



ANNUAL REPORT

WOMEN LAWYERS ASSOCIATION OF THE ACT INCORPORATED (ABN 31 809 300 503)

1. 2012/13 Financial Year Committee Members

President:	Nithya Sambasivam (28/11/12 – 26/09/13)
Vice President:	Jennifer Crawley (28/11/12 - 26/09/13)
Secretary:	Claudia Maclean (28/11/12 - 26/09/13)
Treasurer:	Numira Kuruppu (28/11/12 - 26/09/13)
Ordinary Committee Members:	Claire Carton (28/11/12 – 11/02/13) Laura Hamilton (28/11/12 – 26/07/13) Kelly Irvine (28/11/12 - 26/09/13) Narges Razavi (28/11/12 – 01/08/13) Brianna Rositano (28/11/12 – 11/02/13)
*Sub-committee Members:	Christina Lewis (22/07/13 – 26/09/13) Tiffany Long (28/11/12 - 26/09/13) Anne Louise Pham (28/11/12 - 26/09/13) Sarah Rubenstein (13/04/13 – 26/09/13) Monisha Lazarus (13/04/13 – 26/09/13) Tamara Sullivan (22/07/13 – 26/09/13) Lisa Ward (13/04/13 – 26/09/13)

*Note: r.15(2)(e) of our Rules of Association restricts the number of ordinary Committee members to six. However, a number of sub-committees / work groups have been formed and any member can participate whether or not they are a member of the Committee proper. Persons listed as sub-committee members are not members of the Committee per se but they are invited and do attend full Committee meetings.

2. Principal Activities in 2012/13 Financial Year

2.1 Generally

The 2012/13 AGM took place on 28 November 2012, at which time a new Committee was elected.

The Committee also established two subcommittees, being the Policy and Events Subcommittees to undertake initiatives in those areas. These are discussed in further detail below.

The Committee also continued its efforts to streamline the WLA's internal processes and procedures over the last year.

The Committee also entered into a sponsorship agreement with a new principal sponsor MLC Advice Canberra. This is discussed in further detail below.

2.2 Policy

In addition to keeping informed of developments via its representatives to the Australian Women Lawyers Committee and ACT Law Society Equalising Opportunities in the Law Committee, the WLA ACT has had an active policy development focus over the last year.

The following matters were the focus of that policy development:

- Equal pay for equal work;
- Flexible working arrangements;
- Parental leave;

- Harassment and discrimination; and
- Promotion, transfer and training.

Policy development is ongoing.

2.3 Events/ initiatives

The WLA held a series of events and initiatives in 2013, being:

- Summer networking drinks event (21 February 2013);
- Mentor breakfast, with guest speaker Mr. Rob Reis of the ACT Law Society (27 March 2013);
- Publication of Findings Report of Junior Lawyers Pay and Conditions Survey (7 May 2013);
- Annual Law Week Dinner, with guest speaker Dr. Anne Summers (15 May 2013);
- Winter networking drinks event, including our sponsorship launch with MLC Advice (18 July 2013);
- Junior lawyers pay and conditions survey 2013 (throughout August 2013); and
- Mentor breakfast, with guest speaker Ms. Noor Blumer, President of the ACT Law Society (27 August 2013);
- AGM (26 September 2013).

We intend to see out the year with a Spring Networking Drinks event to be held in October or November 2013.

Our annual Law Week dinner at The Boat House was a particular highlight. Following from overwhelming demand in 2012, the event was expanded to a larger venue and featured noted Australian writer, author and feminist, Dr. Anne Summers. Dr. Summers delivered an engaging speech on the topic of 'The Misogyny Factor.' A transcript of her speech can be found on the 'News and Publications' page of our website.

The draft events calendar for the 2014 calendar year is also available on the 'Events' page of our website.

2.4 Sponsorship of the WLA ACT

On 18 July 2013, the WLA ACT formally launched sponsorship of the organisation by MLC Advice Canberra. MLC Advice Canberra is headed by Mr. Michael Miller, and we look forward to working closely with Mr. Miller over the coming year, including hosting a breakfast seminar at which Mr. Miller will feature as guest speaker.

Further information about MLC Advice Canberra can be found on the 'Principal Sponsor' page of our website.

2.5 Marketing and membership

A key component of our marketing and membership drive has been the continued active use of both our website and Facebook page. Content on both platforms have been regularly updated throughout the last year, with a view to engaging more junior solicitors and students in particular. A number of Committee members have been trained in the use of the website, to ensure that content is diversified, engaging and current.

The WLA has continued to advertise its events and other initiatives in the Law Society's Hearsay publication and therefore bring the WLA's activities to a much broader audience. This has proven effective in expanding our membership and also in bettering attendance at our events.

Memberships came up for renewal on 1 July 2013. The numbers are encouraging and the Committee is pleased to see many junior solicitors and students joining the Association. Nonetheless, the Committee hopes to continue to grow the WLA ACT's membership in the coming year.

2.6 Finance

Finance plan

The committee approved a Finance Plan and Budget for the 2012/13 Financial Year.

2012/13 Financial Year Net Profit/Loss

During the 2012/13 Financial Year the Association made a substantial net profit.

This will be discussed in greater detail at the AGM.

2.7 Governance and compliance

We have continued to work with our auditors in the last year to bring statutory financial and administration reporting obligations up to date from the 2009 to 2011 financial years, ahead of subsequent financial years. Due to the matters stated in last year's Annual Report, this process is ongoing, but is a priority for the Committee.

Again, we note that re-commencing our reporting obligations may trigger enquiries by ORS as to non-compliance in previous years. Such enquiries cannot be helped and the present Committee has resolved to deal with them as best we can as they arise.

Otherwise, the Committee has continued to implement systematic and predictable governance and compliance procedures within the WLA ACT.

3 **Acknowledgements**

3.1 The President would like to personally acknowledge the efforts and contributions of following people over the last year:

- Numira Kuruppu, Jennifer Crawley and Claudia Maclean who assumed executive roles for the year, and Tiffany Long, who assumed the role of membership officer;
- The rest of the Committee members and members of our Subcommittees;
- Our principal sponsor MLC Advice Canberra;
- Our auditors Kazar Slaven;
- Karen Twigg, our outgoing delegate to the Australian Women Lawyers; and
- The ACT Law Society.



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Nithya Sambasivam, President



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Numira Kuruppu, Treasurer