



*vwl*ist

Welcome to the September edition of VWList 2021. We would like to welcome in the new season with a special Spring edition of the list, covering a wide variety of ways to refresh your home, your mind and your body for a fresh start.

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

EVENTS



SEXUAL HARRASSMENT - PREVENTION & POSITIVE ACTION

We are pleased to be partnering with the Law Institute of Victoria for an upcoming panel discussion on prevention and positive action against sexual harassment in the legal profession to be held on 30 September from 5:30pm until 7pm.

NEWS



ACTION TO PREVENT SEXUAL HARRASSMENT

In the September edition of the Law Institute Journal, VWL President, Vanessa Shambrook along with key stakeholders in the

PUBLICATIONS

ACCORDING TO MERIT: MOOD FOR REFORM GROWING

This month VWL member Eleanor Weir has contributed an article to the Law Institute Journal on gender inequality and systemic discrimination.

You can view the article [here](#).

SPONSOR NEWS

SPONSOR SPOTLIGHT

K&L GATES

It is imperative that we commit to addressing the many intersectional gender-specific challenges that exist in our profession. This includes gender inequality in leadership, sexism and discrimination in the workplace, and gendered roles and stereotyping.

This event will be hosted by VWL President, Vanessa Shambrook and the discussion facilitated by LIV President Tania Wolff.

Panellists include:

- Dr Helen Szoke AO, Review of Sexual Harassment in Victorian Courts
- Susanna Ritchie, Managing Lawyer, Launch Legal
- Sophie Gale, Education & Engagement Coordinator at Women's Legal Service Victoria

Tickets are free for this event but are limited. Register [here](#).



K&L GATES

**LAW STUDENT
MENTORING PROGRAM
LAUNCH:
WITH PROGRAM PATRON
JUSTICE INCERTI**

On Tuesday 21 September 2021 we launched the VWL

profession, including Chief Justice Anne Ferguson and Sex Discrimination Commissioner Kate Jenkins, advocate for cultural change and gender equality as some of the key measures in preventing sexual harassment in our profession.

The Law Institute of Victoria has released a one-page Sexual Harassment Model Policy which is now available to members, and has released other resources and training to deal with sexual harassment. Addressing gender inequality and the consequent sexual harassment is behind the LIV's adoption of the Charter for the Advancement of Women in the Legal Profession and accompanying Guidelines, Vanessa comments,

"We commend the LIV for taking up the initiative... however emphasise the importance of a broader cultural change, and the adoption of training surrounding sexual harassments without which, a policy alone will not prevent sexual harassment... It is up to us as leaders to send a clear message to all that sexual harassment of any person will not be tolerated, covered up or silenced. It is now time for us to create a safe workplace for female-identifying people."

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.

For the month of September we spotlight Allison Wallace, Senior Associate at K&L Gates. Her full interview can be read [here](#).



FOLEY'S | LIST

**WELCOME TO OUR
SPONSOR!**

VWL is pleased to announce the sponsorship of [Foley's List](#).

Foley's List is an independent group of 300 barristers servicing the legal fraternity in all areas of practice, and is a strong supporter of equitable briefing policies. The List has a higher percentage of women amongst its active practising members than the Victorian Bar overall. You can read more about their equal opportunity policy [here](#)

and WBA's Law Student Mentoring Program.

The digital launch included a welcoming address from the Program's patron, the Honourable Justice Incerti, followed by mentoring tips and tricks presented by our program sponsor firm, K&L Gates.

VWL welcomes all participants to the program and encourages those who missed out to attend future VWL events, or consider joining one of our [sub-committees](#). The Program will launch again in mid-2022.

Thank you again to K&L Gates for sponsoring this important project.

ALTERNATIVE LEGAL PATHWAYS

Join us on Instagram Live each Wednesday morning for 4 weeks for a discussion on different pathways available within the law, from the traditional to the innovative.

The series commences on Wednesday, 29 September at 8.00am via [Instagram Live](#). We will be joined by:

- Katherine Brazenor (29 September)
- Catherine Brooks (6 October)
- Niti Nadarajah (13 October)
- Fiona Lang (20 October)

You can read the full article on the LIV website [here](#)



Maddocks

WARREN MOOT LAUNCH

On 18 August, VWL launched its annual Warren Moot. We were joined by the Honourable former Chief Justice Marilyn Warren AC QC, the Honourable Justice Debra Sue Mortimer and the Honourable Justice Kristen Louise Walker, who shared their tips on successful advocacy and preparing written submissions, making the transition to the bar and effective cross-examination styles.

This year's Warren Moot is also currently underway, with Round 1 held on Monday, 13 September. Best of luck to all participants!

MENTAL HEALTH



YOGA AT HOME

Need a break whilst from working or studying from home? Looking for a way to destress and exercise?

Keep an eye out for some informative and practical events surrounding financial education & wellbeing for women which we will be partnering with the team at Foley's List in the coming month.



REGIONAL AND SUBURBAN TIP OF THE MONTH

VWL and the College of Law have partnered to bring you tips and advice each month from leading female-identifying regional and suburban lawyers. This month's tip comes from Amanda Toner, Director of Toner & May Legal in Myrtleford.

"Particularly throughout this current climate, the best piece of advice is to be kind. It is not hard and certainly goes a very long way. We as lawyers are all doing the same job, for the same purpose, at the end of the day, regardless of our area of practice. Take the time to reach out to colleagues and offer assistance where it can be provided. It can go a long way particularly living in rural areas. Join your local law association, involve yourself with events and fellow practitioners. Having a good network around you is fundamental." - Amanda Toner

TIPS TO MAINTAIN HEALTH AND WELLBEING WHILE STUDYING

More information about this event can be found [here](#). You can register [here](#).



SEXUAL HARASSMENT WORKSHOP: SUPPORT, PREVENTION AND REFORM

On 25 August 2021, VWL was joined by Justitia Lawyers & Consultants and Megan Fulford, Wellbeing Manager at the Law Institute of Victoria for a discussion about the impact of sexual harassment in the legal profession, including prevention and support.

The workshop explored matters such as making a complaint and common psychological responses to sexual harassment.

VWL thanks Justitia Lawyers & Consultants for sponsoring this important event.



CONFIDENT CONVERSATIONS: FOUNDING YOUR OWN FIRM - LEGAL START UPS

Try yoga at home! Below are some resources that offer yoga sessions with a guided instructor all from the comfort of your home:

- VWL hosted a series of mindfulness yoga session with the lovely Emily Rose of Emily Rose Yoga which members can access on our website [here](#). Children and adults of all ages are welcome to participate!
- Bright Yoga Space offer a range of yoga classes with their membership. You can sign-up or read more [here](#).
- Sunny Time Yoga specialise in 'yoga for little minds.' They offer a range of zoom classes tailored to children ages 3-13. Bookings and prices can be found [here](#).



SELF CARE IDEAS

VWL has teamed up with Jess Jones, founder of The Burnout Club, who shares her 7 simple self care ideas for those times when you 'just can't'. View Jess' tips [here](#).

In line with our spring theme for this month's edition, the College of Law has provided some wonderful tips to assist those studying to refresh their minds and prioritise good mental health.

Contributions to this guide have been made by Andrea Phillips, a lecturer at the College of Law, as well as a mindfulness tutor at Monash University, and Florence Thum, a psychotherapist and lawyer.

Some tips provided by Andrea and Florence include:

- Only take on a study load that is right for you.
- Make sure to check in with yourself and plan your days accordingly.
- Create an inviting study environment.
- Ditch distractions.
- Take some 'me' time and get a little creative with self-care.
- Make time to sleep well and eat well.
- Speak to lecturers' or seek additional support if needed.

If you are interested in learning more, you can read the full guide [here](#).

TIPS ON REMAINING RESILIENT WHEN ON THE SEARCH FOR JOBS

During these uncertain times, it is more important than ever to remain resilient when

IN REGIONAL AND SUBURBAN VICOTRIA

On 31 August 2021, VWL's Outreach Committee held its first event in the 'Confident Conversations' Series, focusing on founding your own firm, proudly sponsored by Justitia Lawyers & Consultants.

VWL thanks Leonie Green from Corvus Group, Elizabeth Lacey from Lacey & Co and Michelle Lothian from H&L Legal for sharing her stories and insights, and to Sarah Rey from Justitia for bringing together an inspiring and authentic discussion.

Some take-aways for anyone thinking about starting their own firm:

- It gives you flexibility and the ability to choose what work you do
- It can be messy - it's like building a plane while you're flying it
- It's not about being brave, but confidence in yourself helps you take the step
- Know your values and reasons for running your firm - come back to those when you face challenges
- Be mindful of your limits - outsource if you need to (we aren't all IT gurus after all!)
- Do a Legal Practice Management [Course!](#)

Thank you to the Burnout Club for sharing with us these practical self care ideas!

SPRING CRAFTS

Feeling crafty this Spring season? Click and collect and stock up on some craft items from your local Kmart or craft store, or find some pots or furniture in need of some love around the home, and try some of these creative projects:

- Paint by Number Kits
- DIY furniture/outdoor furniture upgrades
- Embroidery Kits
- Halloween decorations
- Macramé
- Scrapbooking
- Handmade jewellery
- DIY or upcycle clothing
- Bullet journaling

Please share your wonderful at home creations with the hashtag #vwlgetcrafty on social media!



VWL RUN CLUB

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

searching for jobs or networking.

Louise Hvala, the CEO of Gatehouse Legal Recruitment offers some fantastic tips on how you can sell yourself to recruiters and ace the job search all from the comfort of your home. Read them [here](#)



JUST ASK JUSTITIA

Justitia Lawyers & Consultants held their ninth session of 'Just ask Justitia' on 16 August 2021, focusing on sexual harassment. You can view the recording [here](#).

SPRING MATERIAL

Spring Listens

- *The Jess Rowe Big Talk Show* by Jess Rowe;
- *8 Minutes to Change Your (Work) Life* by Mamamia Podcasts;
- *Darling, Shine!* by Chloe Fisher & Ellidy Pullin;
- *Gertie's Law* by the Supreme Court of Victoria

Spring Reads

- *Nine Perfect Strangers* by Liane Moriarty;
- *When Things are Alive they Hum* by Hannah Bent;

This event was proudly sponsored by Justitia Lawyers & Consultant.

Missed the event? VWL members are able to access a recording of the panel discussion [here](#). Keep an eye out for more Confident Conversations events coming soon.

In line with current health restrictions, we have suspended our Run Club. However we encourage you to sign up to join our Run Club LinkedIn group to stay up to date with our current runners and tips on staying motivated during these challenging times.

All levels of running are welcome! Sign up on our website [here](#).

- *The Invisible Life of Us* by Kate Jones & Mandy Hose;
- *Thursdays at Orange Blossom House* by Sophie Green

Spring Views

- Incarceration Nation connects government intervention since colonisation to the trauma and disadvantage experienced by Indigenous Australians. Both of these factors contribute to incarceration rates of Indigenous Australians. You can watch a documentary created by SBS on the issue [here](#).

Mental Health Support

- *Coronavirus Mental Wellbeing Support Service* [1800 512 348](#)
- *Smiling Mind* meditation app
- *Mind-spot* online free mental health clinic - 1800 614 434
- *Beyond Blue Coronavirus Mental Health Support Service* - 1800 512 348



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.

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