2022 Annual Report

WOMEN LAWYERS ASSOCIATION OF QUEENSLAND INC.

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PRESIDENT'S REPORT

JESSICA McCLYMONT, WLAQ PRESIDENT & BARRISTER

With 2021 having been the year of cautious and measured reopening after the confines of COVID, 2022 was characterised by exuberant embrace of in-person gatherings to support and celebrate women in law.

The year started with the annual strategic planning meeting to determine the focus of 2022. Resoundingly, Wellbeing was identified as a key priority for women in law, with a number of our committee reporting women felt that working from home, challenges of accessing professional support in the regions, and the need to introduce and reinforce mentoring relationships were areas in which WLAQ could support our members.

Consistent with the focus on Wellbeing, WLAQ is delighted that Ann-Maree David has continued in her role as WLAQ Support Person to provide members with a contact with whom they could discuss bullying or harassment issues. WLAQ has continued the work of creating a model parental leave policy and recently ran a survey of members on flexible work so as to provide quantitative and qualitative data to inform our submissions and work in this area.

The 2022 International Women's Day joint event with the BAQ and QLS was presented in a virtual format due to the risk of COVID-19 infection. The event took the form of a panel discussion, facilitated by Margaret Ridely of QUT, on the topic of #BreaktheBias. The panelists were Dominic McGann, Cate Heyworth-Smith KC and WLAQ Treasurer Amie Mish-Wills who spoke about witnessing bias, systemic bias and effective bias-busting measures. WLAQ 2021/22 President Catherine Cheek had the uplifting role of speaking about the charities that received donations from the organisers of the event, LawRight and North Queensland Women's Legal Service. WLAQ continued its tradition of releasing an "Inspo List" to honour the women who have inspired our Committee on International Women's Day 2022.

During the course of 2022, WLAQ engaged with key stakeholders to ensure that we are well positioned to promote the interests of women lawyers in the State. The Beryl Donkin Memorial Scholarship Fund has taken great strides since it was reinstated in 2021, awarding scholarships in two scholarship rounds during 2022, under the leadership of patron Jennifer McVeigh.

WLAQ held the Una Prentice Awards night in person in 2022, an event hosted by College of Law. The Una Prentice Awards are presented to the highest achieving female graduate of each university in Queensland. The awards were presented by the Hon Justice Debra Mullins AO, patron of the Una Prentice Memorial Trust.

The Ladder Mentoring Program for 2022 was outstandingly supported, and involved the committee organising a large number of mentor/mentee relationships. The enthusiasm with which the women of the profession participated in this programme and the willingness of mentors to share their time and knowledge was inspiring. During 2023, the Committee is excited to return to hosting in-person networking events for participants in the Ladder program.

Our flagship event of the year is the Annual Awards Night and the 44th WLAQ Annual Awards Night in 2022 was a magnificent night of acknowledgment of women in the profession and a special opportunity to connect with each other. Once again, the event was sold out, and those present were thrilled to honour and celebrate the inspirational women who were conferred with the WLAQ Awards for 2022.

WLAQ was excited to commence its History Project aimed at collecting and preserving all available early records and memorabilia of the Association's 45 year history. Meetings have been held with representatives of the Supreme Court Library who have set aside archival space for the Association's records. Efforts will continue to collate, and eventually to exhibit, a record of the Association's august history.

As always, the activities of WLAQ in 2022 were driven by very hardworking, dedicated and altruistic women who comprised the WLAQ Committees for 2021-2022 and 2022-2023. These women have given an extraordinary amount of time and energy to multiple events and initiatives, whilst juggling demanding jobs and personal commitments. I extend my thanks and appreciation to the entire committee, as well as to all WLAQ members and women in law in Queensland.

In 2022, WLAQ was honoured that Cassandra Heilbronn accepted our invitation for appointment as Honorary Member in recognition of her substantial service to WLAQ over many years.



WLAQ COMMITTEE

FY2022 EXECUTIVE COMMITTEE

President I Catherine Cheek, Special Counsel, Kennedy Spanner Lawyers
Vice-President I Jessica McClymont, Barrister, Hemmant's List
Vice-President I Stephanie Williams, Crown Prosecutor, ODPP
Treasurer I Amie Mish-Wills, Assistant Director, FWO
Secretary I Emma Lewis, Lawyer, Shand Taylor Lawyers
Immediate Past President I Jamie Shine, General Manager – Head Trauma, Shine
Lawyers

MANAGEMENT COMMITTEE

Dr Bridget Cullen, Senior Member, AAT Magistrate Dzenita Balic, Magistrates Court of Queensland Emma Davis, Student, QUT Hannah Wordsworth, Solicitor, MA Kent & Associates Jessica Goldie, Barrister, Queens Arms Chambers Jessica Grumelart, Solicitor, DA Family Lawyers Jessica Shuttleworth, Principal, Shuttleworth Legal Kirsten VanDerWal, Associate, Maurice Blackburn Lawyers Nichola DiMuzio, Special Counsel, Thynne + Macartney Sarah Ford, Senior Associate, Gilshenan & Luton

WLAQ COMMITTEE

FY2023 EXECUTIVE COMMITTEE

President I Jessica McClymont, Barrister, Hemmant's List Vice-President I Nichola Di Muzio, Special Counsel, Thynne + Macartney Vice-President I Sarah Ford, Senior Associate, Gilshenan & Luton Treasurer I Amie Mish-Wills, Assistant Director, FWO Secretary I Jessica Grumelart, Associate, DA Family Lawyers Immediate Past President I Catherine Cheek, Special Counsel, Kennedy Spanner Lawyers

MANAGEMENT COMMITTEE

Anne-Maree Coyne, Senior Consultant, Modus Management Dana Heriot, Solicitor, HWL Ebsworth Lawyers Hannah Wordsworth, Solicitor, MA Kent & Associates Kerala Drew, Barrister, Holmes Chambers Leanne McDonald, National Practice Leader - Abuse Law, Shine Lawyers Peta Willoughby, Barrister, Inns of Court Rachel Vashney, Barrister, Inns of Court Sangeetha Badya, Associate, Holding Redlich Jessica Shuttleworth, Solicitor, Wilson/Ryan/Grose Lawyers Emma Davis, QUT



ADVISORS & AMBASSADORS

WLAQ ADVISORS

First Nations: Avelina Tarrago & Chloe Heterick Diversity: Magistrate Dzenita Balic Boutique: Amy Honan Criminal: Wendy Mulcahy In-House: Melissa Scott & Erica McIntyre Student: Kerala Drew & Bridget Cullen Barrister (Metro): Susie McNeil Barrister (Regional): Claire Grant Government: Patrina Clohessy

WLAQ AMBASSADORS

Atherton Tablelands: Amanda Murador & Tiffany Veschetti Cairns: Laura Neil & Kellie Walker Gold Coast: Helen Ashton Ipswich: Annette Power Martel Mackay: Tamyka Caputo & Kim Back Rockhampton: Stephanie Nicholas Sunshine Coast: Samantha Bolton Toowoomba & Darling Downs: Katrina Pedersen Townsville: Merissa Martinez Wide Bay: Edwina Rowen & Rebecca Ballantyne

AWARDS & APPOINTMENTS

WLAQ AWARD WINNERS

Woman in Excellence: The Hon Leneen Forde AC
Leneen Forde AC Woman Lawyer of the Year: Jamie Shine, General Manager, Shine Lawyers
Trailblazer of the Year: Magistrate Kay Ryan
Regional Woman of the Year: Bevlee Reaston, Principal, Reaston Drummond Law
Emergent Woman Lawyer of the Year: Jessica Popple, Solicitor, Pippa Colman & Associates

JUDICIAL APPOINTMENTS

Federal Court: The Honourable Fiona Mary Ruth Meagher **Federal Circuit and Family Court:** The Honourable Jacoba Brasch KC **Supreme Court:** The Honourable Chief Justice Helen Bowskill The Honourable Justice Debra Mullins AO (President, Court of Appeal) The Honourable Justice Jean Dalton (Court of Appeal) The Honourable Justice Melanie Hindman KC **District Court:** Her Honour Judge Janelle Brassington, Chief Magistrate Her Honour Jodie Wooldridge KC **Magistrates Court** (In alphabetical order): Magistrate Dzenita Balic, Her Honour Judge Janelle Brassington, Chief Magistrate, Magistrate Patrina Clohessy, Deputy State Coroner/Magistrate Stephanie Gallagher, Magistrate Veena Goverdhan (Jattan), Magistrate Michelle Howard, Coroner/Magistrate Carol Lee, Magistrate Kyna Morice, and Magistrate Edwina Rowan

UNA PRENTICE AWARDS 2022

University of Queensland: Laura Heit Queensland University of Technology: Irene Gallagher Bond University: Renee Shike James Cook University: Bianca Rapisarda Griffith University: Grace Manahan University of Southern Queensland: Olivia Duncan Central Queensland University: Joanna Maier University of the Sunshine Coast: Talia Rosa-Denham



TREASURER'S REPORT

AMIE MISH-WILLS, WLAQ TREASURER & ASSISTANT DIRECTOR, THE OFFICE OF THE FAIR WORK OMBUDSMAN

In addition to the WLAQ General Account, WLAQ is trustee of the Una Prentice Memorial Trust Award, and operates the Beryl Donkin Memorial Award Trust. An extract of WLAQ's financial position for 2022 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.

	2022	2021 \$
	\$	
Current assets		
General – Bank Australia	23,362	16,027
Paypal	947	916
Petty Cash account – Bank Australia	209	2,817
Expenses to be reimbursed		1,465
Total current assets	24,518	21,225
Total assets	24,518	21,225
Total liabilities		
Net assets	24,518	21,225
Equity		
Retained earnings	24,518	21,225
Total equity	24,518	21,225

As at 31 December 2022

As at 31 December 2022

	2022 \$	2021 \$
Current assets		
Una Prentice Bank Account	6,117	6,917
Total current assets	6,117	6,917
Total assets	6,117	6,917
Total liabilities	-	
Net assets	6,117	6,917
Equity		
Retained earnings	6,117	6,917
Total equity	6,117	6,917

As at 31 December 2022

	2022 \$	2021 \$
Current assets		
Beryl Donkin – Bank Australia account	20,153	23,153
Total current assets	20,153	23,153
Total assets	20,153	23,153
Total liabilities		
Net assets	20,153	23,153
Equity		
Retained earnings	20,153	23,153
Total equity	20,153	23,153

SECRETARY'S REPORT

JESSICA GRUMELART, WLAQ SECRETARY & ASSOCIATE, DA FAMILY 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, at 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 2021 AGM were provided at the AGM. The 2022 AGM is to be held in June 2023.

Thank you to our 2022 Corporate Members for their ongoing support - Office of the Director of Public Prosecutions, Slater & Gordon Lawyers, Hemmant's List, McCullough Robertson, Maurice Blackburn Lawyers, Shine Lawyers, Legal Aid Queensland and King & Wood Mallesons.

AWL REPORT

CATHERINE CHEEK, WLAQ IMMEDIATE PAST PRESIDENT, AWL REPRESENTATIVE & SPECIAL COUNSEL, KENNEDY & SPANNER LAWYERS

In 2022 the Australian Women Lawyers (AWL) turned 25. AWL began in 1997 to provide representatives from every State and Territory women lawyers' associations a national voice for women lawyers and to be "a justice and equity champion, advancing women within the legal profession and beyond". It is an organisation which provides submissions to federal government on gender equity matters, commentary to media on matters affecting women and has recently been consulted on a federal judicial appointment. AWL is the peak body for women lawyers associations throughout Australia and members of its State and Territory constituent bodies are automatically members of the AWL.

AWL's patron is the Hon. Chief Justice of the High Court of Australia, Susan Kiefel AC.

The current board members, appointed at or following the AGM on 20 November 2022, are:

- President: Astrid haban-Beer, Women Barristers Association of South Australia
- Vice President: Renee Bianchi, Women Lawyers Association of NSW
- Immediate Past President: Leah Marrone, Women Lawyers Association of South Australia
- Secretary: Harriet Boothman, Women Lawyers Association ACT
- Treasurer: Catherine Cheek, Women Lawyers Association of Queensland
- **Board Members:** Janette McCahon (Women Lawyers of Western Australia); Traci Keys (Northern Territory Women Lawyers Association); Stephanie Pasharis (Victorian Women Lawyers); Shelley O'Connell (Women Lawyers Association of South Australia); Alinta Robinson-Herbert (Tasmanian Women Lawyers).

The AWL's biggest event of 2022 was the National Conference which was held in Brisbane on 5 – 7 August. The theme was "securing a safe, just, and equitable future for women". Our Patron delivered the keynote speech and we were privileged to be able to listen to presentations by the Chief Justice Susan Kiefel AC (Chief Justice of the High Court of Australia), Chief Justice Helen Bowskill (Chief Justice of the Supreme Court of Queensland), President Fleur Kingham (President of the Land Court of Queensland and President of the Australian Association of Women Judges), Jane Needham SC, and Fiona McLeod SC, amongst other notable and excellent speakers.

At the dinner on 6 August, the AWL Award was presented to Kate Eastman AM SC. The award "recognises women who have provided long term leadership and commitment in the support and advancement of women in the legal profession and recognises women that have made an outstanding contribution to the legal profession in Australia".

Planning for the next National Conference, to be held in 2024, is underway.

Issues about which AWL advocated, either in written/oral submissions or in the media, in 2022 include:

- Closing the super gap for parents on paid parental leave
- Treasury White Paper on Full Employment
- The Law Council Equal Opportunity Committee meeting on recommendations of the Respect@Work Council with the 21/22 president, Leah Marrone being appointed to the Respect@Work Council
- Human Rights abuses to Women in Iran
- Judicial appointments process
- Religious Discrimination Bill
- Equitable Briefing
- Gender pay gap
- 20 weeks of leave, bringing Dad and Partner Pay together with Parental Leave Pay

AWL is a very active organisation, which is frequently invited to comment on matters relating to women, and women lawyers in particular, at a national level.

MEDIA REPORT

SANGEETHA BADYA, WLAQ MEDIA ADVISOR & ASSOCIATE, HOLDING REDLICH LAWYERS

2022 was a particularly successful year for expanding the WLAQ's presence in the online community. This was reflected in the Association's:

- 4,417 Facebook followers;
- 5,576 Linkedin followers, an increase of almost 1000; and
- Over 1000 Twitter followers.

A focus for the Committee's Media portfolio this year was to improve the reach of its social media posts through more effective use of graphic design. With the assistance of Hannah Wordsworth, event officer and Canva Queen, the Committee was able to significantly improve its social media engagement.



Another key initiative implemented by the Committee was the introduction of an Instagram account to share exclusive content live from future WLAQ events, share some of WLAQ's long history supporting women in the Qld legal profession and promoting the Association on a widely used social media platform in which the WLAQ previously lacked a presence. The Committee is keen to see the use of its Instagram account expand in 2023.

WLAQ continued to celebrate inspiring Queensland women, promote achievements and appointments within the profession and advise members of the support and resources available to them. These resources included the Ladder Mentoring Program which will be launched shortly after the pairing of mentors and mentees who registered their interest this year.

The Committee prepared and publicised submissions the organisation made with respect to issues such as carers' leave. The WLAQ also shared surveys with its members to seek input from female lawyers on their experiences and insights into these matters and most recently, on flexible work arrangements.

WLAQ is pleased to have continued to utilise our social media platforms to connect members and supporters of the WLAQ. The Committee has been extremely proud of the wonderful relationships developed with other Queensland-based organisations. WLAQ is grateful for its members' continued engagement, and hopes to continue to inspire and support them in the year to come.



ADVOCACY REPORT

RACHEL VARSHNEY & PETA WILLOUGHBY, WLAQ ADVOCACY CO-CHAIRS AND BARRISTERS, LEVEL 16 CHAMBERS - INNS OF COURT

2022 saw WLAQ continue its strong history of advocating for women lawyers and the unique position which they occupy in the profession, as well as in the community at large.

WLAQ was profiled on the Queensland government Office for Women and Violence Prevention website featuring women's networks in Queensland, and participated in quarterly sessions of the Legal Services Commission Reference Group during 2022.

Throughout 2022, WLAQ continued to receive a number of calls for submissions, demonstrating the high regard in which WLAQ is held as a stakeholder representing women and the law, contributing substantive submissions in the field of carer's leave, gender equity and defamation law.

Catherine Cheek presented on behalf of WLAQ at the seminar: In Conversation - Women in Law on 17 March 2022.

The Australian Productivity Commission called for submissions about carer's leave in July 2022. The WLAQ surveyed our members and submitted a report which highlighted areas which were specifically of interest to our member base. On 3 August 2022 the Senate established a Select Committee to enquire and report on the impact that combining work and care responsibilities has on the wellbeing of workers, carers, and those they care for.

In November 2022 we held the annual Women at the Bar event, connecting female solicitors and barristers, featuring the most recent female barrister to take silk, Ruth O'Gorman KC. The evening was a wonderful opportunity to celebrate and socialise.

We look forward to the upcoming year to continue promoting female advocacy, as well as ensuring that the voice for our members is put forward in any of the proposed legislative changes of relevance to our membership base.

DIVERSITY REPORT

KERALA DREW, WLAQ DIVERSITY ADVISOR

& BARRISTER, HOLMES CHAMBERS

From June 2022, Magistrate Dzenita Balic handed over the role of Diversity Representative, which she had carried out with enormous energy and passion, to Kerala Drew, who has continued the work of WLAQ in promoting and supporting diversity in the legal profession.

The Association continued its important function of participation in the Queensland Judicial Appointments Advisory Panel in order to represent community views and standards in making recommendations as to persons suitable for appointment as a judicial officer. A WLAQ representative attended every Welcome and Valedictory Ceremony for judicial officers during 2022 on behalf of the Association.

WLAQ was also proud to partner with organisations with a similar focus on inclusivity and diversity. WLAQ co-hosted with Pride in Law to present a movie night in April 2022 and bingo in September 2022, and once again sat on the Judging Panel for the 2022 Pride in Law Award.

We were very excited to welcome several organisations celebrating diversity at our Annual Awards Dinner including the Queensland African Lawyers' Network, Pride in Law and the Pasifika Lawyers Association of Queensland.

WLAQ has also continued its active engagement with the National Council of Women in Queensland including contributing the NCWQ annual report and committing to share NCWQ events on our social media platforms. Jessica McClymont attended the NCWQ 14th Bursaries Presentation & President's Lunch in August 2022.

WLAQ is excited to continue to promote diversity within the profession in 2023 and beyond!

STUDENT REPORT

EMMA DAVIS, WLAQ STUDENT REPRESENTATIVE

There were many exceptional events held throughout 2022.

In particular, the annual Una Prentice Awards, presented by The Honourable Justice Debra Mullins AO, continued the tradition of recognising and congratulating the highest achieving female in her respective law school across Queensland, and was held on 20 April 2022. For those who do not know, Una Prentice was the first law graduate of the University of Queensland law school and the first woman admitted to the bar in Queensland. The progression of her formidable career in the legal industry was not without great difficulty associated with that era, but the difficulties she faced paved the way for the women who followed in her footsteps. Although Ms Prentice passed away in 1986, prizes continue to be awarded in her memory, and would not be possible without the generous bequest of Ms Prentice and through the establishment of the Una Prentice Memorial Trust Fund. The 2022 event was, as always, well attended and well regarded.

While our USQ collaboration, Cultivating a Career in the Regions panel event, was sadly flooded out, it is intended to be rescheduled in the coming year.

WLAQ remains eager to see the student portfolio expand and provide opportunities for law students in the future. This includes a particular focus on ensuring that the WLAQ Mentoring Program commences seamlessly by suitably matching like-minded mentors to their mentees.

SOCIAL SECRETARY REPORT

Hannah Wordsworth, WLAQ Social Secretary & Lawyer, M.A. Kent & Associates

Peta Willoughby, WLAQ Assistant Social Secretary & Barrister, Inns of Court

WLAQ held 32 events in 2022, from as far north as Cairns down to the Gold Coast.

These events included:

- Our sold-out 44th Annual Awards Dinner
- 9 CPD events, including the hugely successful Wellbeing Series of webinars
- 9 Breakfast Clubs

WLAQ partnered with several of our law friends and sponsors, including the QLS, BAQ, FNQLA, TDLA, NQBA, DSWQLA, NCWQ, Queen's Arms Chambers, Pride in Law, Shadforth, Pilot Partners and Dancing CEOs. By partnering with these organisations, we hosted or supported a range of events, including CPD and networking functions.

2022 saw the Brisbane Brekky Club revamped with the addition in the last quarter of 2022 of invitations to special guests and the awarding of lucky door prizes, which has seen increases in both registration and attendance. Special guests in 2022 included Briget Cullen of the AAT and QLS Immediate Past President Kara Thomson.

In October, WLAQ held its 44th Annual Awards Night. The event was an amazing celebration of the Law and the work we have accomplished. We once again thank our sponsors, Hemmant's List, Shine Lawyers, Legal Aid Queensland, Shadforth, the Queensland Law Society, Dare Recruitment, TC Bierne School of Law, The College of Law, Griffith Law School, Level 27 Chambers.

Our Criminal Law Sub-Committee hosted several events in 2022, and has grown in involvement since its inception, with events focusing on wellbeing, professional development and celebration, in partnership with many senior practitioners and judicial officers.

The Committee is thankful for your support of our events in 2022, including the support we have received from sponsorship, guest speakers, co-hosts, venues and most importantly our members.

REGIONAL REPORT

LEANNE McDONALD, WLAQ SOUTHERN REGIONAL REPRESENTATIVE & NATIONAL PRACTICE LEADER - ABUSE LAW, SHINE LAWYERS

JESSICA SHUTTLEWORTH, WLAQ NORTHERN REGIONAL REPRESENTATIVE & SOLICITOR, WILSON/RYAN/GROSE

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. Regional ambassadors have continued to plan events and networking opportunities for members in their regions.

North Queensland

In 2022 we had a change in our Ambassadors:

- Amanda Murador from Apels Solicitors representing the Atherton Tablelands.
- Tamyka Caputo of Wallace & Wallace representing Mackay.

For International Women's Day 2022 in Cairns WLAQ partnered with the Far North Queensland Law Association to Co-host a Breakfast. Judge Cope of the Federal Circuit and Family Court of Australia Division 2 was the guest speaker and the event was well attended by the profession. The Breakfast raised much welcomed funds for the North Queensland Women's Legal Service.

In Townsville, WLAQ Ambassador Merissa Martinez co-hosted with the Townsville District Law Association and the North Queensland Bar Association drinks and canapes with a video linkup of the Brisbane WLAQ and QLS Panel Event. The event was well attended by local women lawyers who enjoyed socializing whilst viewing the Brisbane event.

Lawyers in North Queensland are well known for their collegiality and are supported by active District Law Associations. This is of significant benefit for the Women Lawyers in the North.

Southern Region

It has been a busy year for the Southern Region with many events held to connect our regional members. In Toowoomba, supported by ambassador Katrina Pedersen, the WLAQ again co-sponsored the annual Ladies in Law Luncheon attended by 120 ladies in the law. Fourteen members of the judiciary attended the event including Her Honour Chief Justice Bowskill. Donations supported Protea Place, a local organisation which supports vulnerable women.

WLAQ and the Downs and South-West Queensland Law Association conducted a women's inter-professional event at Milk and Honey on 19 May 2022. The event was organised by our Darling Downs Ambassador, Katrina Petersen, in partnership with the local District Law Association to facilitate networking for women from various professional organisations across the Downs.

Across the Southern Region our members have also connected over many other informal events resulting in comradery between our local women lawyers. Events have also been attended by barristers looking to support regionally, building strength in our legal community.

In 2023, the regional members are keen to continue connecting and discussing issues they face as women in the regions.

ANNUAL AWARDS NIGHT











WOMEN LAWYERS ASSOCIATION OF QUEENSLAND INC

WWW.WLAQ.COM.AU ADMIN@WLAQ.COM.AU