40th anniversary, on International Women's Day 2018, WLAQ launched its inaugural WLAQ's Inspo List, by releasing a list of women that have inspired the WLAQ Committee over the course of their careers. The WLAQ Inspo List was released for the first time in 2018 and was welcomed by many (so much so, it crashed our website!).
- Recognising and supporting pregnant barristers by tailoring a Bar jacket (with the assistance of The Fitting Room on Edward) so that it could be used by pregnant barristers throughout the later stages of their pregnancy. The jacket has been tailored to include an 'expanding pleat' at the back of the jacket to allow for it to be used by women at all stages of their pregnancy, while keeping the fit of the jacket as comfortable and flattering as possible. Since its release, the jacket has been used by a number of practitioners.
- Encouraging and promoting diversity in the regions by appointing engaged and motivated regional Ambassadors, consistent with our WLAQ strategic objective to increase the focus and support for female practitioners in regional areas. WLAQ is on track to have completed its objective of holding at least one event per region throughout Queensland in FY2019.
- Launching the WLAQ Parental Leave survey, in order to understand what was being offered in the industry to achieve awareness amongst our members and amongst employers about this very important issue. These results were published in FY2019.

In addition to our events throughout the year including WLAQ's Family, Career & Life: It's your choice seminar held in August 2018 where speakers shared their real life stories and expertise about family, career and life matters, and our Ladder mentoring program, WLAQ is committed to diversity initiatives through our online resources.

WLAQ is a signatory to the Law Council of Australia's National Model Gender Equitable Briefing Policy and WLAQ has produced and maintains, on its website, a Female Barristers List, to assist lawyers with equitable briefing practices by finding a female barrister to consider briefing in a specified practice area.

Additionally, WLAQ's website provides information on Flexible Work Practices, and its Friends of WLAQ initiative is designed to provide support to women more than 7 years PAE by having access to a verified list of people (female and male) from the legal profession who they can call on to discuss any issues. WLAQ also supports the work of Circle In, which provides practical assistance for those returning to work and workplace strategy.

WLAQ thanks and acknowledges all of those who contributed to its Diversity initiatives in 2018.

Year in Review

STUDENT REPORT

- Emma Lewis, Student Representative

The role of the Student Representative is to facilitate connections with law students throughout Queensland and provide support to other Committee members, such as the Social Secretary, in the planning of events.

2018 was a great year for student engagement with WLAQ. The QLS Careers Expo in March 2018 was a highlight with WLAQ operating a booth and speaking with students throughout the day. Committee members volunteered their time to discuss the role of WLAQ, benefits of membership and operation of the Mentoring Program. The Mentoring Program proved particularly interesting to many attendees who were looking for female mentors within the profession. Attendees were also able to place their name on the WLAQ mailing list with the potential to win free WLAQ membership for one year. Over 100 names were added to the list on that day. WLAQ also provided merchandise to all of those who visited the booth.

The Una Prentice Awards provided a fantastic opportunity for the female law students with the highest GPA from each law school in the State to come together for a night of celebration. It is clear that female law students are continuing to engage with the legal profession both within and outside of their studies and are achieving phenomenal results. Many faculty members from represented law schools were also in attendance.

It is hoped into next year that student engagement continues to grow with a view to further expand our profile within the student community and foster connections with law schools across Queensland.

UNA PRENTICE AWARDS

Central Queensland University - Jessica McDonald

University of the Sunshine Coast - Beth McKenna

Griffith University - Siew Lau

Queensland University of Technology - Eliza Burke

University of Queensland - Zoe Brereton & Hannah Williams

Bond University - Georgina Buckley

University of Southern Queensland - Djordja Vico

James Cook University - Tamara Hage



Year in Review

SOCIAL SECRETARY REPORT

- Joey McKenzie, Social Secretary & Group Legal Counsel, ALS Global

In 2018 WLAQ increased the number of events it hosted, with a focus on the regional areas. The Committee has been incredibly excited about its regional events and sees this as a step towards achieving a strong network within our regional communities.

February started with our Toowoomba Inter-Professional Event which had over 50 registrations. In March, WLAQ and the Far North Queensland Law Association co-hosted its International Women's Day Breakfast. WLAQ was present at the QLS Careers Expo and engaged with a number of students, and our FY2018 President attended the Governor's International Women's Day Afternoon Tea with a mentee.

In April, we held our annual Una Prentice Awards and launched our Mentoring Program for the year, where WLAQ's Una Prentice Memorial Trust Patron, the Hon Justice Debra Mullins, attended to present each recipient with their award. This event was held at the University of Queensland to commemorate the 80th anniversary of the graduation of Una Prentice from the law school. In May, WLAQ and Pride in Law co-hosted a breakfast with Magistrate Strofield and Florence Chen as guest speakers discussing Managing Domestic Violence matters in an LGBTI setting. Our Cairns and Townsville Inter-professional Networking events followed in June.

July saw a successful *Voice of Influence Advocacy Training* event and in August, we held our *Family, Career & Life: It's Your Choice* event which had an amazing turn out and received an overwhelmingly positive response to the topic and our guest speakers.

WLAQ also sponsored a member to attend the Biannual Australian Women Lawyers Conference in Sydney in August. With the warmer weather, WLAQ re-ignited its monthly Brisbane Breakfast Club which continues to receive wonderful feedback from our members, who enjoy the casual and easy way to connect with other members in the profession.

September saw the annual Women at the Bar Event which was a fantastic opportunity for lawyers and barristers to connect and to hear from Darlene Skennar QC. Our Rockhampton Ambassador hosted a successful networking function for our lawyers in the Rockhampton Region.

In October, WLAQ hosted its 40th Annual Gala Awards Dinner, which was a fantastic celebration of some of our incredible colleagues in the profession and the work WLAQ has accomplished in the last 40 years. In November, WLAQ hosted its Rockhampton Networking Function and some of our Committee attended the Legal Profession Breakfast in support of White Ribbon. In December, we rested!

As always, the Committee was absolutely thrilled with the success of the events held in 2018 as well as the response to the quality and calibre of guest speakers, panellists and workshop hosts who worked alongside the WLAQ to deliver inspiring content to uplift our members.

Year in Review

REGIONAL REPORT

- Stephanie Williams, Northern Regional Representative & Barrister, Endeavour Chambers

- Catherine Cheek, Southern Regional Representative & Special Counsel, Clewett Lawyers

2018 saw continued growth WLAQ's regional presence. WLAQ Ambassadors (who were first announced in late 2017 and formally began their duties in January 2018) engaged with members and co-ordinated breakfasts with guest speakers, lunches, coffee catch ups and after work networking opportunities across all regions.

An inter-professional networking event was held in Toowoomba, and was, once again, a sell-out. WLAQ also sponsored the sold out Downs & South Western Queensland Law Association Ladies in Law Luncheon at which Ann-Maree David spoke as the WLAQ representative. In Cairns, WLAQ continued its association with the Far North Queensland Law Association in co-hosting the annual International Women's Day breakfast. Cairns also commenced holding a monthly lunch club.

Inter-Professional networking events were held in Townsville and Cairns in June 2018. On the Sunshine Coast, WLAQ held a Senior Women-in-Law Lunch and looked to reengage with past members. Rockhampton held breakfast/lunch clubs and a networking function.

Overall, WLAQ, with its first regional President, is proud of the successful rollout of its regional event program.

The year ahead

STRATEGY 2019-2021

In 2019, WLAQ will release its 2019-2021 Strategy, where it will update its key objectives. Other 2019 projects include:

- release of the WLAQ Parental Leave Survey Report.
- focused events targeting specific practice areas and interest groups, including female criminal lawyers.
- knowledge sharing through the *How to Manage the Juggle* panel event.
- hosting Professor Knake for the *Shortlisted: Women, Diversity & the US Supreme Court*, with The Centre for Legal Innovation.
- the biannual Gender Diversity Forum, held in conjunction with the AGM.
- the launch of the In-Practice Queries on WLAQ's website, providing responses to general career pathway questions.

The Annual Awards Dinner will be another highlight with LegalAid Queensland to again present its Equitable Briefing Award.

The year ahead

FY2019 COMMITTEE

Executive Committee:

President | Jamie Shine, National Special Counsel, Shine Lawyers

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

Vice-President | Jessica McClymont, Barrister

Treasurer | Nichola Di Muzio, Special Counsel, Thynne + Macartney

Secretary | Naomi Benton, Senior Associate, McCullough Robertson

Immediate Past President | Cassandra Heilbronn, Regulation Legal Manager, Royal Commission for AIUIa

Management Committee:

Lauren Austin, Associate, Wilson Lawyers

Catherine Cheek, Special Counsel, Clewett Lawyers

Sarah Ford, Associate, Gilshenan & Luton Lawyers

Jessica Goldie, Barrister

Emma Lewis, Student, Queensland University of Technology (Student Representative)

Sandra Lim, Special Counsel, Shine Lawyers

Katrina Mawer, Solicitor, Barry Nilsson

Nicole Morgan, Senior Associate, MinterEllison

Jessica Popple, Solicitor, Cooroy Legal Centre

Stephanie Williams, Barrister

HONORARY MEMBERS

The following members were appointed Honorary Members at the AGM for 2018, held 20 June 2019:

The Hon Justice Ann Lyons - Senior Judge Administrator, Supreme Court of Queensland

Rebecca Treston QC - President, Bar Association of Queensland



2018 AWARDS DINNER



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