



**2020
Vision:
In Focus**

**Program
AWL National
Conference
28 AUG 2020**



Program

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Welcome

by the AWL President
Adrienne Morton

.....
12:00 PM - 12:05 PM (AEST)



Adrienne Morton

Adrienne is President of AWL and Immediate-Past President of Tasmanian Women Lawyers. Adrienne uses her personal experience as a Chinese-Australian to promote diversity both in the law and the public sector. During her time with AWL she has built relationships with other women lawyer organisations across the Asia-Pacific region and as far away as Iceland.

Adrienne is a Senior Legal Officer and Member of the Mental Health Tribunal (Tas) and has made a career in the public sector with a focus on public law. She is an alumni of the University of Tasmania and the Queensland University of Technology with qualifications in law and public sector management. She has previously been on the board of Women's Health Tasmania, a member of the Employment and Equal Opportunity committee of the Law Society of Tasmania and participated in the inaugural Asian Australian Leadership Summit in 2019. Adrienne is using her platform to bring about real change in the incidence of sexual harassment in the legal profession and promote healthier workplaces for lawyers.

Keynote

by Nyadol Nyuon

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12:05 PM - 12:35 PM (AEST)



Nyadol Nyuon

Nyadol Nyuon is a lawyer, community advocate, writer, and accomplished public speaker.

Nyadol was born in a refugee camp in Itang, Ethiopia, and raised in Kakuma Refugee camp, Kenya. In 2005, at the age of eighteen, she moved to Australia as a refugee. Since then, Nyadol has completed a Bachelor of Arts from Victoria University and a Juris Doctor from the University of Melbourne. She now works as a commercial litigator with Arnold Bloch Leibler.

Nyadol is a vocal advocate for human rights, multiculturalism, the settlement of people with refugee experiences and those seeking asylum. She has worked and volunteered extensively in these areas with a range of organisations.

In both 2011 and 2014, Nyadol was nominated as one of the hundred most influential African Australians. In 2016, she was the recipient of the Future Justice Prize. In 2018 her efforts to combat racism were widely recognised, with achievements including the Australian Human Rights Commission's Racism. It Stops With Me Award.

Session 1

Vision for a Better Future Intersectional Law Reform

1:05 PM - 1:35 PM (AEST)

Speakers : Leah Marrone (chair),
Mariam Veiszadeh , Natalie Wade , Anna Brown OAM

A snapshot of current law and policy reform in areas that the panellists are working in (Human Rights, particularly: CALD, Diversity, Disability, LGBTIQ+) and a discussion around how women lawyers can use their skills to assist in these law reform efforts.



Leah Marrone

Leah Marrone is the Vice President of Australian Women Lawyers Ltd. and is a past President of the Women Lawyer's Association of SA Inc., a role that she held for three years. Leah is on the Equal Opportunity Committee of the Law Council of Australia and has been advocating for strategies to address sexual harassment in the profession, including authoring a paper on this after consultation with women lawyers across the country.

Leah is also an alumni fellow and member of the Alumni Council of the University of Adelaide and former member of the Premier's Council for Women. Leah is a practising Solicitor and Barrister in South Australia has practised across a number of areas for over 13 years, primarily in employment, discrimination, administrative, and criminal law and is currently on maternity leave with her first child.

Leah has been a recipient of the Law Society of SA's Gender Equity in Law Award and was last year named on the South Australian Women's Honour Roll for her work and advocacy for women's rights and other social justice causes.



Mariam Veiszadeh

Mariam Veiszadeh is an Inclusion & Diversity practitioner, lawyer, social commentator and an award-winning rights champion.

With just under a decade's experience in the legal industry, she has worked across a wide range of legal practice areas including Compliance and Regulatory, Litigation, Commercial Contracts and Consumer Credit. Her most recent roles in the Diversity & Inclusion space allows her to leverage her experience and strengths to engage employees and drive change in the workplace as well as in broader society.

As a passionate Diversity & Inclusion practitioner, Mariam has established herself as an energetic and resourceful change maker by continuously going above and beyond her day job to influence positive change in society. Her influence is felt in the many initiatives she promotes across her social media platforms in which she collectively has close to 50,000 followers.

Mariam is passionate about ensuring that Corporate Australia walks the walk when it comes to inclusion and diversity.



Natalie Wade

Natalie Wade is the Founder and Principal Lawyer of Equality Lawyers. Equality Lawyers is a boutique law firm that provides everyday legal services to people with disabilities, their families and supporters. Natalie has a over a decade of disability advocacy experience in South Australia and across Australia, and has seen her hold leadership roles in the law reform to allow people with communication disabilities to give evidence in South Australian courts, on the campaign to end violence against women and girls, especially those with disabilities and to create greater awareness and visibility of legal practitioners with disabilities within the profession.

In addition to her work with Equality Lawyers, Natalie is currently the Expert Adviser on the Disability Royal Commission for the Australian Federation of Disability Organisations. In this role, Natalie is determined to see significant public policy and law reform that stops the intergenerational experience of violence, abuse, neglect and exploitation of people with disabilities throughout Australia.



Anna Brown

Anna Brown OAM is a lawyer, activist and founding Chief Executive Officer of Equality Australia, a national organisation dedicated to equality for LGBTIQ+ people. Her fingerprints are on nearly every major reform for LGBTIQ+ people in recent years including playing a crucial role in achieving marriage equality as Co-Chair of the YES campaign and running the challenge against the postal survey in the High Court. Anna has been instrumental in hard fought battles to secure federal LGBTI discrimination protections, improve access to birth certificates for trans people, remove discriminatory laws across the country and right historical wrongs by establishing schemes to erase historical homosexual offences. Anna's legal work has helped to ensure that young trans people can access vital hormone treatment without the cost and delay of going to court, advanced marriage equality and furthered legal recognition of sex and gender diversity.

She was named one of Australia's top 10 influential women by the Australian Financial Review in 2019 and was Victorian GLBTI person of the year in 2014.



Session 2

Clear Vision Women in the Criminal Justice System

2:05 PM - 2:45 PM (AEST)

Speakers : Astrid Haban-Beer & Rosslyn Chenoweth (Co-Chairs)
Jillian Prior, Pauline Wright, Leanne Liddle

Women represent a particularly vulnerable minority of all persons incarcerated in Australia. The criminogenic profile of women prisoners is distinct from male prisoners, in that the majority of women prisoners are victims of abuse. The experience of Indigenous women in the criminal justice system is particularly acute, with even higher rates of suffering trauma and family violence than non-Indigenous women. This session will discuss some of the issues facing women in the continuum of the criminal justice system, with a panel of experienced practitioners sharing their wisdom across practice in Victoria, the Northern Territory, and New South Wales.



Astrid Haban-Beer

Astrid Haban-Beer is a criminal law and public law barrister on Dever's List, based in Melbourne. She defends and prosecutes. Astrid appears in a wide range of matters including trials and plea hearings related to mental impairment, violent crimes against the person, sexual offences, terrorism and white-collar crimes. Astrid splits her work between Melbourne, Canberra and Sydney.

Astrid is the Treasurer of Australian Women Lawyers Ltd and she is on the board of the Women Barristers Association. She is also a former Convener of VWL. Astrid is a gender and diversity advocate with a particular interest in the voices of culturally and linguistically diverse women.

Astrid was named as the 'professions' winner of the inaugural 40 Under 40 Most Influential Asian-Australian Leadership Awards in 2019.



Rosslyn Chenoweth

Ros Chenoweth is former President of the NT Women Lawyers Association and currently holds the position of Secretary of the AWL. She is the Director, Crimes Victims Services Unit with the Northern Territory Department of the Attorney-General and Justice. This unit administers the NT financial assistance scheme for victims of crime, the victims register and coordinates the NT response under the National Redress Scheme for survivors of institutional child abuse.

Ros has degrees in Arts and Law from the University of Adelaide but has been working in the Territory since 1995. She has worked in the NT public service in a range of legal, policy, and management positions, most notably as a senior legal policy lawyer advising government and developing a range of legislative reforms from serious sex offender management, alcohol regulation and same-sex reforms. She also spent four years as a legislative drafter with the Office of the Parliamentary Counsel.



Jillian Prior

Jillian is the inaugural Principal Legal Officer of Law and Advocacy Centre for Women. Jillian was previously the Principal Legal Officer at the Victorian Aboriginal Legal Service. There, she worked for over 10 years, where she advised and appeared on behalf of clients across multiple jurisdictions. She managed the legal practice, comprising 21 lawyers across the criminal, family law and civil law practice areas, in addition to support staff. From there she acted as the Principal Legal Officer with the Aboriginal Family Violence Prevention and Legal Service, contributing to the organisation's growth and with the response to the Royal Commission into Family Violence.

Jillian's unyielding commitment and dedication to her work has made her a well-known and respected public figure, both in and outside legal circles.



Pauline Wright

Pauline is the President of the Law Council of Australia. She is a partner/principal of PJ Donnellan & Co Solicitors on the NSW Central Coast and is an accredited specialist in Environmental Planning & Development Law.

She was President of the NSW Council for Civil Liberties in 2018 to 2019, only the second woman to be elected to that role. Pauline was President of the Law Society of NSW in 2017 after serving on the Council of the Law Society for many years, where she served as the long-term chair of the Environmental Planning & Development and Criminal Law committees.

Pauline was the President of the Urban Development Institute of Australia Central Coast Chapter from 2010 until 2016. She was appointed as a director of the Law Council of Australia in 2016, having sat on a number of key committees including National Criminal Law, Access to Justice and Equal Opportunity in the Law. She is a past Vice President of NSW Women Lawyers and Executive member of NSW Young Lawyers. Pauline is a former Board member of Legal Aid NSW and continues to serve on Legal Aid's Human Rights and Monitoring committees.



Leanne Liddle

Leanne is an Arrernte woman born and raised in Alice Springs with academic qualifications in Environmental Science, Law and Management. Despite these formal qualifications, Leanne believes her grandmother and great-grandmother were the source of her most important knowledge and learnings because they taught her about traditional land management skills, particularly with the use of fire. Leanne is grateful for these rich and diverse learnings and the many other opportunities and support she has received that have made her personal journey a little easier. Her passion is to improve the human rights of others and provide a voice for those who need to be heard.

Leanne has served in many senior public service roles, including within the Department for Premier and Cabinet as Manager of Food Security for Aboriginal communities in South Australia. She was also the first Aboriginal female police officer in South Australia. Since returning to Darwin, Leanne has worked as the Senior Policy Advisor for the Northern Land Council and the Principal Legal Policy Officer in the Department of the Attorney-General and Justice. Leanne is now the Director of the Aboriginal Justice Unit where she is working with a small team to deliver the first NT Aboriginal Justice Agreement.

Session 3

Career Vision: Seizing the Opportunities Now available

3:05 PM - 3:35 PM (AEST)

Speaker : Charmaine Tsang (Chair),
Libby Lyons, Felicia Tan

A discussion on the role flexibility plays in driving and enabling gender equality in the legal profession and whether there are any gendered effects of COVID-19 working from home arrangements, and an exploration of the practical steps to take to change perceptions around flexible working arrangements for a post-COVID-19 world.



Charmaine Tsang

Charmaine Tsang is a Partner of HFW Australia and heads the Workplace Relations team in Perth. Charmaine is an experienced adviser in front end and back end employment, industrial relations and occupational health and safety matters. She represents clients in the mining and resources, engineering and construction, asset maintenance and manufacturing sectors, as well as in commercial and professional services and the health and aged care sectors.

Charmaine is also a director of Australian Women Lawyers Ltd, a member of the Law Council of Australia's Equal Opportunity Committee, chair of the Law Society of WA's Joint Law Society Women Lawyers Committee, member of the Law Society of WA's Human Rights and Equal Opportunity Committee, committee member of the WA Branch of the Asian Australian Lawyers Association and chair of the WA Branch's events subcommittee, and immediate past president of Women Lawyers of Western Australia Inc.

Charmaine was the recipient of the AALA WA Chapter's Partner of the Year Award for 2018. She was recognised for her significant contribution towards promoting cultural diversity in the legal profession.



Libby Lyons

"Libby Lyons was appointed Director of the Workplace Gender Equality Agency in October 2015. She oversees the statutory reporting process that gathers gender equality data from more than 10,000 employers, covering more than 4 million employees.

Libby was listed in Apolitical's 100 Most Influential People Working in Gender Policy for both 2018 and 2019 and was featured in 200 women who will change the way you see the world. She is a member of Chief Executive Women and is a proud Ambassador for Honour a Woman, a volunteer organisation working to achieve gender balance in the Australian honours system.

Prior to joining the Agency, Libby had a distinguished career in corporate affairs and government relations, including heading up BHP's Olympic Dam corporate affairs division, as well as senior roles at Atlas Iron, CITIC Pacific Mining, Alcoa of Australia, the Western Power Corporation and Telstra.



Felicia Tan

Felicia is an experienced advocate who specialises in dispute resolution, with a particular focus in commercial, employment and insolvency disputes. Prior to joining TSMP, she spent several years in the dispute resolution department of one of the big four firms, before moving on to head up the China practice at another firm where she represented clients across industry sectors on a full range of legal issues and high-level cases.

From Felicia's dispute resolution background, her clients have come to expect nothing but direct comprehensive and commercially savvy advice, especially since she also spent years as a senior in-house counsel at the Jurong Town Corporation where she had a diverse portfolio advising senior management on projects spanning the divestment of multi-million dollar properties, construction and infrastructure disputes, regulatory compliance and collaborations with other government agencies.

Session 4

Vision in Action Sexual Harassment Law Reform

4:05 PM - 4:55 PM (AEST)

Speaker : Leah Marrone (Chair), The Hon Diana Bryant,
Kate Jenkins, Pauline Wright, Noor Blumer

A discussion of the Respect@Work recommendations as well as other reform ideas for the legal profession and wider community, including AWL's recommendations.



Leah Marrone

Leah Marrone is the Vice President of Australian Women Lawyers Ltd. and is a past President of the Women Lawyer's Association of SA Inc., a role that she held for three years. Leah is on the Equal Opportunity Committee of the Law Council of Australia and has been advocating for strategies to address sexual harassment in the profession, including authoring a paper on this after consultation with women lawyers across the country.

Leah is also an alumni fellow and member of the Alumni Council of the University of Adelaide and former member of the Premier's Council for Women. Leah is a practising Solicitor and Barrister in South Australia has practised across a number of areas for over 13 years, primarily in employment, discrimination, administrative, and criminal law and is currently on maternity leave with her first child.

Leah has been a recipient of the Law Society of SA's Gender Equity in Law Award and was last year named on the South Australian Women's Honour Roll for her work and advocacy for women's rights and other social justice causes.



Honourable Diana Bryant

The Honourable Diana Bryant AO QC is a former Chief Justice of the Family Court of Australia and before her appointment was the inaugural Chief Federal Magistrate of Australia, the head of the Federal Magistrates' Court.

She has practiced in family law since 1977 and retired as Chief Justice on 12 October 2017 reaching the constitutional retirement age of 70. Since, she has continued her deep interest in family law, particularly regarding matters affecting children and families.

Following her retirement she was Judge in Residence at Melbourne law School in 2018 and 2019. She has been chairing an international Working Group at the Hague Conference on Private International Law developing a Guide to Good Practice on the 'grave risk of harm' exception to the Child Abduction Convention and is Chair of the National Centre Against Bullying as well as the World Congress on Family Law and Children's rights. Since 2019 she has been President of the Graduate Union of Melbourne University and she continues to be involved in family law both domestically and internationally.



Kate Jenkins

Kate Jenkins is Australia's Sex Discrimination Commissioner and a member of the Australian Human Rights Commission. Her purpose is to advance gender equality, consistent with the Sex Discrimination Act and the Convention on the Elimination of All Forms of Discrimination Against Women.

Kate is leading a number of projects, including the recently launched report Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces and the Commission's collaborative project on cultural reform with the Australian Defence Force. Kate is also Co-Chair of Play by the Rules, a joint project between human rights agencies and sports commissions to make grass roots sports safe, fair and inclusive.

Prior to joining the Commission, Kate spent three years as the Victorian Equal Opportunity and Human Rights Commissioner, 20 years as lead equal opportunity partner with Herbert Smith Freehills' and many years serving on the boards of Berry Street Victoria, Heide Museum of Modern Art and Carlton Football Club.



Pauline Wright

Pauline is the President of the Law Council of Australia. She is a partner/principal of PJ Donnellan & Co Solicitors on the NSW Central Coast and is an accredited specialist in Environmental Planning & Development Law.

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Noor Blumer

Noor has practised as a personal injury lawyer since 1992 and is a founding partner/director of Blumers Lawyers. She has a Master of Laws from the ANU and is a graduate of the Australian Institute of Company Directors.

Noor is currently a director of Brave Foundation and is a member of the ACT Racing Appeals Tribunal. Noor is a Past President of Australian Lawyers Alliance, the Law Society of the Australian Capital Territory and Australian Women Lawyers.

Noor was the inaugural winner of the ACT Woman Lawyer of the Year in 2016.

Noor likes playing the piano (poorly), playing scrabble and fighting insurance companies.

Concluding Remarks

By the Honorable
Diana Bryant AO QC.

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4:55 PM – 5:15 PM (AEST)



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AWL

Board Members



Adrienne Morton - President, TWL Director

Adrienne is President of AWL and Immediate-Past President of Tasmanian Women Lawyers. Adrienne uses her personal experience as a Chinese-Australian to promote diversity both in the law and the public sector. During her time with AWL she has built relationships with other women lawyer organisations across the Asia-Pacific region and as far away as Iceland.

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Leah Marrone - Vice-President, WLASA Director

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Astrid Haban-Beer - Treasurer, WBA Director

Astrid Haban-Beer is a criminal law and public law barrister on Dever's List, based in Melbourne. She defends and prosecutes. Astrid appears in a wide range of matters including trials and plea hearings related to mental impairment, violent crimes against the person, sexual offences, terrorism and white-collar crimes. Astrid splits her work between Melbourne, Canberra and Sydney.

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Rossllyn Chenoweth – Secretary, WLANT Director

Ros Chenoweth is former President of the NT Women Lawyers Association and currently holds the position of Secretary of the AWL. She is the Director, Crimes Victims Services Unit with the Northern Territory Department of the Attorney-General and Justice. This unit administers the NT financial assistance scheme for victims of crime, the victims register and coordinates the NT response under the National Redress Scheme for survivors of institutional child abuse.

Ros has degrees in Arts and Law from the University of Adelaide but has been working in the Territory since 1995. She has worked in the NT public service in a range of legal, policy, and management positions, most notably as a senior legal policy lawyer advising government and developing a range of legislative reforms from serious sex offender management, alcohol regulation and same-sex reforms. She also spent four years as a legislative drafter with the Office of the Parliamentary Counsel.



Anne Wood – 2020 Conference Convener

Anne Wood is a partner and the section head of the Local Government team at Kott Gunning where she started an articulated clerkship in 2006. Anne is a past President of the Women Lawyers of WA, past WA Director of Australia Women Lawyers and currently is co-opted to the AWL Board as chair of the 2020 Conference Subcommittee.

Prior to law, Anne was a Ministerial Advisor to 3 Ministers for Local Government and one Minister for Planning (not all at the same time!).



Ann-Maree David - Past AWL President, WLQ Director

Ann-Maree David is an Executive Director of The College of Law, the largest provider of practice-focused legal education in Australasia. She has worked in public and corporate sector roles and in private practice as a solicitor.

Ann-Maree serves as a director on multiple boards including Australian Women Lawyers, the Australian Gender Equality Council and the All Hallows' School Board and Foundation Board. She also chairs the Queensland Law Society's Equity & Diversity Committee. Ann-Maree is driven by her passion to see greater diversity and inclusion achieved across all sectors and her work has been recognised through the conferral of awards and honorary memberships.



Kirsty Easdale - WL-ACT Director

Kirsty Easdale is the ACT Director on the AWL Board. Kirsty is a Senior Associate with MinterEllison, and an experienced senior workplace lawyer with expertise across the full spectrum of employment, discrimination and harassment, industrial relations and WHS.

Kirsty is also the President of ALERA ACT and a member of the ACT Law Society's Industrial Relations Committee.



Holly Lam – WLA-NSW Director

Holly Lam is the NSW Director on the Board of AWL, Immediate Past President of the Women Lawyers' Association of NSW and in-house Senior Legal Counsel specialising in disputes and regulatory engagement.

Holly is passionate about the advancement of women in law and leadership with a particular interest in breaking down structural and social barriers faced by lawyer parents.

To this end, Holly advocates for parental leave and parenting equality; flexible work arrangements focused on quality outputs instead of presenteeism; and encouraging men to lean in at home so that there is space and opportunity for women to lean in at work.



Ella Van Der Schans – VWL Director

Ella van der Schans is the Victorian Director of Australian Women Lawyers and the Immediate Past President of Victorian Women Lawyers. She is passionate about gender equality and diversity and supporting women in the law.

Ella is based in Melbourne and works as a commercial lawyer specialising in class action litigation, complex commercial disputes and advisory work. She has expertise in consumer products and product liability, banking and finance and property.

Ella is a valued member of Herbert Smith Freehills' market-leading Dispute Resolution team and is currently seconded to the Australia and New Zealand Banking Group as a Corporate Lawyer in the Commercial and Retail Legal Groups.



Charmaine Tsang – WA Director

Charmaine Tsang is a Partner of HFW Australia and heads the Workplace Relations team in Perth. Charmaine is an experienced adviser in front end and back end employment, industrial relations and occupational health and safety matters. She represents clients in the mining and resources, engineering and construction, asset maintenance and manufacturing sectors, as well as in commercial and professional services and the health and aged care sectors.

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Charmaine was the recipient of the AALA WA Chapter's Partner of the Year Award for 2018. She was recognised for her significant contribution towards promoting cultural diversity in the legal profession.

AWL Board

Thanks you for your attendance



