

2017

ANNUAL REPORT

PREPARED BY

**WOMEN LAWYERS
ASSOCIATION OF
QUEENSLAND INC**

www.wlaq.com.au
admin@wlaq.com.au



PRESIDENT'S REPORT

- Cassandra Heilbronn, WLAQ President & Senior Associate, MinterEllison

Pic: 2017 Award winners with WLAQ President: Tanya Diessel, Kerri Mellifont QC, Cassandra Heilbronn, Clarissa Rayward, Catherine Cheek

With 2016 having a focus on building WLAQ's profile in the legal profession, 2017 had a focus of taking that profile, growing our relationships and implementing a number of new initiatives. Overall, we wanted to take all of the discussion and put it into action.

The WLAQ Breakfast Club has been a great success, particularly in the regions, we launched our WLAQ Ambassador program and named a number of WLAQ Advisors to assist the Committee. Corporate Member, McCullough Robertson, hosted a joint event we held with Pride In Law on Domestic Violence in the LGBTQI+ community and Corporate Partner, Work180 (previously Diverse City Careers) launched their Flexible Working Magazine. Our Gender Diversity Forum, hosted by King & Wood Mallesons (Corporate Member) was a great success.

Other key achievements included the launch of the pregnancy jacket (which is already in use), Australian Women Lawyers' 20th Anniversary Celebrations and our involvement with the launch of the National Domestic Violence Benchbook. We also participated in the Women's Agenda and Baker McKenzie 5 Bold Ideas for shifting the dial on Women in Business by 2020 Report. We have three new honorary members and have renamed our WLAQ Woman Lawyer of the Year Award (see below).

WLAQ has changed its membership structure and we have just launched our new website (finally!). One project I was extremely proud of is the IWD Inspo List (yes that was 2018, but part of the FY2018 Committee's work). Again, stealing some of 2018, but I was very pleased to see that the Bar Association of Queensland became a signatory to the Gender Equitable Briefing Policy, something that WLAQ first encouraged at the end of 2016. I look forward to the Queensland Law Society revisiting its position and hopefully it will too become a signatory. I applaud Legal Aid Queensland who will be presenting its inaugural Equitable Briefing Award at our 40th Gala dinner to be held in October 2018.

Whilst challenging at times, my time as President has above all else been rewarding and I am delighted that the three main objectives of WLAQ, as outlined in its 2015-2018 Strategic Plan have been met. The WLAQ Committee recently held its Annual Strategy Day and the 2019-2021 Strategic Plan is in draft for release later this year. We can only continue to build on the momentum in the profession and continue to encourage positive change.

I look forward to supporting new President, Jamie Shine and I thank those who were on the FY2017 and FY2018 Committee.

2017 Year in Review

FY 2017 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 | Madeline Cameron-Wardleworth, Lawyer, King & Wood Mallesons (Retired Jan 2017)

Secretary | Borcsa Vass, Barrister, Level 27 Chambers

Immediate Past President | Amelia Trotman, Special Counsel, Armstrong Legal (Retired 2016)

Management Committee:

Hannah Limberger-Forte, Law Student at QUT (Student Member Representative) (Retired 2016)

Naomi Benton, Lawyer, McCullough Robertson

Bridget Camilleri, Senior Associate, K&L Gates

Belinda Jeffrey, Associate, Michael Lynch Family Lawyers

Janelle Kerrisk, Partner, Holding Redlich Lawyers

Katrina Mawer, Lawyer, McInnes Wilson

Lauren Scott, Head of Corporate Affairs, Clayton Utz

Jamie Shine, Partner, Shine Lawyers

Stephanie Williams, Barrister, Endeavour Chambers

FY 2018 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:

Jessica Popple, Law Student (Student Member Representative)

Naomi Benton, Lawyer, McCullough Robertson

Belinda Jeffrey, Associate, Michael Lynch Family Lawyers

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

Katrina Mawer, Lawyer, McInnes Wilson

Jamie Shine, National Special Counsel, Shine Lawyers

Joey McKenzie, Solicitor, Colin, Biggers & Paisley

Emily Dux, In-House Counsel, Olam Australia

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

Stephanie Williams, Barrister, Endeavour Chambers

2017 Year in Review

WLAQ ADVISORS

Media: Lauren Scott, Head of Corporate Affairs, Clayton Utz

Diversity: Melanie Shaw, Senior Associate, K&L Gates

WLAQ AMBASSADORS

Sunshine Coast - Samantha Bolton

Toowoomba & Darling Downs - Katrina Pedersen

Mackay - Kim Back

Townsville - Jessica Shuttleworth

Gold Coast - Tiffany Rose

Wide Bay - Edwina Rowan

Cairns - Laura Neil

WLAQ AWARD WINNERS

Woman in Excellence - Chief Justice Susan Kiefel AC, High Court of Australia

Woman Lawyer of the Year - Dr Kerri Mellifont QC, Hemmant's List

Trailblazer of the Year - Clarissa Rayward, Brisbane Family Law Centre

Regional Woman Lawyer of the Year - Catherine Cheek, Clewett Lawyers

Young Woman Lawyer of the Year - Tanya Diessel, Gold Coast Community Legal Centre & Advice Bureau

UNA PRENTICE AWARDS

Central Queensland University - Melissa Ellwood

University of the Sunshine Coast - Rachel Last

Griffith University - Inez Botta-Stanwell

Queensland University of Technology - Chloe McGovern

University of Queensland - Rebecca Morrison

Bond University - Lara Sveinsson

University of Southern Queensland - Jodie Atkin

James Cook University - Toni Millar

JUDICIAL APPOINTMENTS

From June 2016 to date

Magistrate: Clare Kelly, Louise Shepherd, Kerrie O'Callaghan, Belinda Merrin, Philippa Beckinsale, Viviana Keegan

District: Catherine Muir, Nicole Kefford, Jennifer Rosengren, Tracy Fantin

Supreme: Justice Ann Lyons (as Senior Judge Administrator), Sue Brown QC, Judge Helen Bowskill QC, Soraya Ryan QC

Federal: Sarah Derrington (and as ALRC President)

Land Court: Judge Fleur Kingham (as President), Peta Stilgoe OAM

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 2017 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 2017

Statement of Financial Position

As at 31 December 2017

	2017 \$	2016 \$
Current assets		
General – ANZ	276	2,326
General – ANZ	-	13,397
General – Bank Australia	49,211	32,009
Paypal	3,219	2,642
Petty Cash	3,178	2,447
Total current assets	55,884	52,821
Total assets	55,884	52,821
Total liabilities	-	-
Net assets	55,884	52,821
Equity		
Retained earnings	55,884	52,821
Total equity	55,884	52,821

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 2017

Statement of Financial Position

As at 31 December 2017

	2017 \$	2016 \$
Current assets		
Beryl Donkin - ANZ Term deposit	22,445	22,056
Total current assets	22,445	22,056
Total assets	22,445	22,056
Total liabilities	-	-
Net assets	22,445	22,056
Equity		
Retained earnings	22,445	22,056
Total equity	22,445	22,056

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 2017

Statement of Financial Position

As at 31 December 2017

	2017 \$	2016 \$
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

- Borcsa Vass, WLAQ Secretary & Barrister, Level 27 Chambers

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 nine 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 2016 AGM were provided at the AGM and are available for review by any member.

MEMBERSHIP REPORT

- Naomi Benton, WLAQ Membership Co-Ordinator & Lawyer, McCullough Robertson

WLAQ's membership continues to remain stable, particularly with the introduction of Corporate memberships at the start of FY2017.

Membership type	Number
Student	69
Admitted under 3 years	52
General	118
Regional	26
Corporate	4
Total	269

Effective June 2018, WLAQ has redrafted its membership categories to better reflect the makeup of Queensland's legal profession. The membership categories are:

- Student: for those studying a law degree, with membership valid until graduation
- Junior: for all graduates up until they are 3 PAE
- CLC & NFP: for all members employed by a Community Legal Centre or Not-For-Profit
- Regional: for all members of live outside a 50km radius from Brisbane CBD
- Barristers: for all members of the Bar (other than those who qualify for Junior membership)
- General (<15 FTE): for all members who work for a firm with less than 15 FTE (inc support staff)
- General (>15 FTE): for all members who work for a firm with more than 15 FTE (inc support staff)
- Corporate (<15 FTE): for all firms with less than 15 FTE (inc support staff)
- Corporate (>15 FTE): for all firms with more than 15 FTE (inc support staff)
- Judicial: for all members who are sitting judicial officers
- Retired: for all members who have now retired from the profession

Year in Review

AWL REPORT

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

Australian Women Lawyers is the peak body for women lawyers associations throughout Australia. The Patron of AWL is the Honourable Susan Kiefel QC, AC, Chief Justice of Australia. The AWL seeks to raise awareness and provoke discussion about issues facing women lawyers such as the gender way age and sexual harassment.

The current board comprises:

President: Ann-Maree David Vice President, WLAQ

Vice-President: Lee-May Saw WLANSW

Secretary Diana Price VBA

Treasurer: Adrienne Morton President, TWL

Directors: Anne Wood WLAWA; Bianca Quan Immediate Past Convenor, VWL; Rosslyn Chenoweth NTWLA; Leah Marrone President, WLASA; and Liana Westcott ACTWLA

The Board conducts meetings monthly by teleconference and meets in person once each year. In the current reporting period, the Board met face to face in Brisbane to conduct a strategic planning meeting.

As well as issuing press releases through traditional channels, it utilises social media platforms including Facebook Twitter and LinkedIn to curate and share relevant information. During the reporting period, AWL has also been building a new website.

The major project on foot in 2018 is the Biannual AWL National Conference which is scheduled to take place at the Sydney Sofitel Hotel from 24-26 August. WLAQ President, Cassandra Heilbronn is a speaker at the conference. WLAQ will fund attendance at the conference by both the President and the AWL Representative. WLAQ will also sponsor one Queensland woman lawyer to attend on merit.

In September 2017, AWL celebrated its 20th anniversary with a gala dinner in Melbourne. There was no biannual conference held in 2017, however is being hosted in Sydney from 24 August 2018.



Year in Review

MEDIA REPORT

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

In the 2017 financial year, WLAQ Media worked to provide inspiring stories that moved members to take action - to donate, to participate and to push for progress. We reached 591 followers on Twitter, 779 on LinkedIn and over 2,300 on Facebook, with a consistent weekly engagement of over 3,000 people on Facebook.

We utilised our platform to promote stories that raised much-needed funds for charities and awareness on important issues affecting women. We focused on providing content written by women, for women.

We were pleased to promote inspiring Queensland women via our social media channels. Some of our highlight reel included our WLAQ Vice-President Ann-Maree David being awarded the Queensland Law Society Agnes McWhinney Award; Former WLAQ Committee Member Genevieve Dee participating in the Dancing CEO event to raise much-needed funds for the Women's Legal Service; WLAQ Member Elizabeth Shearer being appointed to Queensland's Professional Standards Council; and WLAQ Vice-President Amanda Stoker being appointed as a Senator for Queensland.

We also promoted incredible initiatives that benefited our members and the wider legal community. These included the introduction of a pregnancy bar jacket specially tailored by The Fitting Room on Edward, the 2018 WLAQ Ladder Mentoring Program and the NAIDOC Because of Her, We Can eBook (to name a few).

We continued our affiliation with Femeconomy, which allowed members to access interesting opinion pieces on parental leave, work/life balance and self-belief. We regularly featured female leaders from a broad range of businesses including media, law, academia and consultancy in an effort to inspire and drive change.

One of our great successes was the introduction of the IWD Inspo List in celebration of International Women's Day. The IWD Inspo List featured inspiring women across the profession from academics, barristers and community leaders. The influx in traffic of those accessing the List overloaded and crashed our website, twice! It inspired our members and touched all levels of the profession.

In short, in the 2017 financial year the WLAQ Media utilised technology to connect thousands of women to inspiring and uplifting content each week. In 2018, WLAQ Media continue to connect, inspire and support our members with stories tailored to the female experience.

You can follow WLAQ on Facebook, Twitter and LinkedIn
using @WLAQInc.

Year in Review

REGIONAL REPORT

- Stephanie Williams, Regional Representative & Barrister, Endeavour Chambers

2017 saw a growth in regional presence for WLAQ. For the first time WLAQ appointed ambassadors in Toowoomba, Mackay, Rockhampton, Townsville, Wide Bay, Sunshine Coast, Gold Coast and the Atherton Tablelands. The regional ambassadors have each been successfully coordinating local events and engaging regional members. Events have included breakfasts with guest speakers, lunches, coffee catch ups and after work networking.

Inter-professional networking events were held in Toowoomba, Townsville and Cairns. All three events were well attended (with Toowoomba a sell-out) and are likely to become fixtures on the annual WLAQ regional events calendar. In Cairns, WLAQ continued its association with the Far North Queensland Law Association in co-hosting the annual International Women's Day breakfast.

SOCIAL SECRETARY REPORT

- Joey McKenzie, Social Secretary & Lawyer, Colin, Biggers & Paisley

WLAQ held a number of successful events over the past year including:

- In 2017, the WLAQ launched its Breakfast Club in Brisbane, and later rolled out to Toowoomba and Cairns.
- In September, WLAQ hosted a workshop with Ellie Rentoul on planning your best life and career. The event was an informative and interactive session where attendees discussed strategies for overcoming issues and supporting other members of the profession. It was an event which received substantial interest and had sold out.
- In September, WLAQ hosted its Women at the Bar Event. Vicky Loury QC spoke at the event which received a great turnout and was well received by women at the bar.
- On 28 October 2017, WLAQ held its 39th Annual Awards Dinner at the Sofitel. The event was a complete success and a brilliant night with WLAQ generating 5 corporate sponsors and selling 245 tickets. The event was a fantastic opportunity to introduce a new 'Trailblazer' award which was won by Clarissa Rayward of Brisbane Family Law Centre. WLAQ also raised approximately \$5,000 from its raffle in support of the Womens Legal Service.
- Most recently, in May, WLAQ hosted a breakfast seminar in collaboration with Pride in Law. Magistrate Strofield spoke to Domestic Violence issues in an LGBTQI+ setting. This was an extremely successful event and was well received within the profession.

All in all the past year has seen WLAQ host some incredibly successful and well-attended events and I look forward to continuing to assist the WLAQ with its event success in the new year.

Year in Review

STUDENT REPORT

- Jessica Popple, Student Representative

The main role of the Student Rep was to facilitate the QLS Careers Expo with the Social Secretary. This involved being at the expo itself and compiling photos and the achievements of WLAQ over the past 12 months into a PowerPoint presentation that was shown at our stall.

At the Expo, committee members spoke with students who were interested in “what WLAQ is” and what our roles both in the committee and the profession was. It was fantastic to be able to provide the students with an insight into the work that WLAQ does, how they can get involved, as well as explain to them the Ladder Program. Following from the event, we signed 131 people up to the email list. This number included some Academics that were in attendance and a few male students as well. In signing up to the mailing list, students received a WLAQ journal and pen.

We also engaged student volunteers using connections through the Australian Law Students' Association, which again raised WLAQ's profile within the law student community.

ADVOCACY REPORT

- Borcsa Vass, WLAQ Secretary & Barrister, Level 27 Chambers

This past 12 months saw a continuation of support for initiatives established in the previous financial year such as the female barristers list and partnerships with Femeconomy and Diverse City Careers which is now Work 180.

On International Women Day, we released an Inspo List of the women who have inspired the WLAQ committee. It was originally intended to be a list of about 20 women, but it was almost impossible to narrow down to this number.

WLAQ extended our support to the LGBTIQ community by hosting an event with Pride in Law. The breakfast, which Joey will speak more about, was extremely well-attended and I was very pleased to see the level of support being extended to the LGBTIQ community in the law by its allies. I look forward to seeing this support continue.

Share the Dignity is another organisation that WLAQ promoted over the past year, and we note the contribution of a number of WLAQ members to this initiative.

Finally, another exciting addition to WLAQ this past financial year was the pregnancy jacket. It has already been taken up by two legal aid barristers who frequently appear in court and are in the third trimester of their pregnancies. We are so pleased that this initiative has been able to help these women at this special time in their lives.

The year ahead

DIVERSITY REPORT

- Jaime Shine, Chair of Diversity & National Special Counsel, Shine Lawyers

The objective of the diversity committee is to ensure women in law aren't leaving the profession unnecessarily.

In order to achieve this objective we need to understand what challenges women are facing in the workforce and the reasons why they are leaving so as to be able to provide practical solutions to assist them make the right choices for them. WLAQ already has information available on its website such as the page on Flexible Working Arrangements and our "Friends of WLAQ" resource page allowing senior women access to a support network of senior advisors.

This year the diversity committee has been heavily engaged in strategic planning of future projects in order to lay the foundation for the year to come. Thank you to Melanie Shaw QC for their input into these strategic planning meetings.

The strategic plan is to roll out initiatives which include:-

1. Launching of the WLAQ Parental Leave survey, in order to understand what is being offered in the industry to achieve awareness amongst our members and amongst employers about what is being offered in the industry;
2. Website resources and information. With the launch of our new website the WLAQ Committee intends to use this platform to provide information to its members so they can make informed choices about careers. This includes:-
 - (a) Arming them with policy information or directing them on how to get this information. Whether that be in relation to Domestic Violence Leave policies, or providing the answers to questions women in law frequently ask.
 - (b) Launching the Career Pathways section of the website which will provide information to members on what options are available to them at different stages of their careers and providing resources and information on how to get there.
3. Educational seminars: such as "Family, Career & Life: It's Your Choice seminar" being held on 9 August 2018 where we will hear from three guest speakers on issues such as childfree careers, medical science and freezing your eggs and stories on the path to partnership and surrogacy. The Committee has also been planning other initiatives that will aid in the promotion and elevation of women to senior roles.

I am looking forward to leading the Committee for FY2019 and representing the women in Queensland's legal profession.

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, Lawyer, McCullough Robertson

immediate Past President | Cassandra Heilbronn, Senior Associate, MinterEllison

Management Committee:

Lauren Austin, Lawyer, Wilson Lawyers

Catherine Cheek, Special Counsel, Clewett Lawyers

Emily Dux, In-House Counsel, Olam Australia

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

Katrina Mawer, Solicitor, Barry Nilsson

Joey McKenzie, Solicitor, Colin, Biggers & Paisley

Nicole Morgan, Senior Associate, MinterEllison

Stephanie Williams, Barrister (Regional Representative)

Rebecca Smith, Solicitor, King & Wood Mallesons

HONORARY MEMBERS

The following members were appointed Honorary Members at the 2018 AGM:

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

WLAQ is excited to announce that the Woman Lawyer of the Year Award has been renamed the

LENEEN FORDE AC WLAQ WOMAN LAWYER OF THE YEAR AWARD

in honour of our inaugural President.

2017 AWARDS DINNER



WOMEN LAWYERS ASSOCIATION OF QUEENSLAND INC

www.wlaq.com.au
admin@wlaq.com.au