



Welcome to the April 2021 issue of VWList.

VWL remains committed to keeping members connected and supported.

This year our events and projects are focused on the resilience and re-emergence of women in the legal profession as we adapt to a new COVID-19 'normal'.

We will continue to advocate for healthy workplaces for women, exploring what measures workplaces are implementing to support staff mental health, improve culture, prevent sexual harassment, achieve equal pay and equitable briefing and advance careers.

We will also run workshops focused on self-care, leadership, challenging conversations around pay and promotion and building your personal brand.

Keep up to date with our activities via our [Instagram](#), [Facebook](#) and [LinkedIn](#) page. Don't forget to tag your posts with [#victorianwomenlawyers!](#)

## NEWS



**GATEHOUSE**  
LEGAL RECRUITMENT

### DAME ROMA MITCHELL MEMORIAL LUNCH

VWL and Women Barristers' Association are hosting the 2021 Dame Roma Mitchell

## PROJECTS



### WOMEN LEGALPRENEURS SPECIAL INTEREST GROUP LAUNCH - THINKING LIKE A FOUNDER - NATURE OR NURTURE?

VWL is proud to be a supporter of the College of Law and Centre for Legal Innovation's (CLI), [Women Legalpreneurs Special](#)

## PUBLICATIONS

### ACCORDING TO MERIT: ADDRESSING SEXUAL HARRASSMENT

Claire Rapson and Dr. Andrea de Silva, co-chairs of VWL's Law Reform Committee, discuss the nature of sexual harassment in the workplace in a recent article in the Law Institute Journal.

The article dissects the issue of sexual harassment in the legal profession to uncover its

Memorial Lunch to commemorate Dame Roma Flinders Mitchell; the first Australian woman to be appointed Queen's Counsel, judge, chancellor of an Australian university and State Governor.

Members and the wider legal community are also invited to reflect on and celebrate the resilience and re-emergence of women in the legal profession in the new COVID-19 'normal'.

The lunch will also feature keynote speaker the Hon Mary Delahunty GAICD. Mary has a strong and respected voice in public affairs, media and the women's movement. Mary is known for leading ABC TV News and current affairs programs, the 7.30 Report and Four Corners.

The lunch will be held on Thursday, 27 May 2021 at 12:30pm at the Myer Mural Hall on Bourke St.

Tickets include a two-course lunch and beverages.

Register [here](#) before 10 May 2021 to ensure you don't miss out!



### **BRAZEN HUSSIES VIRTUAL FILM SCREENING AND LIVE Q&A**

On 31 March 2021, members and guests of VWL, Women

[Interest Group \(WLSIG\)](#) Launch - as a part of of [CLI's Legalpreneurs Lab](#).

The launch will take place on Tuesday, **25 May 2021** from 1pm until 2pm. Register [here](#)

The WLSIG is all about experience sharing, collaboration, partnerships, networks and most importantly, friendships! We want to focus on what's important to you so send ideas for topics [here](#).

For the launch, we will hear from seven outstanding women working in the legal ecosystem in Australia. The event will be hosted by [Terri Mottershead](#), Executive Director, [Centre for Legal Innovation](#) (Australia, New Zealand and Asia-Pacific).

Each speaker has taken an idea and developed it into a successful business. They will explore whether Thinking Like a Founder comes naturally (nature) or can be learned (nurture).

If you are a female-identifying founder in business, you will not want to miss this event! But, if you do miss it, you can watch it online for free here [CLI-collaborate \(CLIC\) free resource hub](#). If you would prefer to listen, you will also find it as a podcast in [The Legalpreneurs Sandbox podcast series](#).

origins, and how features of the workplace and reporting issues can be addressed.

Rapson and De Silva call for the profession to do better to remove this ongoing and pervasive issue in the workplace.

You read the full article [here](#).

## **LAW REFORM**

### **GENDER EQUALITY ACT 2020 (VIC)**

VWL welcomes Australia's first Gender Equality Act which came into force on 31 March 2021.

Victoria has taken an important step towards achieving gender equality. It places obligations on public sector organisations to create meaningful progress on gender equality, to help close the gender pay gap and prevent sexual harassment.

The Act covers 300 public sector organisations, universities and local councils, amassing 11% of Victoria's workforce, who must comply with the Act.

The Act requires employers to promote gender equality, conduct gender impact assessments, undertake workplace gender audits and implement a Gender Equality Action Plan.

A guide prepared by our sponsor firm Maddocks can be found [here](#).

Barristers' Association and Women's Legal Services Victoria, enjoyed a live virtual screening of Brazen Hussies followed by a live Q&A with Catherine Dwyer, Writer/Director and Executive Producer, Sue Maslin AO.



### VWL RUN CLUB

The discussion was facilitated by Rosie Cuppaidge, Child Protection/Family Violence Lawyer at Women's Legal Service Victoria.

For those who were unable to attend the event, a recording is of the Q&A is available [here](#).



### 25th ANNIVERSARY OF VWL - SAVE THE DATE FOR A NIGHT OF CELEBRATION

This year marks the 25th Anniversary of Victorian Women Lawyers. In October, we will host a night to celebrate the success of VWL, our sponsors, supporters and members. We will also reflect on the work to achieve true gender equality to come.

Since 1996, VWL has assisted female identifying members of the legal profession and promoted the interests of women through the law.

The first session of VWL's Run Club took place on Monday, 14 April 2021. A great turn out for a brisk Autumn day!

To promote health and wellbeing, the VWL Networking Committee invites you to join our Run Club!

It's a great way to meet other VWL members and get fit at the same time.

So grab your running gear and join us every Monday at 6:00pm at Federation Square, just outside the Transport Hotel.

All levels of running are welcome!

Sign up on our website [here](#).



### MINDFULNESS SERIES: YOGA AND MEDITATION

On Wednesday, 7 April 2021, VWL was pleased to host the first yoga and meditation session with Emily Rose, Owner and Yoga Teacher at Emily Rose Yoga in the

### FINAL REPORT FROM THE STANDING COMMITTEE ON SOCIAL POLICY AND LEGAL AFFAIRS'

VWL welcomes the publication of the final report by the Standing Committee on Social Policy and Legal Affairs' into the Inquiry on Family, Domestic and Sexual Violence.

VWL endorses the 88 recommendations made by the Committee.

Our submission to the Inquiry called for greater promotion of primary prevention strategies and the adoption of nationally consistent definitions and data recording practices. You can read our combined submission with Australian Women Lawyers' [here](#).

You can read the full report [here](#).

### VICTORIAN PARLIAMENT INQUIRY INTO HOMELESSNESS

The Victorian Inquiry Into Homelessness Final Report was tabled in Parliament on 4 March 2021.

The Legal and Social Issues Committee made 51 recommendations and 26 findings.

Among these findings, the report found that Victoria has insufficient social housing stock, and that Victoria's level of social housing is significantly below the national average for total housing stock. This means

We are proud to continue to deliver events and projects which target fundamental issues impacting women in law. Events such as the Warren Moot and Law Student Mentoring Program have become landmarks in the legal profession's calendar.

VWL will continue to advocate for the rights and interests of women in 2021, with a collection of both digital and in person events planned.

Stay tuned for another exciting year ahead and for further details regarding this event!

### **APPLICATIONS FOR VWL JUSTICE COMMITTEE CO-CHAIR CLOSED**

Thank you to those who submitted an application regarding the VWL Justice Committee Co-Chair position. Applications are now closed and applicants will be notified of the outcome by 21 April 2021.

### **SEEKING OUTREACH COMMITTEE MEMBERS**

VWL's Outreach Committee is seeking committee members. An excellent opportunity to contribute to ensuring that members in regional and suburban areas have access to VWL, by undertaking projects to broaden our regional and suburban memberships, and digital offerings. Read more about the Outreach Committee [here](#).

Mindfulness Series. The session was specifically designed to equip members of the legal profession with techniques to assist lawyers manage stress throughout their personal and professional lives.

Participants joined Emily for a guided meditation session followed by a series of stretches and movement exercises.

This series was proudly sponsored by Svenson Barristers.

If you missed out on the live event, you can access a recording of the first session [here](#).

These exercises are suitable to complete with children and are for people of all levels of experience and fitness.

To register for upcoming sessions on 14 and 21 April, click [here](#).



### **DOMESTIC VIOLENCE IN THE NEW COVID-19 'NORMAL' PANEL DISCUSSION - VICTORIAN LAW WEEK**

Victorian Law Week is fast approaching!

A number of fantastic legal events will run from the 17-23 May 2021.

many Victorians have faced difficulty in trying to access housing and support.

The full report can be found [here](#).

### **ROYAL COMMISSION INTO VICTORIA'S MENTAL HEALTH SYSTEM**

The final report from the Royal Commission investigating Victoria's Mental System was tabled in parliament on 2 March 2021.

The recommendations set out a 10-year vision for a re-balanced system where mental health and well-being treatment, care and support are provided in the community, hospital and other residential settings. The report encourages a rebuild of Victoria's mental health system from the ground up, with communities being placed at the center.

The final report includes 65 recommendations, the interim report included nine recommendations. These recommendations can be found [here](#).

The full report, accessible versions of the report, or each volume of the report can be sourced [here](#).

### **AUTUMN MATERIAL**

#### **The Stella Prize 2021 Longlist**

- *Fathoms: The World in the Whale* by Rebecca Giggis;

Please submit a maximum 200 word expression of interest to [vwf@vwf.asn.au](mailto:vwf@vwf.asn.au) to before **1 May 2021** to apply.

### **PRACTICING CERTIFICATE RENEWALS DUE BY 30 JUNE 2021**

The renewal period opened on 29 March 2021. You must renew by 30 June 2021 [here](#).

Lawyers who provide migration legal advice and services and who hold current practising certificates will no longer be registered migration agents – or eligible for registration – following the passage of the *Federal Migration Amendment (Regulation of Migration Agents) Act 2020*. You can find more information [here](#).



#### **VLA COVID-19 HUB**

VLA has published a COVID-19 Information Hub with Resources, News and Legal Kits.

Further information can be found [here](#).



#### **ULURU STATEMENT SUPPORTERS KIT**

Nicholes Family Lawyers, VWL sponsor firm, in collaboration with VWL's Justice Committee, will deliver a panel discussion, *Domestic Violence in the New COVID-19 'Normal'*. Stay tuned for further details.

To find out when to register, key dates and more information, subscribe to updates [here](#).

### **SPONSORS**

#### **SPONSOR SPOTLIGHT**

VWL thanks our sponsors for their ongoing support.

Each month we celebrate the achievements and people of our sponsor firms by spotlighting their leading female lawyers.

This month we spotlight Sally Nicholes, Managing Partner at Nicholes Family Lawyer and Kelly Ralph, Senior Associate at Justitia.

Read Sally's spotlight [here](#).

Read Kelly's spotlight [here](#).



#### **JUST ASK JUSTITIA**

VWL would like to highlight the fantastic work of one our sponsors, Justitia.

Justitia is a law and consultancy firm at the forefront of a range of industries. They assist organisations with their

- *Revenge: Murder in Three Parts* by S.L. Lim;
- *The Animals in That Country* by Laura Jean McKay;
- *Witness* by Louise Milligan;
- *Metal Fish, Falling Snow* by Cath Moore;
- *The Wandering* by Intan Paramaditha;
- *Stone Sky Gold Mountain* by Mirandi Riwoe;
- *Blueberries* by Ellena Savage;
- *Song of the Crocodile* by Nardi Simpson;
- *Smart Ovens for Lonely People* by Elizabeth Tan;
- *A Lonely Girl is a Dangerous Thing* by Jessie Tu;
- *The Bass Rock* by Evie Wyld

#### **Podcasts**

- *She's On the Money* by Victoria Devine;
- *Money Power Freedom* by Cal Wilson and Santilla Chingaipe;
- *The Happy Lawyer Happy Life Podcast* by Clarissa J Rayward;
- *The Wigs* by Minimal Productions;
- *The Thriving Young Lawyer* by Courtney Barton

#### **Mental Health Support**

- *Smiling Mind* meditation app;
- *Mind-spot* online free mental health clinic - 1800 614 434 ; and
- *Beyond Blue Coronavirus Mental Health Support Service* - 1800 512 348.

The Uluru Statement has created the [Uluru Statement Supporters Kit](#).

The purpose of this kit is to step you through the ways in which you can help spread the message of the Uluru Statement, and encourage other Australians to accept the invitation to walk together for a better future by establishing a First Nations Voice to Parliament protected by the Constitution and a Makarrata Commission to supervise agreement-making (treaty) and truth-telling.

You can read the full statement [here](#).

extensive industry knowledge and legal expertise.

As we continue to navigate uncharted workplace waters due to COVID-19, Justitia has launched their 'Just Ask Justitia' program, which is an innovative and free Q&A session in which attendees can receive timely, free and practical responses to their questions.

The next session will be held on Thursday, 29 April 2021. You can register [here](#).

Questions can be asked [here](#). Questions will then be collated and answered during the virtual 30 minute Q & A.

You can follow Justitia on LinkedIn in the meantime [here](#), or access past sessions or more information [here](#).



*helping women in law and through law*

*Victorian Women Lawyers acknowledges the traditional Aboriginal owners of country, recognises their continuing connection to land, water and community and pays respect to Elders past and present.*

K&L GATES



MinterEllison



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