



NOTICE OF 2022 ANNUAL GENERAL MEETING

The Annual General Meeting of the Victorian Women Lawyers Association Inc. will be held on:

Tuesday 29 November 2022 (arrive by 5:00pm) for a 5:15pm start

at

the office of College of Law Victoria, Level 1/555 Bourke Street, Melbourne

All members are welcome to attend the AGM. To assist with catering and seating, please let us know in advance if you are planning to attend by registering to attend at www.vwl.asn.au/events by no later than **5:00pm Monday 28 November 2022**.

Only **current ordinary members** are eligible to vote at the AGM and to nominate for Executive Committee positions. Associate members are not eligible to vote or nominate for Executive Committee positions. Members intending to vote are requested to confirm that their membership status is that of an ordinary member. If you have not yet renewed your membership for the 2022-2023 financial year, we encourage you to do so now.

Members who are unable to attend the meeting but who wish to appoint a proxy can do so by using the **enclosed** appointment of proxy form. Please forward the Proxy form to VWL's Secretary Linda Hart at vwl@vwl.asn.au by no later than **5:00pm Monday 28 November 2022**.

Agenda

The Agenda for the meeting is **enclosed**.

2021-2022 Financial Reports

The VWL financial report for the year ending 30 June 2022 will be tabled at the AGM.

Executive Committee elections

We are seeking nominations for all positions on the VWL Executive Committee.

A short description of the roles of the Executive Committee is **enclosed**. More information about Executive Committee member obligations and duties can be found in VWL's [Executive Charter](#) and [Rules of Association](#).

Please complete the enclosed nomination form and return it to the VWL Secretary (Linda Hart at vwl@vwl.asn.au) by **Tuesday 22 November 2022** should you wish to stand for nomination.

If the number of nominations received exceed the positions available, a ballot will be held at the AGM and nominees will be asked to make a short stump speech. If insufficient nominations are received, those people nominating will stand elected and nominations will be sought at the AGM for any remaining vacancies.



All candidates are required to provide a brief resume of no more than 100 words to be included on an information sheet containing the resumes of all candidates which will be provided to all members eligible to vote, in the event that a ballot is required.

Minutes of the 2021 AGM

The minutes of the 2021 Annual General Meeting will be tabled at the AGM. The minutes are also **enclosed**.

Post-AGM end of year celebration

The VWL end of year celebration will take place immediately following the AGM.

If you have any queries regarding the AGM, please contact VWL Secretary Linda Hart at vwl@vwl.asn.au

Stephanie Pasharis

President

Victorian Women Lawyers

14 November 2022



2022 Annual General Meeting of the Victorian Women Lawyers Association Inc.

To be held at the office of College of Law Victoria
Level 1/555 Bourke Street, Melbourne, Vic 3000

Tuesday 29 November 2022 at 5:15pm

APPOINTMENT OF PROXY – 2022 VWL ANNUAL GENERAL MEETING

I,, an ordinary member of the Victorian Women Lawyers Association Inc., am unable to attend the 2022 VWL Annual General Meeting, to be held at the office of College of Law Victoria, Level 1, 555 Bourke Street, Melbourne, on 29 November 2022.

I appoint..... (an Ordinary Member of Victorian Women Lawyers) or, failing them, the person presiding at the AGM as the chair person, to be my proxy to attend the meeting and to vote on my behalf.

Name:

Signature:

Date:

Please complete and return this form to Linda Hart, VWL Secretary, by email vwl@vwl.asn.au. A proxy sent by post or electronically is of no effect unless it is received by VWL no later than **5:30 pm on Monday 28 November 2022**.



2022 Annual General Meeting of the Victorian Women Lawyers Association Inc.

Date & Time	Tuesday 29 November 2022 at 5:15pm
Place	College of Law, Level 1/555 Bourke Street, Melbourne, Vic 3000
Chair	Stephanie Pasharis, VWL President 2022

AGM AGENDA

Item	Description	Responsible
1	President's Welcome & Acknowledgement of Country	Chair
2	Attendance and Apologies	Secretary
3	Minutes of 2021 Annual General Meeting	Chair
4	Membership fees for the 2023-24 Financial Year Proposed Resolution: To consider and resolve upon the following motion: To ratify and confirm no change to annual membership fees or to the date for payment of annual membership fees for the 2023-24 financial year.	Chair
5	Executive Committee Annual Report Executive Committee members will report on Committee activities over the previous year as outlined in VWL's Portia publication.	VWL Executive Committee & Co-Chairs of each Committee
6	Treasurer's Report and Annual Report for the 2021-2022 Financial Year The Treasurer of VWL, Elizabeth Cooper, will present audited financial statements for VWL in the 2021-2022 financial year. Proposed Resolution: To consider and resolve upon approval of accounts	Treasurer
7	Election of VWL Executive Committee A. Election of Officers of the Association: President, Vice-President, Treasurer and Secretary; B. Number of ordinary members of the Executive Committee of VWL for 2023 Proposed Resolution: To consider and resolve upon the following motion: To elect seven (7) ordinary members of the Executive Committee for the next year. C. Election of ordinary members if the Executive Committee of VWL	Chair
8	Other business	Chair
9	Meeting Close	Chair & Incoming President



Nomination for Victorian Women Lawyers Association Inc. Executive Committee for 2022-2023

Name:	Employer:
Email:	Mobile Telephone:
Address:	

- I confirm that I am an ordinary member of the Victorian Women Lawyers Association Inc. and I hereby nominate for the following position on the Executive Committee for 2022-2023:

please tick (*you may nominate for multiple positions but will only be able to hold one position*)

- President
 - Vice President
 - Treasurer
 - Secretary
 - Ordinary Member – responsibilities will include **one or a combination** of following portfolios (among other things):
 - Sponsorship
 - Communications
 - Membership and Community Engagement
 - Wellbeing
 - Competitions
 - Special Projects
- I enclose a brief resume (no more than 100 words) to be included on an information sheet to include the resumes of all candidates which will be provided to all members eligible to vote in the event that a ballot is required (*please note if a ballot is required you will also be asked to address the members at AGM*).
- I further confirm that I have read and understand the Victorian Women Lawyers [Executive Charter](#) and [Rules of Association](#) and understand that if successful in my nomination I will be elected a Member of the Executive Committee and will be responsible for legal duties of VWL under the *Associations Incorporation Reform Act 2012* (Vic)

Signature:..... Date:

Please return form and resume to: The Secretary, VWL, Linda Hart at vwl@vwl.asn.au



VWL Executive Committee

Responsibilities of all Executive Members

In accordance with VWL's Rules of Association the responsibility of all Executive Committee Members includes, but is not limited to:

- (a) regular attendance at monthly meetings of Executive Committee and Committee co-chairs (2 hours per month);
- (b) attendance at functions and events organised by VWL;
- (c) assist the Executive Committee in managing the activities of the Association
- (d) providing input into and voting on Executive Committee decisions

A. President

Role and responsibility of the President includes but is not limited to:

- (a) convening and presiding as Chairperson at meetings of VWL;
- (b) approving all outgoing correspondence on behalf of VWL;
- (c) acting as spokesperson for VWL;
- (d) liaising with heads of other associations;
- (e) overseeing activities of the committees; and
- (f) appointing General Members to act as portfolio officers for VWL.

B. Vice-President

Role and responsibility of the Vice President includes but is not limited to:

- (a) presiding as chairperson in absence of President; and
- (b) assist the President in all the President's responsibilities

C. Treasurer

Role and responsibility of the Treasurer includes but is not limited to:

- (a) collecting and receiving all monies due to VWL, issuing any receipts and making all payments authorised by the Voting Executive;
- (b) keeping correct accounts and books showing the financial affairs of VWL with full details of all receipts and expenditure connected with the activities of VWL;
- (c) keeping a register of all assets of the VWL;
- (d) keeping all general records, accounting books and records of receipt and expenditure connected with the operations and business of VWL in such manner as the Executive Committee directs;
- (e) presenting Treasurer's reports as required; and
- (f) ensuring VWL complies with all legislation governing the financial status and activities of VWL.



D. Secretary

Role and responsibility of the Treasurer includes but is not limited to:

- (a) preparing and distributing an agendas for Executive Committee meetings;
- (b) advising members of general meetings;
- (c) keeping minutes of the resolutions and proceedings of all meetings, together with a record of the names of persons present at each such meeting;
- (d) distributing minutes of each meeting to the Executive Committee or general members as appropriate;
- (e) keeping copies of all correspondence;
- (f) keeping a record of the names and addresses of all members of VWL; and
- (g) keeping other such books and records as the Executive Committee may determine.

E. General Members

- (a) Each General Member will manage one or more of following portfolios in consultation with Executive Committee as appointed by the President :
 - (i) Wellbeing Officer
Organise and coordinate wellbeing workshops and initiatives
 - (ii) Competition Coordinator(s)
Organise and coordinate Warren Moot and Expert Witness Examination competitions
 - (iii) Communications
Maintain, update and coordinate all VWL social media and website, including promoting events and other content
 - (iv) Special Projects Officer
Organise events and oversee initiatives and marquee events in line with VWL's objectives
 - (v) Sponsorship Officer
Manage and liaise with all VWL sponsors, in consultation with the President
 - (vi) Membership and Community Engagement Officer
Building VWL's relationships with associations that further the values of VWL, and attracting and retaining members to the organisation



2021 Annual General Meeting of the Victorian Women Lawyers Association Inc.

Wednesday 24 November 2021 at 5:15pm

MINUTES OF MEETING

President's welcome

Vanessa Shambrook opened the Annual General Meeting (**AGM**) of Victorian Women Lawyers Association Inc (**VWL**) for 2021 with an Acknowledgement of Country. The President thanked all for support and noted that 2021 has been a challenging yet inspiring for VWL and its members. This year marks VWL's 25th Anniversary, which will be celebrated an inspiration message delivered by key female leaders in our profession.

The President gave an overview VWL's continued work to address issues that are important to women in the legal profession. The President noted that this year, VWL continued to embrace technology, delivering a host of events and projects online via Zoom, Instagram and for the first time ever streaming our Warren Moot competition live on Facebook. Prior to lockdown early in the year, we were able to run our Dame Roma Mitchell Memorial Event hosted by Gatehouse Legal Recruitment, with keynote speaker the Hon. Mary Delahunty speaking to the resilience of women throughout the pandemic and in leadership.

The President thanked our event host, the Law Institute of Victoria ("**LIV**"). The LIV is a project sponsor of VWL and provides us with continuing support.

The President explained the process with respect to voting, which will be by way of an online ballot, and will continue for a short time after the conclusion of the AGM.

1. Attendance and apologies

Attendance and proxy register attached. President read out apologies.

2. Minutes of 2020 Annual General Meeting

Minutes for the 2020 approved as a true and correct record and annexed to the minutes below. Motion to confirm minutes of 2020 AGM carried.

3. Executive Committee Annual Report

Diversity & Inclusion Committee: presented by Co-Chairs Sounita Viravout & Shivani Pillai

In October 2021, the Diversity and Inclusion Committee launched the first event of a two-part series – 'Women in the Law with Diverse Abilities', addressing the issues faced by women in the law who have an invisible disability or illness. The event was held in partnership with the Disabled Australian Lawyers Association (**DALA**). Three women in law with disabilities shared their personal experiences including the barriers they have faced and their views as to how we and

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workplaces can be more inclusive, supportive and respectful to those with disabilities, including practical advice such as the implementation appropriate flexible, remote working conditions in the current Covid-19 landscape.

In early 2021, the Diversity and Inclusion Committee published two articles for the Law Institute of Victoria Journal, one of which was called, 'According to merit? / Diversity: Addressing disability and justice' by Samantha Gonzales.

The Diversity and Inclusion Committee also collaborated with the Law Reform committee to prepare a submission for the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Justice Committee: presented by Co-Chairs Anita Nair and Amanda Emonson

The role of the Justice Committee is to bring attention to human rights issues that impact women by holding events and initiating projects to explore these issues.

In 2021 the Justice Committee were able to work alongside inspiring individuals to support and create actions to address human rights campaigns for women. These initiatives were able to focus on diverse campaigns of social justice for women and took various forms. This year the Committee ran two events by collaborating with sponsor firms and organisations. The first, continuing the discussion from last year, was about Domestic Violence in the New COVID Normal. The second was on preventing Sexual Harassment within the profession. There will also be a third held early next year, on preventing the expansion of the Dame Phyllis Frost Centre and the impacts of incarceration on women. Beyond events, the committee also supported the authoring of a law reform submission on a proposed new grab and drag offence as well as an article on the rates of incarceration for women and the Dame Phyllis Frost Centre.

Law Reform Committee: presented by Co-Chairs Andrea De Silva and Clair Rapson

The role of the Law Reform Committee is to participate in and encourage discussion regarding law reform activities that impact on and interest our members.

The Law Reform Committee in 2021 prepared six submissions on a broad range of legal and legislative issues, each in line with VWV's purpose and cognisant of the unique challenges faced by women across Australia. Our Committee has prepared:

1. A Submission to the Senate Legal and Constitutional Affairs Legislation Committee on the Judges' Pensions Amendment (Pension not Payable for Misconduct) Bill 2020.
2. A Submission to the Victorian Law Reform Commission on the Inquiry into Improving the Response of the Justice System to Sexual Offences
3. A Submission into the Family Law Amendment (Federal Family Violence Orders) Bill 2021.
4. A Submission to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.
5. A Submission to the Independent Inquiry into Economic Equity for Victorian Women.
6. A Submission into the Department of Justice and Community Safety's Consultation Paper: Construction of a Mandatory Reporting Requirement for Lawyers.

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In addition to these Submissions, our Law Reform Committee chairs were invited to give evidence at the public hearing held by the Legal and Constitutional Affairs Legislation Committee into the Judges' Pensions Amendment (Pension not Payable for Misconduct) Bill 2020.

Networking Committee: presented by Co-Chairs Linda Hart and Lucy Prowse

The Networking Committee's role is to create opportunities through which women in the legal profession, or who are about to enter the profession, can build strong professional relationships and connections in a supportive environment. We do this by hosting a number of interesting and engaging networking events and panel discussions throughout the year, which aim to highlight the value of forging and maintaining networks for one's career development.

This year the Networking Committee kept women engaged and focused on mental health by launching the first ever VWL Run Club each Monday at 6pm for all levels of running.

The Networking Committee also hosted the second of the Alternative Legal Career Pathways Event series this year run live on Instagram which was another great success. We thank special guest speakers Katherine Brazenor, a barrister in commercial and corporate practice and the Chairperson of the Firearms Appeals Committee, Catherine Brooks a Senior Advisor at Wendy Brooks & Partners and proud advocate of equal rights for disabled women and lawyers, Niti Nadarajah, a corporate lawyer and the head of legal at Phillip Morris Australia, and Fiona Lang the General Manager of BBC Studios & New Zealand, Non-Executive Director of the UN Women National Committee Australia and a Director of Football NSW.

Outreach Committee: presented by Co-Chairs Alanna Attard and Jacinta Leary

The Outreach Committee aims to strengthen VWL's engagement with regional, suburban and other members with limited access or connection to Melbourne CBD or the profession, with a focus on enhancing VWL's online offering. The composition of the Outreach Committee is a representative model, comprising members of the profession from across Victoria and at various stages of their legal career. We have and will continue to offer events and projects tailored to VWL members, regardless of where they work or study, their abilities, parental or carer responsibilities or other commitments.

In 2021, the Outreach Committee focused on rebuilding its membership and strengthening engagement with regional and suburban lawyers and law students. We proudly launched the Confident Conversations series and our standout launch event 'Founding Your Own Firm' focused on the strength and confidence of female founders in legal start-ups. We also contributed to the VWList monthly newsletter with a Regional and Suburban Tip of the Month, sponsored by the College of Law, which provided advice and insights from and for regional and suburban lawyers.

Work Practices Committee: - Presented on behalf of Audrey Capasso and Mary Quinn

The role of the Work Practices Committee is to examine the impact of employment practices on women lawyers, with a particular focus on flexibility, discrimination in the workplace, pay equity and transparency, parental leave policies, part time work, and the career progression of women lawyers, including into leadership positions.

Whilst the challenges of COVID-19 have continued in 2021, the Committee has worked hard to advance a number of key projects. An online event celebrating VWL's Professional



Mentoring Program is planned for November 2021, sponsored by the College of Law and featuring the our Patron, the Hon. Associate Justice Ierodionou, as well as a panel moderated by Fiona McLeod AO SC, featuring leading members of the profession from government, private practice and the Victorian Bar, who will reflect on the role that mentoring has played in their professional development and careers. The Committee has also continued to work with VWL sponsor Maurice Blackburn to plan the launch of a guide on parental leave in practice, as well as a workshop event on recognising and addressing sexual harassment in the legal profession, to be held when in-person events return in 2022.

In August 2021, Work Practices Committee Member Sophie Harris contributed to VWL's submission to the Victorian Government Independent Inquiry into Economic Equity for Victorian Women, in relation to barriers to workforce participation, in conjunction with VWL's Law Reform Committee.

Publications Committee report – presented on behalf of Co-Chairs Georgia Dobbyn and Liz Main

The role of the Publications Committee is to coordinate, prepare and publish the annual journal for VWL – Portia, to be enjoyed by VWL members and the wider community.

The co-chairs are immensely proud of the 2021 edition of Portia. Portia continues to be a powerful platform for women lawyers to discuss important issues in the legal profession. When the theme of 'rising' for this year's edition in January, the co-chairs had high hopes of what 2021 might mean after the challenging year that 2020 represented to so many. While 2021 dealt its own share of blows – much of which weighed more heavily for so many of us worn down from 2020. Despite the challenges, rising has been an inspiring theme. As always, it has also been a unifying theme in all our feature articles.

Women in the Public Sector Committee - presented on behalf of Co-Chairs Kathleen Beirne and Ayan Huruseh

The role of the Women in the Public Sector Committee is to promote women lawyers working in the public sector by supporting career planning, facilitating networking opportunities within the government and the legal community, and fostering engagement on topical issues facing public servants.

In May of this year, the Committee hosted an online networking event for aspiring government and public lawyers and current lawyers. We would like to thank Miriam Holmes, for opening the event and delivering an excellent keynote speech.

The Committee also hosted an online Networking Event as part of our Law Student Roadshow Series to help students come together with practicing lawyers in public and government law.

This event was proudly sponsored by Clayton Utz and we thank lawyers Madison Sutton and Karly Banks in the firm's Major Projects and Public Sector groups as well as Madeleine Reilly from the Department of Premier and Cabinet for sharing their insights about working in public and government law.

Warren Moot: presented by Emma Sestito

The Warren Moot continued for its seventh year. The Moot is named in honour of VWL's Patron, the Honourable Professor Marilyn Warren AC QC and provides participants with the opportunity



to test their advocacy skills before respected members of the Judiciary. For the second year running, the Warren Moot was held digitally, with 14 teams participating.

The Moot was launched by the Honourable Marilyn Warren AC QC, her Honour Justice Walker, and her Honour Justice Mortimer. Their Honours participated in an engaging panel discussion which was facilitated by Catherine Dunlop, Partner at Maddocks. Their Honours shared their experiences in relation to positive appearances and matters that they have presided over, and provided insight on the skills and attributes of a good advocate vis-à-vis the Bench.

For the first time, this year all 14 teams were coached by a member of the Bar. Participants then participated in three knock out rounds, which were presided over by judges of the County Court, Federal Circuit Court and Supreme Court. We congratulate this year's winners, team Subpoena Coladas representing Monash University. We also congratulate Priyanka Banerjee, lawyer at Allens, for being awarded best speaker.

Special Projects and Membership Officer: presented by Sophie Lefebvre

In 2021, the VWL Executive Committee commissioned an engagement survey to take the temperature of VWL members and potential members.

This was the second time VWL ran a survey of this nature. In 2019, a survey was conducted and the results have guided the decision making of the VWL Executive and Sub-Committees for the last two years. After the 2019 Survey some changes were implemented including:

- Greater engagement with members, including through the use of post event surveys).
- An, improved online presence, by way of webinars and recordings of events and the use of Instagram Live.
- Renewed student/graduate focus with a range of events aimed at law students and adjustments made to the mentoring program.

We had 133 responses in total. 71% of respondents were members and 29% were non-members. We have reviewed the responses to the survey at Executive level and will be working with our sub-committees next year to implement this feedback in our operations.

Key takeaways from the survey showed there are some areas that VWL does well and our members value, namely:

- Mentoring
- Networking
- Connection to student groups and junior lawyers

But there are also areas we can improve in, in particular:

- Access for and relevance to regional, rural and suburban lawyers
- Projects and events targeted at lawyers with more than 5 years admission experience
- Improved diversity at all levels of VWL
- Advocacy for members regarding improvements to the legal industry and promotion of VWL's law reform initiatives

Overall, the message from our members (and those interested in becoming members) was that they want to be more engaged with VWL as an organisation.

Like all organisations, VWL has faced difficulties in maintain connections during this pandemic. The Executive Committee and Co-Chairs of the Sub-Committees have all expressed a

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commitment to improving this as we transition to a Covid-normal world and work to find ways to re-engage with members who feel “Zoomed out”.

It is intended that this survey will run again in 2 years' time to ensure that VWL remains relevant to its members. In the meantime, any member can reach out if they have any feedback about VWL they would like to share.

Mentoring and Digital Law & Innovation (Law Student Mentoring Program): presented by Oriana Torcasio

It was a delight to run VWL's Law Student Mentoring Program for 2021 – a program in its 14th year running. This year, matching over 214 mentors and mentees. It was especially heart-warming to see this year's program come to fruition at a time when networking in the legal profession is unfortunately limited, but as always, incredibly important.

On 21 September this year, VWL, together with Women's Barrister Association, officially launched the Law Student Mentoring Program at an event which was proudly sponsored by K&L Gates and featured an opening address from our Program Patron, the Honourable Justice Incerti, followed by a discussion on mentoring tips and tricks with Meg Aitken and Wendy Li of K&L Gates. I'd like to thank our program participants for their attendance at the launch and to our speakers for sharing their stories of learning and success.

This year we also lay the foundations for a partnership with the Digital Law Association and we look forward to holding a promising event on women in digital law and emerging technologies early next year, proudly sponsored by Allens.

Sponsorship: presented by Bronwyn Montgomery

This year VWL has worked very closely with our sponsors to maintain a strong level of engagement with our members and the broader community. This has been a challenging year and we are very thankful to all of our sponsors for their contributions, including Allens Linklaters, Clayton Utz, College of Law, Coulter Roache, Foley's List, Justitia Lawyers and Consultants, K&L Gates, KHQ Lawyers, Maddocks, Maurice Blackburn Lawyers, MinterEllison, Nicholes Family Lawyers, and Svenson Barristers.

Each of our sponsors have been proactive and innovative in responding to the challenges presented by COVID-19. This year VWL and our sponsors continued to embrace online platforms to host the majority of our events and projects. There were some sponsored events which were not suitable to proceed in an online forum in 2021, and we look forward to our sponsors hosting these events, and many more, in person where possible in 2022.

In particular, we extend our thanks to the following sponsors who made some special events possible this year:

1. Clayton Utz for hosting the Monash University Pathways in Public Law Networking and Panel Discussion Event;
2. K&L Gates for hosting the launch event for the VWL Law Student Mentoring Program in partnership with the Women Barristers Association;
3. Maddocks for hosting the 2021 Warren Moot;
4. Justitia Lawyers and Consultants for hosting the Confident Conversations: Founding Your Own Firm digital panel event, and Sexual Harassment Workshop;
5. Nicholes Family lawyers for hosting the Domestic Violence in the New Covid Normal: Opportunities for Change and Reform panel discussion, in partnership with Women's

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- Information and Referral Exchange, Domestic Violence Victoria, the Multicultural Centre for Women's Health and Women's Legal Service Victoria;
6. Svenson Barristers for hosting the Mindfulness Series: Yoga and Meditation and partnering with us to hold the Coming to the Bar Discussion and Networking Event; and
 7. The College of Law for sponsoring the Professional Mentoring Launch and Panel Discussion

In addition, VWL would like to thank the following event sponsors and partners:

1. Gatehouse Legal Recruitment, for hosting the Dame Roma Mitchell Memorial Luncheon;
2. Deakin Law School, for partnering with us to hold the Remaining Resilient panel discussion and mental health workshop;
3. Disabled Australian Lawyers Association for partnering with VWL to hold our Women in the Law with Diverse Abilities Online panel discussion ;
4. The Law Institute of Victoria for hosting the Victorian Women Lawyers Annual General Meeting & 25th Anniversary Keynote

We would also like to thank the following organisations for inviting us to partner with them on the below events:

1. Sexual Harassment Prevention and Positive Action panel discussion hosted by the Law Institute of Victoria.
2. Thinking Like a Founder: Nature or Nurture panel discussion hosted by the College of Law and Women Legalpreneurs Special Interest Group Launch hosted by the College of Law's Centre for Legal Innovation.

Communications: presented by Vanessa Shambrook

This year, VWL's digital presence and engagement continued to be more important than ever. Through our various online platforms, we were able to keep our members informed about the various activities of VWL, including our submissions on proposed regulatory reforms, our virtual events, our Mooting competition and other activities and content relevant to the values that underpin our organisation, such as justice, equality, diversity and inclusion and wellbeing in the legal sector. We also continued our regular monthly 'According to Merit' column in LIV's Law Institute Journal, which included articles on the disproportionate impact of COVID-19 on women, the national inquiry into sexual harassment in Australian workplaces and the benefits of more diverse and inclusive workplaces. Each month via our newsletter, VWList we shared with our members the latest news and events related to VWL's activities, and those related to women in the legal sector.

Community Engagement: presented by Erin Meeking

In 2021, the new portfolio of Community Engagement was added to the Voting Executive and I was honoured to act as the first Community Engagement Officer for VWL. A highlight of the year was engaging in discussions with several organisations across the legal profession regarding collaboration on projects and events into 2022.

VWL also held a Women in Law event in partnership with Victoria University's Dictum Society and College of Law with panelists Fiona Turner, Executive Director of College of Law, VWL Voting Executive Members Erin Meeking and Oriana Torcasio and VWL Diversity & Inclusion Co Chair Sounita Viravout.

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This year, VWL continued to Partner with Women Legal Service on its Starts With Us project. Starts With Us is a project by and for the legal and justice workforce in Victoria. It will contribute to the primary prevention of violence against women in Victoria by responding to the gendered drivers of violence against women as they manifest in our workplaces across the sector. VWL sits on the project's Steering Committee.

In 2022, the Community Engagement and Membership portfolios will be combined.

Wellbeing: presented by Erin Meeking

In 2021, VWL continued to run its Wellbeing and Mindfulness Series, running several lunchtime Yoga and Meditation workshops in April this year. The Mindfulness Series was sponsored by Svenson Barristers.

VWL also held an event for new lawyers and law students focused on remaining resilient when navigating the early stage of a career in law. Panelists offered their insights and experiences with prioritising health during the job application process and first job. The event was sponsored by Deakin University Law School and facilitated by Bonnie Phillips of Coulter Roache, with panelists:

- Louise Hvala (CEO of Gatehouse Legal Recruitment and Alifery and VWL Networking Committee Member);
- Joanna Abraham (Lecturer at the College of Law, Immigration & Refugee Lawyer and Co-Chair of the VWL Diversity & Inclusion Committee); and
- Andrea Phillips (Lecturer at the College of Law, Teaching, Associate and Mindfulness Tutor at Monash University with degrees in psychology and law).

Throughout the year, VWL also provided wellbeing support and insights through its VWList and social media.

4. Treasurer's Report: presented by Elizabeth Cooper

The 30 June 2021 financial year saw VWL record a deficit of \$23,665.00, driven in part by the recording of cost relating to the prior year in the 30 June 2021 financial year, the allocation of membership fees relating to the 30 June 2021 financial year in the prior financial year, and a loss of sponsorship income attributable to the pandemic.

Overall member numbers stayed constant, and members were given a 20% discount in their membership fees as a recognition of the impact of COVID on all. VWL also welcomed new associate sponsors which helped to offset those losses. When the accounts are viewed over the two prior years, VWL recorded a surplus of over \$15,000, which is excellent given those two years were impacted by the pandemic.

Interest income again reduced even though invested funds stayed constant, due to the extremely low rates on offer for invested funds, driven down by the underlying cash rate from the Reserve Bank, currently set at 0.1%, and having been at historically low levels throughout the last few years.

Seminar revenue was also lower as functions moved online and more events were offered free of charge to members and non-members. Function expenses were still incurred but did decrease (in line with revenues), and gifts were not purchased as seminars were held online.

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VWL's accounting fees remained constant and administration expenses increase compared to the prior year, reflecting the engagement of a bookkeeping service. Even so, administration costs were below those that were experienced in years when bookkeeping was performed in-house and office expenses have been halved, as most stationery costs are included in the bookkeeping fee.

As committees did not meet much throughout the year, and planning moved online, committee costs also dropped. Most other costs remained constant or increased in line with CPI, except for subscriptions (software subscription costs increased), website expenses (continuing improvements in VWL's website to manage our increased online presence) and increased publication expenses associated with Portia.

There was a small brand expense, incurred developing VWL's 25th anniversary logo. It is pleasing that VWL managed to continue to deliver relevant, useful and popular functions and seminars, during a difficult period.

The 30 June 2022 financial year will see VWL's executive committee focus on reconnecting, in person, with Victoria's legal profession and expanding VWL's membership and sponsors.

Final VWL accounts will be posted on the website.

5. Election of VWL Executive Committee

The President declared that all current positions are vacated, and all current members are stood down.

The Voting Executive Committee propose to elect a seventh Voting Executive Committee General member to the 2021/2022 Executive (in 2020/2021 there were six ordinary Executive members).

Motion has been carried.

Election of Officers of the Association:

- Stephanie Pasharis: President
- Sophie Lefebvre: Vice President
- Elizabeth Cooper: Treasurer
- Linda Hart: Secretary

Election of VWL Executive Committee

1. Bronwyn Montgomery
2. Erin Meeking
3. Georgina Long
4. Joanna Abraham
5. Oriana Torcasio
6. Roxanne Taylor
7. Sounita Viravout

6. Membership fees for the 2022-2023 financial year

The President proposed that there should be no change to our annual subscription for VWL membership fee for each category of members for the 2022-2023 financial year. The membership fees for the 2020-21 financial year (before a discount due to the impacts of the COVID-19 pandemic) were the following:

**Ordinary Member Fees**

City: \$88.00

Rural/Regional/Suburban: \$61.60

City sponsor employees: \$61.60

Regional sponsor employee: \$42.90

Sponsor trainee/grad: \$0

Associate Member Fees

Associate: \$47.00

Student (LLB, JD or PLT): \$26.95

Motion has been carried.

7. Other business

The President extended her thanks to former President and mentor, Deborah Kliger. The President also thanked VWL's outgoing Executive, the LIV and VWL's members.

The incoming President Stephanie Pasharis addressed attendees; reflecting on VWL's 25th anniversary year.

No other business was raised.

8. 25th Anniversary Video

The President introduced a short keynote video in celebration of VWL's 25th Anniversary. The video message contains inspiring messages from:

- The Honourable Chief Justice of the Supreme Court of Victoria, Anne Ferguson;
- VWL Patron, the Honourable Professor Marilyn Warren AC QC and former Chief Justice;
- VWL Law Student Mentoring Patron, the Honourable Justice Rita Incerti;
- VWL Professional Mentoring Patron, the Honourable Associate Justice Mary-Jane Ierodiconou;
- VWL Founders Deanne Weir, Georgina Frost and Kriss Will; and VWL's 2022 President Vanessa Shambrook and 2022 Vice President, Stephanie Pasharis

The meeting was closed.



VWL 2021 Annual General meeting

Attendance Register

Number	First Name	Last Name
1.	Joanna	Abraham
2.	<i>Isabella</i>	<i>Armao*</i>
3.	<i>Alanna</i>	<i>Attard*</i>
4.	Kathleen	Beirne
5.	Michelle	Berry
6.	Chanphyna	Bou
7.	Nada	Breik
8.	Audrey	Capasso
9.	Elizabeth	Cooper
10.	Lucy	Cornford
11.	Andrea	de Silva
12.	Catherine	Dent
13.	Rebecca	Elphinstone
14.	Amanda	Emonson
15.	Artemis	Evangelidis
16.	Bethany	Evans
17.	<i>Jess</i>	<i>Gibbs**</i>
18.	Jyoti	Haikerwal
19.	Gemma	Hannah
20.	Linda	Hart
21.	Melanie	Heffernan
22.	Ayan	Huruseh
23.	Nadine	John
24.	Deborah	Kliger
25.	<i>Maria</i>	<i>Korakas*</i>
26.	<i>Sharlene</i>	<i>Kurupparachchi*</i>
27.	Jacinta	Learey
28.	Sophie	Lefebvre
29.	Georgina	Long
30.	<i>Fiona</i>	<i>MacRae*</i>
31.	Clare	McIntosh
32.	Erin	Meeking
33.	Nina	Milner
34.	Bronwyn	Montgomery

VICTORIAN WOMEN LAWYERS

GPO 2314 MELBOURNE VIC 3001

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35.	<i>Rosemary</i>	<i>Murphy**</i>
36.	<i>Anita</i>	<i>Nair*</i>
37.	Stephanie	Pasharis
38.	Bonnie	Phillips
39.	Andree	Pianta
40.	Shivani	Pillai
41.	<i>Madison</i>	<i>Pondeljak*</i>
42.	Lucy	Prowse
43.	Mary	Quinn
44.	Jo	Renkin
45.	Emma	Sestito
46.	Vanessa	Shambrook
47.	Neha	Singh
48.	Zefy	Souvlakis
49.	Roxanne	Taylor
50.	Oriana	Torcasio
51.	Tien	Tran
52.	Sounita	Viravout
53.	<i>Annaleise</i>	<i>Vulin*</i>
54.	<i>Maggie</i>	<i>Wang*</i>
55.	Kylie	Weston-Scheuber

** Student/Associate Member - ineligible to vote*

*** Non-Member attendee - ineligible to vote*

**VICTORIAN WOMEN LAWYERS
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VWL 2021 Annual General meeting Proxy Register

Number	Member	Appointed Proxy
1.	Angela Avgerinos	Deborah Kliger
2.	Astrid Haban-Beer	Deborah Kliger
3.	Wendy Li	Deborah Kliger
4.	Patricia McMullan	Deborah Kliger
5.	Samantha Doyle	Deborah Kliger
6.	Annie Poulton	Sophie Lefebvre
7.	Jennifer Van Veldhuisen	Sophie Lefebvre
8.	Michelle Freilich	Sophie Lefebvre
9.	Alexandra Lioudvigova	Sophie Lefebvre
10.	Michelle Freilich	Sophie Lefebvre
11.	Abbey Dalton	Sophie Lefebvre
12.	Ruby Hajek	Sophie Lefebvre
13.	Alexandra Lioudvigova	Sophie Lefebvre
14.	Andrew Tole	Stephanie Pasharis
15.	Anna Sartori	Stephanie Pasharis
16.	Anne O'Loughlin	Bonnie Phillips
17.	Jade Hovey	Bonnie Phillips
18.	Ivy O'Dwyer	Bonnie Phillips
19.	Alessandra Daly-Sutton	Person Presiding
20.	Julia Eastoe	Mary Quinn
21.	Stephanie Milione	Vanessa Shambrook
22.	Louisa Ashton	Vanessa Shambrook
23.	Emily Hart	Vanessa Shambrook
24.	Sarah Rey	Vanessa Shambrook
25.	Magda Marciniak	Vanessa Shambrook
26.	Claire Rapson	Vanessa Shambrook
27.	Jessica Samuel	Vanessa Shambrook
28.	Marissa Piazza	Vanessa Shambrook
29.	Rhiannon Zarro	Vanessa Shambrook
30.	Catherine Maroney	Vanessa Shambrook
31.	Deanne Weir	Vanessa Shambrook
32.	Bianca Quan	Vanessa Shambrook
33.	Taboka Finn	Vanessa Shambrook
34.	Karina Shnyder	Roxanne Taylor

VICTORIAN WOMEN LAWYERS ASSOCIATION INC

ABN 32 198 567 354

FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2021

VICTORIAN WOMEN LAWYERS ASSOCIATION INC
ABN 32 198 567 354

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VICTORIAN WOMEN LAWYERS ASSOCIATION INC
ABN 32 198 567 354

STATEMENT BY MEMBERS OF THE COMMITTEE

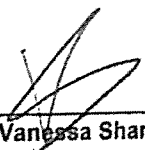
The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In accordance with a resolution of the committee of Victorian Women Lawyers Association Inc, the members of the committee declare that the financial statements for the year then ended, a summary of significant accounting policies and other explanatory notes:

1. present a true and fair view of the financial position of Victorian Women Lawyers Association Inc as at 30 June 2021 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the Associations Incorporation Reform Act 2012; and
2. at the date of this statement there are reasonable grounds to believe that Victorian Women Lawyers Association Inc will be able to pay its debts as and when they fall due.

This statement is signed for and on behalf of the committee by:

President



Vanessa Shambrook

Treasurer



Elizabeth Cooper

Dated: October 2021

VICTORIAN WOMEN LAWYERS ASSOCIATION INC
ABN 32 198 567 354

COMPILATION REPORT
TO VICTORIAN WOMEN LAWYERS ASSOCIATION INC

We have compiled the accompanying special purpose financial statements of Victorian Women Lawyers Association Inc, which comprise the statement of financial position as at 30 June 2021, the statement of profit or loss for the year then ended, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial statements have been prepared is set out in Note 1 to the financial statements. The special purpose financial statements are only suitable for the purpose set out in Note 1 to the financial statements and may not be suitable for any other purpose.

The Responsibility of the Committee

The committee of Victorian Women Lawyers Association Inc is solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet its needs and for the purpose that the financial statements were prepared.

Our Responsibility

On the basis of information provided by the committee, we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in Note 1 to the financial statements and APES 315: Compilation of Financial Information.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in Note 1 to the financial statements. We have complied with the relevant ethical requirements of APES 110: Code of Ethics for Professional Accountants.

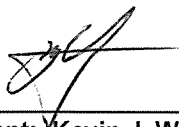
Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on these financial statements.

The special purpose financial statements were compiled exclusively for the benefit of the committee who is responsible for the reliability, accuracy and completeness of the information used to compile them. We do not accept responsibility for the contents of the special purpose financial statements.

Liddell Weight Services Pty Ltd
Chartered Accountants

Level 4
222 Kings Way
South Melbourne, Vic, 3205



Accountant: **Kevin J. Weight**

South Melbourne

Dated: 21 October 2021

VICTORIAN WOMEN LAWYERS ASSOCIATION INC
ABN 32 198 567 354

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2021

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash on hand	2	326,240	339,728
Accounts receivable and other debtors	3	946	78,101
TOTAL CURRENT ASSETS		<u>327,186</u>	<u>417,829</u>
TOTAL ASSETS		<u><u>327,186</u></u>	<u><u>417,829</u></u>
LIABILITIES			
CURRENT LIABILITIES			
Accounts payable and other payables	4	7,912	8,873
Other	5	13,933	79,950
TOTAL CURRENT LIABILITIES		<u>21,845</u>	<u>88,823</u>
TOTAL LIABILITIES		<u><u>21,845</u></u>	<u><u>88,823</u></u>
NET ASSETS		<u><u>305,341</u></u>	<u><u>329,006</u></u>
MEMBERS' FUNDS			
Retained earnings		<u>305,341</u>	<u>329,006</u>
TOTAL MEMBERS' FUNDS		<u><u>305,341</u></u>	<u><u>329,006</u></u>

The accompanying notes form part of these financial statements.

These statements are unaudited and should be read in conjunction with the attached compilation report.

VICTORIAN WOMEN LAWYERS ASSOCIATION INC
ABN 32 198 567 354

PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
INCOME			
Dividends Received		-	34
Interest Received		1,666	4,013
Seminar Revenue		18,077	22,832
Membership Fees		24,145	43,983
Sponsorship Income		55,950	78,526
		99,838	149,388
LESS EXPENDITURE			
Accountancy Fees		2,000	2,000
Administration Expenses		24,775	7,653
AWL Membership Fee		7,202	-
Brand Expense		799	-
Bank Charges		1,013	1,094
Catering		529	776
Committee Expenses		527	4,524
Consultants		-	950
Conferences and Seminars		-	671
Courier and Postage		3,072	2,398
Donations		-	411
Entertainment Expenses		-	45
Function Expenses		44,533	53,123
Gifts		-	722
Insurance		2,279	2,182
Legal Fees		-	2,300
Magazines and Publication Expenses		16,133	14,977
Office Expenses		1,127	2,089
Subscriptions and Memberships		1,221	414
Travelling Expenses		-	10
Website Expenses		18,293	14,300
		123,503	110,639
NET OPERATING PROFIT (LOSS)		(23,665)	38,749
Retained Profits at the beginning of the financial year		329,006	290,257
TOTAL AVAILABLE FOR APPROPRIATION		305,341	329,006
RETAINED PROFITS AT THE END OF THE FINANCIAL YEAR		305,341	329,006

The accompanying notes form part of these financial statements.

These statements are unaudited and should be read in conjunction with the attached compilation report.

VICTORIAN WOMEN LAWYERS ASSOCIATION INC
ABN 32 198 567 354

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Financial Reporting Framework

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012 Victoria. The committee has determined that the association is not a reporting entity.

Basis of Preparation

The financial statements have been prepared in accordance with the requirements of the following Australian Accounting Standards:

AASB 101: Presentation of Financial Statements;
AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors;
AASB 110: Events after the Balance Sheet Date
AASB 118: Revenue and
AASB 1031: Materiality.

No other Accounting Standards, Australian Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied. The financial report is prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

(a) Income Tax

On the 27th June 2008 a Federal Court decision was handed down ruling that the Victorian Women Lawyers' Association was exempt from liability to income tax on the basis of being a Charitable Institution under subsection 50-5 of the Income Tax Assessment Act 1997, as amended. As such all previous income tax paid has been refunded and the association is exempt from paying income tax in the future.

Current income tax expense charged to profit or loss is the tax payable on taxable income for the current period. Current tax liabilities (assets) are measured at the amounts expected to be paid to (recovered from) the relevant taxation authority using tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

Current and deferred income tax expense (income) is charged or credited outside profit or loss when the tax relates to items that are recognised outside profit or loss or arising from a business combination.

A deferred tax liability shall be recognised for all taxable temporary differences, except to the extent that the deferred tax liability arises from:

- (a) the initial recognition of goodwill; or
- (b) the initial recognition of an asset or liability in a transaction which:
 - (i) is not a business combination; and
 - (ii) at the time of the transaction, affects neither accounting profit nor taxable profit (tax loss).

VICTORIAN WOMEN LAWYERS ASSOCIATION INC
ABN 32 198 567 354

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

(b) Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

When the association receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

The association recognises income in profit or loss when or as the association satisfies its obligations under the terms of the grant.

Interest income is recognised using the effective interest method.

All revenue is stated net of the amount of goods and services tax.

Donations and bequests were recognised as revenue when received.

Interest revenue was recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue was recognised when the right to receive a dividend had been established. Rental income from operating leases was recognised on a straight-line basis over the term of the relevant leases.

Revenue from the rendering of a service was recognised upon the delivery of the service to the customer.

(c) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

VICTORIAN WOMEN LAWYERS ASSOCIATION INC
ABN 32 198 567 354

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
	\$	\$
2. CASH ON HAND		
Cheque Bank Account	23,604	38,673
Debit Card Bank Account	48	128
Investment Bank Account	50,729	110,700
Term Deposit - 519992	251,859	190,227
	<u>326,240</u>	<u>339,728</u>
3. ACCOUNTS RECEIVABLE AND OTHER DEBTORS		
CURRENT		
Trade Receivables	407	78,101
Goods and Services Tax	539	-
	<u>946</u>	<u>78,101</u>
4. ACCOUNTS PAYABLE AND OTHER PAYABLES		
CURRENT		
Goods and Services Tax	-	7,027
Trade Creditors	7,912	1,846
	<u>7,912</u>	<u>8,873</u>
5. OTHER LIABILITIES		
CURRENT		
Prepaid Income	<u>13,933</u>	<u>79,950</u>

These notes are unaudited and should be read in conjunction with the attached compilation report.