



Australian Women Lawyers 4th National Conference

Women Lawyers in a Public World

10-12 August 2012, The Australian National University
University House, Canberra, ACT



Program highlights

- Exploring the role of *Women Lawyers in a Public World*
- Justice and equity in the global context
- Surviving and thriving as a woman in the law: Attrition, retention and progression
- Trailblazing women and the law
- Towards dignity and respect at work: An exploration of workplace bullying in the legal profession
- The good, the bad and the ugly truths about social media
- Dealing with risk in construction and resource management law
- Powerful bundling of intellectual property rights: Ownership and authorship in a digital medium
- Female lawyers practising in rural, regional and remote communities

Prominent women speak about the opportunities and challenges in creating justice and practising law in today's world.

Key Speakers

- **The Hon Diana Bryant AO**, Chief Justice, **Family Court of Australia**
- **The Hon Robert French AC**, Chief Justice, **High Court of Australia**
- **The Hon Justice Virginia Bell**, Judge, **High Court of Australia**
- **Ms Penny Williams**, Global Ambassador for Women and Girls, **Department of Foreign Affairs and Trade**
- **Professor Kim Rubenstein**, Director, Centre for International and Public Law, **Australian National University College of Law**
- **Associate Professor Maryam Omari**, Program Director MBA & Graduate Studies, Faculty of Business & Law, **Edith Cowan University**

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Invitation from the President

It is with great pleasure that I invite you to join us at our Fourth Australian Women Lawyers National Conference to be held in Canberra, 10-12 August 2012.

Our theme is *Women Lawyers in a Public World*, and AWL is able to celebrate our own role with Australia's new Global Ambassador for Women and Girls, Ms Penny Williams, speaking just shy of the first anniversary of her appointment. AWL called for the creation of such a post advising on issues impacting on women's status and wellbeing in Australia and internationally in our June 2008 Conference Communiqué.

AWL recognises the unique challenges for women within the legal profession, and the importance of our presence to advance justice and equality, whilst representing the whole of the community. We are delighted to bring you an update on the ANU's Trailblazing Women and the Law project, and on the NSW Law Society's Advancement of Women in the Legal Profession and ECU's and WA Law Society's Workplace Bullying in the Legal Profession reports. This conference will also discuss surviving and thriving as a woman in the law, whilst valuing the fact that a number of women lawyers practice in rural, regional and remote areas.

Embracing the public world around us, the conference also reflects contemporary and often difficult issues. We have sessions on Intellectual Property rights from a music industry and broadcasting perspective; Constructions lessons following the Christchurch earthquake and Social Media. It is our honour to highlight some outstanding contributions being made by female practitioners in these areas.

I look forward to welcoming you all in Canberra this August.

Rebecca Lee
President, Australian Women Lawyers

Organising Committee

Rebecca Lee, *President of AWL, Western Australia Bar (Perth)*

Sara Wedgwood, *Secretary of AWL, Legal Counsel, CSIRO Legal (Canberra)*

Mary Anne Ryan, *Immediate Past President AWL, Consultant, PWB Lawyers (Hobart)*

Patricia Athanasiadis, *Lawyer, Clayton Utz (Melbourne)*

Amy Challans, *AWL Director, Business Partner – Corporate Services, Department for Water (Adelaide)*

Susan McNeil, *AWL Director, Barrister, Queensland Bar (Brisbane)*

Sue Oliver, *AWL Director, Stipendiary Magistrate, Northern Territory (Alice Springs)*

Rachel Reed, *Associate, Meredith Connell (Auckland, New Zealand)*

Prof Kim Rubenstein, *Director, Centre for International and Public Law, Australian National University (Canberra)*

Angela Kurtz, *National Manager – Professional Development, LexisNexis*



Australian Women Lawyers 4th National Conference

Women Lawyers in a Public World

Friday 10 August 2012

5:30 Conference registration

WELCOME RECEPTION: THE GRAND HALL

The historic Grand Hall of University House will host the opening of the Australian Women Lawyers 4th National Conference. Set within a leafy enclave, join us as we turn our minds to the topics surrounding this year's conference, and reflect with friends and colleagues on what it takes to participate, engage and succeed as *Women Lawyers in a Public World*.

Welcome reception is included in the delegate registration fee, but please indicate your intention to attend on the enclosed registration form. Additional tickets \$55pp.

6:00 Official welcome by **Rebecca Lee, Barrister, Western Australia Bar and President, Australian Women Lawyers**

6:05 Opening address by the Australian Women Lawyers Patron, **The Hon Diana Bryant AO, Chief Justice, Family Court of Australia**

It is my pleasure to welcome you to our Nation's Capital for the Fourth biennial AWL conference. As AWL continues its good work towards elimination of discrimination against women in the legal system and in the administration of justice, it is timely to consider the more public role that women are taking, and their effect in creating and enhancing awareness. Join us as we explore this in the 2012 conference theme – *Women Lawyers in a Public World*.



6:15 Welcome reception

8:00 Close of welcome reception

Saturday 11 August 2012

8:15 Conference registration

9:00 Welcome from the Chair

Rebecca Lee, Barrister, Western Australia Bar and President, Australian Women Lawyers

9:05 Introduction by **The Hon Robert French AC, Chief Justice, High Court of Australia**

Appointed to the High Court of Australia in September 2008, Chief Justice French was a judge of the Federal Court of Australia at the time of his appointment, having been appointed to that office in November 1986. From 1994 to 1998 he was President of the National Native Title Tribunal. At the time of his appointment he was an additional member of the Supreme Court of the Australian Capital Territory and a member of the Supreme Court of Fiji. He was also a Deputy President of the Australian Competition Tribunal and a part-time member of the Australian Law Reform Commission. From 2001 to January 2005 he was president of the Australian Association of Constitutional Law. Chief Justice French was appointed a Companion in the General Division of the Order of Australia in 2010.

9:20 Keynote address: *Women Lawyers in a Public World* by **The Hon Justice Virginia Bell, Judge, High Court of Australia**

Justice Bell was appointed to the High Court in February 2009. At the time of her appointment she was a judge of the New South Wales Court of Appeal. She graduated from the University of Sydney as a Bachelor of Laws in 1977. After seven years as a solicitor with the Redfern Legal Centre, she was admitted to the New South Wales Bar in 1984 and was appointed a Senior Counsel in 1997. Justice Bell practised as a public defender between 1986 and 1989 before returning to the private Bar. Between 1994 and 1997 she was a counsel assisting the Royal Commission into the New South Wales Police Service. Justice Bell was appointed a judge of the Supreme Court of New South Wales in March 1999. She served as president of the Australian Institute of Judicial Administration 2006 to 2008.

■ 0.5 CPD/MCLE point

ACCOMMODATION

Special rates have been arranged at the hotels listed below for delegates at this year's AWL conference. Please contact the hotels directly on the numbers listed and quote the relevant codes listed to receive the special rates. Please note that full payment on credit card may be required to secure accommodation bookings. It is recommended that you book accommodation as early as possible, as quoted hotel rates are only available until sold out, after which higher rates may apply. Accommodation prices are subject to change and availability.

University House, Canberra – from \$139 per night

The Australian National University, Cnr Balmain Cr & Liversidge St, ACTON
Phone: 1800 814 864
Website: www.anu.edu.au/unihouse/accomm/accommodation.html
Quote: [Australian Women Lawyers](#)

Rydges Lakeside – \$209 per night

Room only – breakfast available at additional \$29
London Circuit Canberra City ACT 2600
Phone: 02 6247 6244
Website: www.rydges.com/locations/

Novotel Canberra – \$190 per night

Rate includes a standard queen or twin arrangement, plus breakfast for up to 2 adults and 2 children. Available for Friday 10 and Saturday 11 August 2012.
65 Northbourne Avenue, Canberra
Phone: 02 6245 5000
Website: www.novotelcanberra.com.au
Quote: [AWL100812](#)

Prominent women speak about the opportunities and challenges in creating justice and practising law in today's world.

10-12 August 2012, University House, The Australian National University, ACT

9:50 **Keynote address: Justice and equality in the global context**



Ms Williams was appointed Australia's first Global Ambassador for Women and Girls on 13 September 2011. The Ambassador is responsible for high-level advocacy to promote Australian Government policies and activity regarding gender equality and the social, political and economic empowerment of women and girls, particularly in the Asia-Pacific region. By advocating internationally for women's equal participation in political, economic and social affairs, the Ambassador advances global progress, peace and stability.

Penny Williams, *Global Ambassador for Women and Girls, Department of Foreign Affairs and Trade*

■ 0.5 CPD/MCLE point

10:30 **Trailblazing women and the law**

Professor Kim Rubenstein will be presenting on the progress of the Trailblazing Women Lawyers oral history project she is undertaking with the National Library of Australia. The project began in 2010 and involves interviewing trailblazing women lawyers around the country, from women in their 30s through women in their 70s about their lives.

It is creating a rich archive in the National Library of Australia's wonderful oral history collection. Professor Rubenstein will also share some of her research outcomes from the interviews where she has been looking at questions of lawyering and active citizenship as part of her cutting edge research on citizenship in Australia.

Professor Kim Rubenstein, *Director, Centre for International and Public Law, ANU College of Law and Convenor, ANU Gender Institute, Australian National University, Canberra*

■ 0.5 CPD/MCLE point

11:00 **Morning tea: University House Gardens**

FOOD FOR THOUGHT

"We felt often that we were perceived as mothers trying to be lawyers, while a male colleague of ours who had a young child was perceived as a lawyer who also happened to be a father."
– Anne C Weisberg

■ 0.5 CPD/MCLE point

11:30 **DISCUSSION PANEL**

Powerful bundling of intellectual property rights: Ownership and authorship in a digital medium

- Copyright and Moral Rights
- A music industry perspective on applying IP rights to best advantage
- A Broadcasting perspective on applying IP rights to best advantage

Facilitator:

Sara Wedgwood, *Legal Counsel, CSIRO Legal (ACT)*

Libby Baulch, *Director of Policy, Copyright Agency Limited*
Vanessa Hutley, *General Manager, Music Industry Piracy Investigations*

Kate Gilchrist, *Senior Lawyer & Team Leader – Commercial Legal & Business Affairs, Australian Broadcasting Corporation*

■ 1 CPD/MCLE point

12:30 **Networking lunch for speakers and delegates**

1:30 **DISCUSSION PANEL**

Surviving and thriving as a woman in the law: Attrition, retention and progression

- Planning a career break before you go
- Strategies for your return
- Retention strategies for firms and bars
- Nurturing the leadership gene pool
- How to market yourself to a board
- Work/life balance

Fiona McLeod SC, *Barrister, Victorian Bar and EOL Committee, Law Council of Australia*

Marion Rodwell, *General Counsel and Company Secretary, Myer*

Dr Nanette Rogers SC, *Assistant Director, Office of the Director of Public Prosecutions (NT)*

■ 1.5 CPD/MCLE point

3:00 **Afternoon tea: University House Gardens**

FOOD FOR THOUGHT

The advancement and retention of women lawyers is a complex issue - consider the following excerpts from the Law Society of NSW's report on the Advancement of Women in the Profession:

"Overall, it appears that there is little difference between the rates at which men and women solicitors leave the profession. However, analysis of each segment of practice suggests that more young women solicitors are leaving private practice than young men and that some of these women appear to be moving to in-house roles."

"My firm has tried to offer partnerships to women who have knocked them back. We have spoken to our staff to find out what they want and have tried offering extended maternity leave, job sharing, part time work and a variety of other flexible work arrangements. The reasons why women turn down partnership are not always obvious."

Male partner, large law firm

■ 1 CPD/MCLE point

3:15 **Presentation on NSW Law Society project: Advancement of women in the legal profession**

Heather Moore, *Manager – Policy and Practice, NSW Law Society*

Kate Potter, *Manager – Professional Services Development, NSW Law Society*

3:30 **Female lawyers practising in rural, regional and remote communities**

To date, relatively limited attention has been given to the particular experiences and retention issues for women lawyers in rural, regional and remote (RRR) legal practice. This presentation will explore Ms. Mundy's current research into the lived experiences of women lawyers practising in RRR communities in Queensland, and seek to highlight some of the particular opportunities and challenges.

Trish Mundy, *Lecturer Faculty of Law, University of Wollongong*

■ 0.5 CPD/MCLE point



Sunday 12 August 2011

4:00

DISCUSSION PANEL

Construction and resource management law

- Key lessons from the Christchurch earthquake
- Insurance implications for construction projects
- Risk management in commercial construction contracts

Facilitator:

Rebecca Lee, *Barrister, Western Australia Bar and President, Australian Women Lawyers*

Jo Appleyard, *Partner, Chapman Tripp (NZ)*
Janelle Kerrisk, *Partner, Holding Redlich and QLD President, National Association of Women In Construction (NAWAIC)*

Sandra Steele, *Assistant General Counsel Australia – Project Management & Construction, Lend Lease, National President, National Association of Women In Construction (NAWAIC)*

Richard Calver, *National Director Industrial Relations and Legal Counsel, Master Builders Australia*

Rachel Peitsch, *Manager – Contracts (Northern Region), John Holland*

■ 1 CPD/MCLE point

5:00

Closing remarks from the Chair

7:30

Pre-dinner drinks and Mystery Gala Dinner

Join your conference colleagues for the Mystery Gala Dinner. This year, we are planning a special night that will keep you guessing – embrace the mystery, intrigue and anticipation! With pre-dinner drinks commencing at 7.30pm, this is your opportunity to dress up for the evening (cocktail attire) as we celebrate with a selection of premium wines plus a tailored two-course menu. The Mystery Gala Dinner is an optional event so be sure to indicate your intention to attend on the registration form. Partners/guests are welcome – see registration page.

7:00

Walk 'n Talk around Lake Burley Griffin

The early bird catches the worm! Join your colleagues for a stroll around the Lake during which key buildings and memorials of National significance will be highlighted. The walk will meet on the steps of the National Library at 7am and be 60 minutes duration.

9:00

Welcome from the Chair and President of AWL

Rebecca Lee, *Barrister, Western Australia Bar and President, Australian Women Lawyers*

9:15

Keynote address: Towards dignity and respect at work: An exploration of workplace bullying in the legal profession

- What is workplace bullying?
- What are the causes of workplace bullying?
- What are the consequences of workplace bullying?
- Findings from the study of workplace bullying in the legal profession

Associate Professor Maryam Omari, *Program Director, MBA & Graduate Studies Faculty of Business & Law, Edith Cowan University*

■ 0.5 CPD/MCLE point

10:00

Champagne morning tea: University House Gardens

FOOD FOR THOUGHT

“The trouble with the women of my generation is that we thought if we knocked the doors down, success would be inevitable: the trouble with the men of your generation is that so many still think that, if they hold the doors open, we will be forever grateful.” – The Honourable Justice Mary Gaudron (retired)

11:00

DISCUSSION PANEL

The good, the bad and the ugly truths about social media

- What goes around comes around
- Impacts and implications for organisations
- Meshing personal and professional use
- Using social media to brand your organisation
- Security risks for organisations
- Aberrant and criminal behaviour on line

Nichola Constant, *Director, People + Culture Strategies*
Assistant Commissioner Leanne Close, *National Manager Human Resources, Australian Federal Police*
Sonia Adams, *Chief Marketing Officer, GHD and President, Asia-Pacific Professional Services Marketing Association*

■ 1 CPD/MCLE point

12:00

Closing remarks from the Chair

12:15

Light lunch

1:30

Close of conference

Women and the Law in Australia

Edited by Easteal, P (Editor) and expert legal contributors

The first of its kind, *Women and the Law in Australia* provides practical advice on dealing with issues in the practice of law that are of specific importance to women. It is intended not just to highlight the problems that women experience with the legal system as defendants, complainants, victims, witnesses and practitioners but also to identify pragmatic steps for solicitors, barristers and policy-makers.

The text is a compilation of contributions, with all contributors experts in their area of law, who come from legal practice, academia or government; it explores the cultural and legal context of each topic.

Purchase the book when registering and receive it for the discounted rate of \$139.



Priority registration form

Australian Women Lawyers – 4th National Conference
10-12 August, 2012
University House
The Australian National University
Cnr Balmain Cr & Liversidge St
Acton ACT 2601

5 easy ways to register

Online: www.lexisnexis.com.au/pd
Email: registration@lexisnexis.com.au
Phone: 1800 772 772
Fax: 02 9422 2338

Mail: Conference Co-ordinator, LexisNexis
Locked Bag 2222, Chatswood Delivery
Centre, Chatswood NSW 2067
or: DX 29590 Chatswood

Please complete sections A, B, C, D

TAX INVOICE | Australian Women Lawyers | ABN 31 074 612 687

Conference code: PD0112

A Delegate 1 details

Mr/Ms/Dr: _____
First name Last name

Organisation: _____

Address: _____

Position: _____

Telephone: _____

Fax: _____

Email (required**): _____

Delegate 2 details

Mr/Ms/Dr: _____

Organisation: _____
First name Last name

Address: _____

Position: _____

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Email (required**): _____

Delegate 3 details

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Advanced price (register and pay before 1 June 2012)

Please Select	Options	Qty	Price	Subtotal
	Conference + reception		\$ 650 + GST = \$ 715	

Standard price (register and pay after 1 June 2012)

Please Select	Options	Qty	Price	Subtotal
	Conference + reception		\$ 750 + GST = \$ 825	

New Lawyer (register and pay before 10 August 2012)

Please Select	Options	Qty	Price	Subtotal
	Conference + reception		\$ 600 + GST = \$ 660	

I plan to attend:

Please Select	Options	Qty	Price	Subtotal
	Welcome reception – guest		\$ 50 + GST = \$ 55	
	Gala dinner		\$ 130 + GST = \$ 143	
	Gala dinner – guest		\$ 130 + GST = \$ 143	

Conference Registration includes: admission to all sessions, morning and afternoon teas, lunches, the welcome reception and conference materials.



Conference resources

I am unable to attend but would like to purchase a set of the Australian Women Lawyers 4th National Conference papers

Qty	Price	Subtotal
	\$ 300 + GST = \$ 330	



I wish to purchase the Women and the Law in Australia book
\$126.36 + GST = \$139

Discounts cannot be taken concurrently.

TOTAL

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- Between one calendar month plus one day and 14 days prior to the first day of event: LexisNexis will refund 50% of the fee paid by you and provide you with a copy of event papers.
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