



women lawyers

association of nsw

NSW Women Lawyers
Achievement Awards 2015
Gala Presentation Dinner

Friday 11th September 2015

Dockside, Cockle Bay Wharf
Darling Harbour, Sydney

Proudly supported by:



THE LAW SOCIETY
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Dear Members and Guests,

The Women Lawyers' Association of NSW (WLANSW) supported by the Law Society of NSW, the NSW Bar Association, the Department of Justice (NSW), the Australian Corporate Lawyers Association and the Workplace Gender Equality Agency, invite you to join us and distinguished guests for our gala presentation awards dinner in recognising outstanding women lawyers who have achieved excellence in their area of practice, while advancing opportunities for women in the law, and Law Firms that demonstrate a commitment to the advancement of women within the legal profession.

In 2015, WLANSW will present awards in the following categories:

- > **Woman Lawyer of the Year, Private Practice**
- > **Woman Lawyer of the Year, Government, Corporate or Statutory Body**
- > **Woman Lawyer of the Year, Community or Academic Organisation** *proudly sponsored by Labour Pains Legal*
- > **Woman Barrister of the Year**
- > **Woman Lawyer of the Year, Up and Coming**
- > **Woman Lawyer of the Year, 2015**

Open to all current members of WLANSW ('member' includes individual members and staff of Corporate Members) Nominees will have made an outstanding contribution to the legal profession, provided leadership and demonstrated a genuine commitment to supporting and advancing women in the legal profession.

- > **Outstanding Law Firm of 2015**

The successful Law Firm will demonstrate a commitment to the advancement of women within the legal profession by the introduction and implementation of policies such as flexible work arrangements, parental and family leave, gender equity in partnership and other managerial roles, observance of the Equitable Briefing Policy and mentoring.

In their respective award category, each Candidate was required to meet at least four of the following criteria:

- The achievement of a high level of professional skill, recognition and/or excellence in her chosen field;
- An outstanding contribution to the advancement of women within the legal profession through leadership and example;
- Encouragement of and influence on other women to pursue a legal career;
- Commitment to the support, encouragement and promotion of other women lawyers including mentoring of women within their own firm, company or institution or within the legal profession generally;
- Advocacy and support for the establishment of flexible work practices and innovative diversity programs, and/or for the removal of barriers to entry or promotion and/or role modelling the effective balancing of family and work commitments;
- Participation in a professional or community organisation, especially those involving women.
- Advocacy and/or support for the legal rights of all women including the promotion of justice and equality for all women, and/or the identification, exposure and eradication of all forms of discrimination against women.

A Life Achievement Award will also be presented and Life Membership honours announced.

Yours faithfully



Lee-May Saw
President

Guest Speaker



The Honourable Dame Quentin Bryce AD CVO

Ms Quentin Bryce has enjoyed a rich and distinguished career as an academic, lawyer, community and human rights advocate, senior public officer, university college principal, and vice-regal representative in Queensland, and Australia. On 5 September 2008 Quentin Bryce was sworn in as Australia's twenty-fifth Governor-General. Her term concluded in March 2014. In August 2014 she was appointed by the former Queensland Premier, Campbell Newman to chair a Special Taskforce on Domestic and Family Violence. Ms Bryce presented the report of the Taskforce, *Not Now, Not Ever*, to Premier Annastacia Palaszczuk on 28 February, 2015.

in conversation with



WLANSW Patron, the Honourable Acting Justice Jane Mathews AO

Jane Mathews was the first woman judge in NSW. She has sat (for seven years each) on the District Court of NSW, the Supreme Court of NSW and the Federal Court of Australia. She is now an Acting Judge on the Supreme Court of NSW. Amongst her numerous other activities, she has been President of the Commonwealth Administrative Appeals Tribunal, Deputy President of the National Native Titles Tribunal, President of the Arts Law Centre of Australia, and Deputy Chancellor of the University of NSW. Jane has always had a strong interest in women and the law. She was the founder of the Australian Association of Women Judges, and was the President of the International Association of Women Judges between 2004 and

2006. She is Patron of the Women Lawyers Association of NSW. She holds an honorary LLD from Sydney and Wollongong Universities. In 2005 she was made an Officer of the Order of Australia.

Woman Lawyer of the Year, Private Practice



Rachael Arnold

Rachael Arnold is a partner at Hall & Wilcox Lawyers. Rachael is an insurance law specialist and is highly regarded for her technical advice and commercial approach to claims. Following the completion of her studies in 2003 Rachael assumed a leadership role in a small general practice firm managing the firm's personal injury, family law and victims of violence practice. From this Rachael accepted an insurance role and quickly rose through the ranks being promoted to principal in 2011. In this role Rachael became a mentor and sounding board for younger female lawyers. Rachael took this role very seriously, encouraging and promoting younger lawyers and

agile work practices for working parents. Rachael is a member and supporter of the Association for Women in Insurance. In addition, Rachael is involved in the local community, is the secretary of the Bondi Running and Triathlon Club and represented Australia as an age group triathlete.



Amanda Banton

Amanda Banton is a partner in the Dispute Resolution team, one of the largest private practices in Australia, including 12 professional staff. She specialises in Restructuring and Insolvency and in Commercial Litigation and is based in the Sydney office of Squire Patton Boggs. Amanda is a mother of two children, now in early adulthood. As a strong believer in equality, Amanda has a large portion of senior members in her team that are women. She has fostered their career growth and various diversity initiatives, mentored and provided training and support to large teams. Amanda believes that leading by example is one of the best ways to

promote diversity. Amanda continuously provides support and guidance to others about how to achieve a successful private practice career and to manage the enormous pressures in balancing the work and home environment.



Lisa Gallate

Lisa Gallate is an Of Counsel in the Restructuring & Insolvency practice at Squire Patton Boggs, specializing in corporate insolvency appointment and insolvency related litigation, complex commercial litigation and class actions. As a mother of three young children, Lisa actively promotes the message of diversity and flexible work practices in the workplace for both men and women alike. Lisa is a great role model at Squire Patton Boggs through her ongoing commitment to mentoring junior lawyers. She is also actively involved in developing social networking events aimed to provide a platform for women in the workplace to strengthen professional

relationships and networks. Lisa firmly believes that equal opportunity should be afforded to all men and women in the workplace whilst recognising the diversity of individuals and the enormous contribution we can each make to our chosen careers, workplaces and communities.



Rebecca Gilsenan

Rebecca Gilsenan is a principal in Maurice Blackburn's Class Actions department. She is nominated for this award in recognition of her triumphs in class action and human rights law, and in acknowledgement of her efforts and achievements as a member of a number of boards and community groups. Rebecca fights for people who have been injured by the actions of corporations and governments. Her professional accomplishments have seen her progress quickly in her time with Maurice Blackburn, from solicitor to principal in six years. In 2014 and again in 2015 Rebecca was the only plaintiff lawyer recognised for Class Actions Litigation in the AFR's Best Lawyers.



Karen Ingram

Karen Ingram is 37, spouse and mother of two boys and long distance runner. Karen graduated BA; LLB (First Class Honours) and has a Masters in Dispute Resolution. She is a director on the Board of Sunnyfield, a not-for-profit disability organisation and appointed a Commercial Litigation Partner of Clayton Utz in 2011. Karen was recognised as one of the Best Lawyers in Australia for Litigation as voted by her peers. Karen is a foundation member of Momentum, a national initiative to encourage professionals at Clayton Utz that will eliminate discrimination and maximise opportunities for career satisfaction. Karen has assisted in the establishment of a target for the number of female Partners at Clayton Utz. A founding member of Clayton Utz Community Connect and Clayton Utz Foundation,

Karen is Sydney Partner in Charge of delivering programmes supporting and motivating indigenous women.



Terri Janke

Terri Janke is an Indigenous Australian lawyer. In 1995, Terri graduated from UNSW (BA,LLB). Terri set up a commercial law firm that specialises in Indigenous arts and intellectual property (IP) law. She set up her law firm in 2000. Terri Janke and Company have worked on some ground breaking matters and have an international reputation. Terri wrote reports and articles. Terri Janke and Company provide commercial legal advice to a diverse client base. Terri's legal career spans more than 20 years. Terri is proud to have been her own boss for 15 years now. She is completing a PhD at ANU Law. In 2008 Terri completed AICD and has held many board positions.

Awards: 2005 NSW Women's Honour Roll; 2003 Indigenous Emerging

Business Award; 2011 NAIDOC person of the year; 2013 Indigenous Lawyer of the year. 2015 Lend Lease Special Recognition Award.



Lisa-Marie McKechnie

Lisa-Marie McKechnie is a partner with Mills Oakley Lawyers, Australia's fastest growing law firm for the last 3 years. With particular expertise in superannuation and life insurance, Lisa-Marie represents trustees and life insurers in a wide range of litigious and non-litigious matters. Through her role as a professional mentor with the Law Society of NSW's pioneering women's mentoring program and her efforts within her firm, Lisa-Marie has made a significant contribution to the mentoring of female lawyers. She was recognised for her efforts last year as a finalist for Mentor of the Year in the 2014 Lawyers Weekly Women in Law Awards. Lisa-Marie places great importance on achieving work/life balance and is a strong advocate for the implementation of flexible work practices within her firm.



Elisabeth Pickthall

Elisabeth is a Special Counsel at Hall & Wilcox with over 14 years commercial dispute, arbitration and insolvency litigation experience principally gained in London and New South Wales. Elisabeth's practice includes advising corporate insolvency practitioners, banks, directors and creditors in relation to a range of complex issues including breaches of directors' and auditors' duties, contraventions of the Corporations Act and Personal Property Security Act, tortious and contractual claims. Elisabeth is a founding committee member of the Ladies Insolvency Practitioner's (LIPS) networking organisation. Through her work as a committee member of LIPS, Elisabeth promotes women in the legal profession and the insolvency space generally. Elisabeth works tirelessly planning events which provide

a relaxed and comfortable environment for women of all ages and qualifications ranging from junior lawyers and accountants to partners and principles to engage in direct networking to build their business and make new connections. In addition to arranging networking events, LIPS has set up a mentoring program matching mentees with mentors in law, accounting and insolvency. Through these efforts Elisabeth has assisted dozens of budding professional women find greater direction and a renewed enthusiasm in their chosen careers.



Astrid Raetze

Astrid Raetze is a partner in the Sydney office of Baker & McKenzie and is currently a member of the Firm's Management Committee (board), Head of the Firm's Global Derivatives Group, leading the initiative for the Firm's Global Anti-Money Laundering Group, champion of the BakerWomen Program and Co-Head of the Financial Services and Structured Transactions Practice in Australia. She is sought out for her market leading understanding of investment products, financial services, derivatives and regulatory issues. Astrid is a trusted advisor to investment banks, fund managers, investment advisors, swap dealers, hedge funds, product issuers and exchanges. She has been instrumental in the structuring and establishment of innovative financial products (both listed and OTC).



Katrina Rathie

Katrina Rathie is the Partner in Charge, Sydney of law firm King & Wood Malesons and is a director of the Starlight Children's Foundation of Australia and Osteoporosis Australia. Katrina has achieved a position at the pinnacle of the legal profession celebrating 30 years of legal practice including 21 years as a partner of the firm. During the course of her career, Katrina has supported hundreds of lawyers and has helped to implement programs and policies which will benefit future generations of women lawyers. As an Asian Australian and a mother of three, Katrina is committed to the promotion of gender and cultural diversity, flexibility and the advancement of women in the workplace.



Felicity Rourke

Felicity is a partner of Norton Rose Fulbright. Specialising in planning and environmental law, she is recognised in 'Best Lawyers' and acknowledged in the Chambers Guide as "one of the gurus" in Australia. In 2014 she was elected Head of Office in Sydney (the firm's largest Australian office) - the first woman in that position. She is a member of the firm's National Diversity & Inclusion Committee and was instrumental in designing the firm's Flexible Work Toolkit. She is a Director of the Australian Legal Sector Alliance, promoting collaboration on sustainability among Australia's law firms. She participates in the Diversity Initiative established in 2014 by the managing partners of Australia's largest law firms, to address

advancement and retention of women in the legal profession more broadly. Felicity has spent her career mentoring and supporting women through formal and informal mentoring and coaching programs, and has worked flexibly for 16 years.



Michelle Segaert

Michelle Segaert is a partner in the corporate and financial services practices, specialising in financial services regulation, regulated and unregulated corporate transactions and funds management, based in the offices of Squire Patton Boggs in Sydney. As a mother of two young children, Michelle has worked hard to achieve partner in her field and has received many awards and accolades in recognition of her technical excellence. Michelle has entered into the Woman Lawyer of the Year, Private Practice category as she actively promotes the message of diversity in the workplace, for both men and women alike. This is achieved through the development and implementation of various diversity initiatives, mentoring and

training programs for female lawyers and junior staff, including published articles. She is a strong role model, particularly to young women in the legal profession who aspire to have a fulfilling private practice career.



Jacqueline Vincent

Jacqueline (Jackie) Vincent is a partner at Watts McCray Lawyers, a specialist family law firm. Jackie practices in all areas of family law, including parenting and financial matters for defacto and married couples, pre and post nuptial financial agreements, as well as maintenance and child support matters. She also has a particular interest in international family law matters. Jackie is regularly involved in mediation and other settlement focused processes and also appears in Court, as an advocate on behalf of her clients, when necessary. Jackie is the convenor of the pro bono relationship between Redfern Legal Centre and Watts McCray. Jackie is a member of LAWASIA, including LAWASIA's Family Law and Children's

Rights Section and a member of the Family Issues Committee of the Law Society of New South. She has also played a leading role in convening the Australian Family Lawyers Conference for the past 6 years. She has participated as a Judge in the LAWASIA International Moot. Jackie is also a contributing editor to the family law section of Halsburys Laws of Australia.



Leanne Walker

Leanne Walker has practised in the property and commercial disputes area for over 17 years. She started her career in 1996 as a legal junior at Watkins Tapsell, a leading suburban practice. Leanne was admitted as a solicitor in 2002 and by 2007, took on the role of commercial litigation partner. Leanne joined Colin Biggers & Paisley as a special counsel in 2010 and was promoted to partner in the corporate and dispute resolution team in 2011. In 2015 she was appointed as National Head of the dispute resolution team, managing six partners and 40 professional staff across three states. Leanne specialises in commercial dispute resolution with a particular emphasis on property and leasing based disputes, and land and general contract disputes. Throughout her career she has been

involved in significant property and commercial litigation acting for property developers, receivers and managers, land owners and local councils.



Tetyana Wotton

Tetyana Wotton is a lawyer qualified in multiple jurisdictions: Ukraine and also New South Wales and the Australian Capital Territory. After gaining legal qualifications at Ivan Franko National University of Lviv, Ukraine, and working as a lawyer in Ukraine, Tetyana then relocated to Sydney where she gained a Master of Business Law (Sydney University) and a Diploma in Law (Legal Profession Admission Board). In 2006, Tetyana was employed at TressCox Lawyers as a summer clerk and in less than five years, was promoted to the position of Senior Associate. Tetyana's experience is diverse and broad – covering all aspects of procurement (including probity advisory) and tendering and commercial contracts such as works and maintenance

contracts, performance based maintenance and service agreements, project management agreements, subcontract agreements, architect/consulting engineers agreements, BOOT projects, mediation, dispute resolution, arbitration and litigation of construction/engineering disputes and claims for extension of time and variation.

Woman Lawyer of the Year, Government, Corporate or Statutory Body



Marina Brizar

Marina Brizar is the Head of Corporate at Playfair Visa and Migration Services. Before joining Playfair, she has worked in a boutique immigration law firm Katie Malyon & Associates, EY Australia and the Anti-Slavery Project. Her work in immigration has been acknowledged by the Law Council of Australia who presented Marina with the 2015 Young Migration Lawyer of the Year Award. Aside from her legal work, Marina is an advocate for migrant rights, especially those from a refugee background. Together with her best friend and colleague, Adriana Mercado, Marina co-founded the

COURAGE event for Refugee Week 2015, which showcased the achievements of 5 extraordinary refugee women. Fortunate to have been mentored by award-winning, exceptional female legal practitioners including Katie Malyon, Petra Playfair, Dr Mary Crock, Professor Jennifer Burn and Frances Simmons, Marina is grateful that she is now in a position to directly mentor a number of female lawyers.



Kylie Gray

Kylie Gray is the Head of Group Technology and Operations Legal Team at Westpac Banking Corporation. She leads a team of 11 lawyers who support the Group's technology, commercial, offshoring, outsourcing, intellectual property and property & construction. Kylie is also a member of a number of Westpac's Steering Committees including the Cloud Steering Committee, the Enterprise Information Working Group and the Project Wisdom Steering Committee. Recently, Kylie was a finalist in the Lawyers Weekly Corporate Counsel of the Year Award. As part of Kylie's career development, Westpac has seconded Kylie to lead the Dispute Resolution Group – this is not Kylie's traditional area of expertise, however with Kylie's leadership, judgment and strategic thinking, she is ideal for this high profile role.



Rebecca Kenny

After completing a Bachelor of Arts with a double major in theatre studies and working for a few years in theatre and independent film, Rebecca completed her law degree with Honours. She started her legal career in private practice with one of the big firms in Sydney, firstly as a paralegal during her final year of law school and then as a lawyer, specialising in insurance litigation. Leaving private practice Rebecca moved into her first in-house counsel role with Qantas Airways. Since then she has also worked in-house for Suncorp and in local government before joining the Australia Council for the Arts, the Australian Government's arts funding and advisory body. In this generalist role, Rebecca's key responsibilities are to protect

the organisation's best interests by mitigating risks and maintaining independent oversight and control of all legal, governance and compliance matters.



Susan Price

An experienced employment lawyer, Susan is a Director in PwC's People and Organisation business, and is leading the firm's external Diversity and Inclusion practice. She was formerly a partner at Bartier Perry and has worked in a number of law firms and in-house roles. Susan has been a volunteer solicitor with the Inner City Legal Centre for over 9 years, and is a director of Epilepsy Action Australia and Rape and Domestic Violence Services Australia. She has been involved with WLANSW, particularly the Workplace Practices Sub-Committee, which she co-chaired from 2009 to 2012. In this time she developed the Law Firm Comparison data published by WLANSW, and co-ordinated submissions on a number of matters

that directly impact on women's workforce participation. A recognised expert on discrimination law, particularly in the employment context, Susan is passionate about gender equality and creating workplaces that encourage all employees to develop and thrive.



Yen Hui Tie

Yen is the Head of Legal at AMP Capital Investors. She is responsible for supporting the AMP Capital businesses and clients globally. Yen and her team provide expert advice that helps deliver AMP Capital's strategies. Yen is on the AMP Capital Leadership Team and reports directly to the AMP Capital CEO. She is also on the AMP Legal & Governance Leadership Team. Yen's work includes advising on fund establishment, fund operations and governance and fund restructures; capital raising, promotion and marketing of new and existing funds in Australia and internationally; corporate

governance, risk management and compliance; joint ventures, alliances and partnerships; and mergers and acquisitions. Yen invests time in mentoring and developing women lawyers. She is an advocate for flexible work arrangements with most of her team working flexibly. Before joining AMP Capital, Yen was a Senior Associate at Allens Arthur Robinson (now Allens Linklaters) and at Henry Davis York.

Woman Lawyer of the Year, Community or Academic Organisation

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Xanthe Emery

Xanthe Emery is a Senior Solicitor at the Immigration Advice and Rights Centre (IARC), a community legal centre specializing in immigration, refugee, and citizenship law. Xanthe commenced her career in community legal services at the Youth Law Centre in the ACT, and has worked at Legal Aid ACT, and in private practice in a family law firm and a generalist firm. She has also volunteered her time with the Australian Red Cross, and Salvos Legal in Auburn. Prior to commencing at IARC, Xanthe undertook an internship with the United Nations Special Rapporteur on the Right to Health in Mumbai, India. Xanthe has a Bachelor of Arts from the University of Sydney, majoring in Gender Studies, and a Bachelor of Laws

from ANU. She has a passion for human rights and assisting our community's most vulnerable in accessing justice.



Carolyn Jones

Carolyn Jones is a Senior Solicitor with Women's Legal Services NSW, a community legal centre providing specialised services to vulnerable and disadvantaged women. She has particular expertise in family law and child protection matters involving family violence and in working with mothers in prison. Carolyn has a strong background in family law, having worked in the Family Court of Australia as a legal associate and in private practice at Watts McCray Lawyers. She has also worked in other community legal centres including the National Children's and Youth Law Centre and the Indigenous Law Centre. She is passionate about challenging gender bias and improving women's access to justice. Prior to her legal career Carolyn also worked as a social worker providing therapeutic

and mediation services, including sexual assault counselling and intensive family support, to vulnerable children and families in rural and remote areas of northern NSW.

Woman Barrister of the Year



Larissa Andelman

Throughout her career, Larissa Andelman has been passionate about the advancement of women's issues and the elimination of discrimination. Larissa has contributed to creating and enforcing workplace entitlements for parents and women seeking flexible work and has been involved as a volunteer or a board member in numerous organisations that strive to advance issues affecting women, particularly disadvantaged women. Since commencing at the NSW Bar in 2012, Larissa has accepted numerous pro bono matters involving allegations of discrimination at work. She continues to contribute to the creation of a fairer and more equitable legal profession through her ongoing involvement in WLANSW and

by Chairing the Workplace Practices Sub-Committee of that organisation.



Amy Douglas-Baker

Amy Douglas-Baker came to the Bar in 2009, having been a judge's tipstaff/researcher and associate in the Supreme Court of NSW and Federal Circuit Court of Australia. Amy has a diverse public and commercial/equity law practice, specialising in statutory product liability, property and strata law. Amy is a member of the NSW Bar Association's Equal Opportunity and Professional Conduct Committees, and has served as Secretary of the Women Barristers Forum for 4.5 of the last 5.5 years. Amy has led a number of initiatives for the advancement of women at the Bar and the mentoring of female lawyers and law students in NSW, including organising and participating in formal and informal mentoring

schemes, organising the annual Silks Cocktail Function to celebrate the appointment of Women Silk, and organising and chairing various continuing professional development seminars addressing the personal and professional issues facing women in practice at the NSW Bar.



Anne Healey

Anne Healey has practiced at the Bar for 21 years. She was a solicitor from 1987 to 1994, working for Aboriginal and community legal services, in law reform, and as a public prosecutor. She has specialised in criminal law, but has expertise in personal injury, discrimination, civil and human rights law and family provision. She was elected to Bar Council from 2006 to 2014, serving as Honorary Secretary from 2011 to 2012. She has worked on numerous committees, including the Finance Audit & Investment, Human Rights and Criminal Law Committees. She has mentored many women lawyers and law students as a tutor, employer, and also as a judge and coach of women's university moot and trial advocacy competitions.

Anne has been a member of Women Lawyers since 1986, and was on the Executive in 1987. She has been a consistent supporter of and role model for women lawyers in both the city and in regional New South Wales.



Ramena Kako

Ramena was called to the Bar in 2008. She practised as a solicitor from 2002 to 2008 in private practice, specialising in estate disputes and commercial litigation. Ramena served as Tipstaff to the Honourable Justice Palmer AO QC (Supreme Court) in 2001. At the Bar, she specialises in wills & estates & equity and trusts. Her work includes advising on family provision claims, informal documents, contested and non-contested applications for grants of probate or administration, determining entitlements on intestacy, testamentary capacity and lack of knowledge & approval cases, promissory estoppel and breach of trust claims and judicial advice/Benjamin order applications. She represents private individuals, the

NSW Trustee & Guardian and the NSW Crown Solicitor. Ramena is an Adjunct Lecturer in Family Provision law as part of the Masters of Law (Applied Programs) Course by the College of Law. Ramena mentors female law students and encourages women in law. She has 3 children and practices full time at the Bar.



Jane Needham SC

Jane Needham SC was called to the Bar in 1990, after studying law part-time at UTS where she graduated with first-class honours. She was appointed senior counsel in 2004, after two years of part-time practice after the birth of her daughter. She had twins in 2006. She is currently the President of the NSW Bar Association, and has chaired or been a member of numerous committees of the Association and of the Access to Justice committee of the Law Council. She was recognised as Lawyer's Weekly Senior Barrister of the Year in 2013, and as one of Australia's "100 Women of Influence" in 2014. As President, she is committed to goals of diversity, gender equity and recognition of flexible practice within the profession and at the Bar,

and has been proud to be part of the Bar's programmes such as the guarantee of CBD childcare spaces, Best Practice Guidelines, and work on equitable briefing.

Woman Lawyer of the Year, Up and Coming



Marina Brizar

Marina Brizar is the Head of Corporate at Playfair Visa and Migration Services. Before joining Playfair, she has worked in a boutique immigration law firm Katie Malyon & Associates, EY Australia and the Anti-Slavery Project. Her work in immigration has been acknowledged by the Law Council of Australia who presented Marina with the 2015 Young Migration Lawyer of the Year Award. Aside from her legal work, Marina is an advocate for migrant rights, especially those from a refugee background. Together with her best friend and colleague, Adriana Mercado, Marina co-founded the

COURAGE event for Refugee Week 2015, which showcased the achievements of 5 extraordinary refugee women. Fortunate to have been mentored by award-winning, exceptional female legal practitioners including Katie Malyon, Petra Playfair, Dr Mary Crock, Professor Jennifer Burn and Frances Simmons, Marina is grateful that she is now in a position to directly mentor a number of female lawyers.



Sarah Donnelly

Sarah Donnelly joined the Westpac Group Corporate Legal team in 2011 and has already made her mark as an exceptional adviser. Sarah demonstrates the qualities of a future leader. She is widely reputed among her peers and business partners for her extensive governance expertise, commercial mindset, ability to drive outcomes and for her dedication to her work and team members. Sarah is a highly effective communicator, with a sharp eye for detail and natural skill in critically assessing a situation, applying solid judgement and collaborating to creatively and strategically construct an appropriate solution. Sarah's positive attitude and passion for her work, coupled with her extensive corporate and technical

knowledge and experience make her a valuable asset to Westpac and worthy of recognition as Woman Lawyer of the Year, Up and Coming.



Xanthe Emery

Xanthe Emery is a Senior Solicitor at the Immigration Advice and Rights Centre (IARC), a community legal centre specializing in immigration, refugee, and citizenship law. Xanthe commenced her career in community legal services at the Youth Law Centre in the ACT, and has worked at Legal Aid ACT, and in private practice in a family law firm and a generalist firm. She has also volunteered her time with the Australian Red Cross, and Salvos Legal in Auburn. Prior to commencing at IARC, Xanthe undertook an internship with the United Nations Special Rapporteur on the Right to Health in Mumbai, India. Xanthe has a Bachelor of Arts from the University of Sydney, majoring in Gender Studies, and a Bachelor of Laws

from ANU. She has a passion for human rights and assisting our community's most vulnerable in accessing justice.



Elizabeth Lathlean

Elizabeth Lathlean is an Associate at national law firm, Mills Oakley Lawyers. Elizabeth provides legal advice, education and representation to some of Australia's leading not-for-profit organisations, including charities, religious organisations, community groups and professional associations. Elizabeth commenced her legal career at Salvos Legal, and recently spent twelve months working for the Legal Resources Centre in South Africa. Throughout her impressive and varied career, Elizabeth has actively sought to support and encourage women. Elizabeth has demonstrated an exceptional commitment to advancing the rights of women, including through undertaking public interest litigation in South Africa, studying human rights law in Nepal, and working to improve

the condition of women and children sent to Nauru and Manus Island. In 2014 she was the inaugural winner of the Pro Bono Award in the Lawyers Weekly 30 Under 30 Awards, and a finalist for the Young Gun Award in the Australian Law Awards.



Dearne Matheson

Dearne is one of the rising stars with specialist insurance law and disputes boutique Wotton + Kearney. She spent two and half years working with the firm as a paralegal before her admission in 2012, and promotion to Senior Associate in January 2015. Dearne's practice focuses on professional indemnity and financial lines claims. She acts for both local and international insurers and regularly provides coverage advice across a range of financial lines claims. She also has extensive experience acting as defence counsel in both litigated and non-litigated matters, and advising insurers on subrogated recovery actions. During her time at W+K, Dearne has undertaken a number of secondments with key clients including

three months with a major international insurance company. She plays a critical role in mentoring junior female lawyers within her practice group, and an active supporter of the firm's Pro Bono and CSR program, Community Footprint. Dearne is a member of key industry organisations including Women in Insurance, the Australian Insurance Law Association, and Young Insurance Professionals.



Kellie McDonald

Kellie McDonald has worked as a solicitor in community legal centres that are independent community organisations which provide equitable and accessible legal services, for the past five years. Kellie is currently a Senior Solicitor at Women's Legal Services NSW, which provides specialist legal services to women across NSW, particularly those who are socially and economically disadvantaged. Kellie is passionate about advocating for the legal rights of all women, particularly prisoners, women at risk of homelessness and low income and casual employees. Kellie teaches UNSW law students completing internships, encouraging them to consider pursuing a legal career that aims to achieve social justice outcomes. She has also been an activist, lobbying for legal rights and substantive justice

for same-sex couples and their families. In addition to her LLB Kellie holds a Masters in Applied Family Law and is completing a Masters in Administrative Law and Policy.



Carly Mirza-Price

Carly Mirza-Price is a Family Lawyer at Mills Oakley Lawyers in Sydney. Carly began her legal career as a legal secretary in 2007 whilst undertaking her law degree, continuing in this role until she was admitted in 2010. Since then, she has practised as a Family Lawyer, advising on a broad range of matters including complex financial and parenting issues. Carly was named as a Rising Star by Mills Oakley in December 2014, an accolade which was followed by her promotion to Senior Associate in July 2015. Carly is one of the firm's youngest lawyers to attain the Senior Associate rank. Carly has also acted as a mentor, both formally and informally, for younger female professionals within her team and in the broader community and is involved in the Lucy Mentoring Program with Sydney University. She regularly participates in charitybased community events both inside and outside the firm.



Ole Mitrevski

Ole is a Senior Associate in the property team at boutique specialist firm William James. Ole acts on large high profile commercial sales and acquisitions and advises on commercial and retail leasing and licensing. She also provides general property law and titling advice. Ole specialises in distressed assets, and also has a strong background in liquor licencing and gaming machine rights and issues. Ole was promoted to senior associate at 27 (ahead of many of her peers), and has an excellent approach to work-life balance. She participates in various legal and property industry associations, and is an active participant in her local community.



Amma Owusu

Amma Owusu is an Associate at Squire Patton Boggs in the Corporate team based in Sydney. As a junior lawyer in private practice, Amma's experience began at the Australian Competition & Consumer Commission, followed by an associate role to a Supreme Court judge and later, an international war crimes tribunal. Her dedication to excellence in legal practice and commitment to contributing to the legal professional as a colleague, friend and mentor has been unwavering. Amma is committed to supporting women in the legal profession and striving to facilitate a collaborative and supportive atmosphere amongst the junior female lawyers within Squire Patton Boggs and in the wider legal community.



Karina Ralston

Karina is an Associate with Coleman Greig's Family Law team, providing representation in a range of matters. Karina was admitted in 2011, after having embarked upon a degree during which she received numerous scholarships for academic excellence. Karina has been, since her admission, a passionate advocate for women – both clients and colleagues. Through her involvement with the South West Sydney Legal Service and prior work with the Women's Legal Centre, Karina has assisted women from a low socio-economic background, who were often the victims of family violence or disadvantage. Karina has also demonstrated a commitment to women considering a legal career - mentoring University students,

work experience students, cadets and graduates. Karina discusses careers in law with school students and coaches mock trials, has been a Public Speaking and Debating coach, and works as a casual lecturer at the University of Western Sydney.



Amy Zhang

Amy Zhang is one of the most exceptionally talented rising star legal practitioners. At just 24, Amy was a finalist in the 2015 Lawyers Weekly "30 under 30" Awards. An impressive litigator and legal strategist, Amy has advocated for the rights of working women by working on a number of significant cases regarding discrimination and/or sexual harassment of women in the workplace. Amy is a passionate supporter of female advancement. Within her firm, she is a keen supporter of part-time working women, is involved in the development of progressive and generous parental leave policies, organises events in support of female causes, and mentors paralegals and graduates. Externally, Amy advocates for female

advancement through Amnesty International, coaches students at North Sydney Girls High School and tutors female high school students from non-English speaking backgrounds.



Grazia Zhou

Grazia Zhou is a senior associate in the commercial and dispute resolution team at Colin Biggers & Paisley (CBP). She started her career as a paralegal in family law, before making a start in litigation at CBP in 2010. She was admitted in August 2010 and was promoted to senior associate in July 2014. Grazia's practice includes property disputes, such as disputes involving owners' corporations, caveats and transactions, and contractual disputes. She also has experience in restructuring matters, including bankruptcy of individuals, the winding up of companies, acting for and against liquidators, acting for creditors, examinations and insolvent trading. She holds a Bachelor of Arts, majoring in Sociology and Italian Studies, as well as a Bachelor of Laws and a Masters in Commercial Litigation. Grazia has

pioneered initiatives to help young solicitors at CBP transition from university to full time work and is a mentor to many young staff members.

Woman Lawyer of the Year, 2015



Larissa Andelman

Throughout her career, Larissa Andelman has been passionate about the advancement of women's issues and the elimination of discrimination. Larissa has contributed to creating and enforcing workplace entitlements for parents and women seeking flexible work and has been involved as a volunteer or a board member in numerous organisations that strive to advance issues affecting women, particularly disadvantaged women. Since commencing at the NSW Bar in 2012, Larissa has accepted numerous pro bono matters involving allegations of discrimination at work. She continues to contribute to the creation of a fairer and more equitable legal profession through her ongoing involvement in WLANSW and

by Chairing the Workplace Practices Sub-Committee of that organisation.



Marina Brizar

Marina Brizar is the Head of Corporate at Playfair Visa and Migration Services. Before joining Playfair, she has worked in a boutique immigration law firm Katie Malyon & Associates, EY Australia and the Anti-Slavery Project. Her work in immigration has been acknowledged by the Law Council of Australia who presented Marina with the 2015 Young Migration Lawyer of the Year Award. Aside from her legal work, Marina is an advocate for migrant rights, especially those from a refugee background. Together with her best friend and colleague, Adriana Mercado, Marina co-founded the COURAGE event for Refugee Week 2015, which showcased

the achievements of 5 extraordinary refugee women. Fortunate to have been mentored by award-winning, exceptional female legal practitioners including Katie Malyon, Petra Playfair, Dr Mary Crock, Professor Jennifer Burn and Frances Simmons, Marina is grateful that she is now in a position to directly mentor a number of female lawyers.



Samantha Daly

Samantha has worked in the planning and environment sector for ten years and has significant experience in the property, energy and resources industries. She brings to this area of law a strong commercial approach driven by a desire to achieve certain and cost effective results. Her clients include major miners and large developers, primarily operating in the Hunter Valley and Sydney and Victoria respectively. She regularly advises on the provisions of the Environmental Planning and Assessment Act, Mining Act, Protection of the Environment Operations Act, Contaminated Land Management Act, Water Management Act, Land Acquisition (Just Terms Compensation) Act and environmental planning instruments.

With a broad depth and breadth of experience, working with some of Australia's largest companies on some of the nation's most significant projects, Samantha is able to advise on project development from the very beginning of the application process right through to final delivery and subsequent regulation throughout the life of the project.



Anne Healey

Anne Healey has practiced at the Bar for 21 years. She was a solicitor from 1987 to 1994, working for Aboriginal and community legal services, in law reform, and as a public prosecutor. She has specialised in criminal law, but has expertise in personal injury, discrimination, civil and human rights law and family provision. She was elected to Bar Council from 2006 to 2014, serving as Honorary Secretary from 2011 to 2012. She has worked on numerous committees, including the Finance Audit & Investment, Human Rights and Criminal Law Committees. She has mentored many women lawyers and law students as a tutor, employer, and also as a judge and coach of women's university mooting and trial advocacy competitions. Anne has been a member of Women Lawyers since

1986, and was on the Executive in 1987. She has been a consistent supporter of and role model for women lawyers in both the city and in regional New South Wales.



Terri Janke

Terri Janke is an Indigenous Australian lawyer. In 1995, Terri graduated from UNSW (BA,LLB). Terri set up a commercial law firm that specialises in Indigenous arts and intellectual property (IP) law. She set up her law firm in 2000. Terri Janke and Company have worked on some ground breaking matters and have an international reputation. Terri wrote reports and articles. Terri Janke and Company provide commercial legal advice to a diverse client base. Terri's legal career spans more than 20 years. Terri is proud to have been her own boss for 15 years now. She is completing a PhD at ANU Law. In 2008 Terri completed AICD and has held many board positions. Awards: 2005 NSW Women's Honour Roll; 2003 Indigenous Emerging Business Award; 2011 NAIDOC person of the year; 2013 Indigenous Lawyer of the year. 2015 Lend Lease Special Recognition Award.



Susan Price

An experienced employment lawyer, Susan is a Director in PwC's People and Organisation business, and is leading the firm's external Diversity and Inclusion practice. She was formerly a partner at Bartier Perry and has worked in a number of law firms and in-house roles. Susan has been a volunteer solicitor with the Inner City Legal Centre for over 9 years, and is a director of Epilepsy Action Australia and Rape and Domestic Violence Services Australia. She has been involved with WLANSW, particularly the Workplace Practices Sub-Committee, which she co-chaired from 2009 to 2012. In this time she developed the Law Firm Comparison data published by WLANSW, and co-ordinated submissions on a number of matters that directly impact on women's workforce participation. A recognised expert

on discrimination law, particularly in the employment context, Susan is passionate about gender equality and creating workplaces that encourage all employees to develop and thrive.



Katrina Rathie

Katrina Rathie is the Partner in Charge, Sydney of law firm King & Wood Malletsons and is a director of the Starlight Children's Foundation of Australia and Osteoporosis Australia. Katrina has achieved a position at the pinnacle of the legal profession celebrating 30 years of legal practice including 21 years as a partner of the firm. During the course of her career, Katrina has supported hundreds of lawyers and has helped to implement programs and policies which will benefit future generations of women lawyers. As an Asian Australian and a mother of three, Katrina is committed to the promotion of gender and cultural diversity, flexibility and the advancement of women in the workplace.

Outstanding Law Firm of 2015

BAKER & MCKENZIE

leading multinational and domestic companies on market leading local and global transactions with more than 85 Partners and 190 lawyers across Sydney, Melbourne and Brisbane. Founded in 1949, Baker & McKenzie is one of the world's largest law firms by markets, revenue and headcount. We offer our clients and lawyers the uncompromising commitment to excellence expected of a leading firm and a distinctive way of thinking, working and behaving as a passionately global and genuinely collaborative firm.

Baker & McKenzie Australia

We are a leading international law firm that has been thinking globally in Australia for over 50 years. We act for



Harmers Workplace Lawyers

Harmers Workplace Lawyers ("Harmers") is passionately committed to the advancement of women within the legal profession, supporting and

developing an exceptionally talented team of female lawyers and support staff. By putting its people at the heart of its corporate purpose, Harmers continues to be a best practice people management organisation, as well as one of Australia's leading service providers in the area of HR and workplace relations. Harmers is a multi-award winning firm which continues to be recognised as a leader in employment and industrial law. The firm won the 2015 Australasian Law Award as the "Employment Law Specialist Firm of the Year", and was previously seven times winner of the ALB Australasian Law Awards "Employment Specialist Firm of the Year". The firm was also awarded Legal Media Group Euromoney "Best Firm for Work-Life Balance" 2014 and "Best Firm in Sydney for Women in Business Law" 2012 & 2013.

KEYPOINT LAW

Keypoint Law

Keypoint is an innovative law firm for senior lawyers. We have no

billable hour targets; we operate a flat, collegiate structure; our remuneration model is gender neutral; our lawyers make all the key business decisions affecting their practices; and lawyers work from wherever they choose. The firm was established in Australia in 2014 by award-winning UK firm Keystone Law, which is now a firm of 160 senior lawyers working across 27 commercial law disciplines. Of Keypoint's 12 principals, seven are women (58%) – twice the industry average of women partners (21%), reflecting the strong benefits which the practice offers for women.



Maddocks

Maddocks

Maddocks provides premium legal services to corporations, businesses and governments throughout Australia and internationally.

We advise national clients across education, government, infrastructure, healthcare, professional services and technology, from our Canberra, Melbourne and Sydney offices. We aim to work together to make a difference...every day. We're committed to our clients. In fact, our brand and market reputation reflects this focus. Our service is based on a deep understanding of our clients' legal requirements in the context of their business objectives. We're highly regarded for exceptional, practical legal services that genuinely add value. We work collaboratively with our clients to build strong, sustainable relationships – our longest is now more than 100 years old. Our lawyers aim to deliver consistently high standards of service, and we understand the importance of accessibility, responsiveness and transparency. Working with us, you'll enjoy open communication, meaning well scoped, appropriately resourced and effectively managed matters.



Marque Lawyers

Marque Lawyers was established in 2008 with the singular ambition of completely changing the way law is practised. The firm's defining feature has been disregard: for timesheets and the ridiculous notion that a lawyer's value can be measured in six minute units; for the business model of traditional law firms which pits their lawyers against

each other in a Darwinian struggle for survival and in which success is a function of numbers; and for all the barriers which lawyers unconsciously erect around themselves to put distance between themselves and their clients. Marque has achieved all this and more, and continues to measure its own success by reference to the collective happiness of its people. Marque has always been mostly female, which may explain its many lunchtime netball trophies but should be, so far as Marque is concerned, no big deal.



Maurice Blackburn Lawyers

For nearly 100 years Maurice Blackburn has worked on cases of legal and social significance. In that time we have become one of Australia's most established, successful and respected law firms. We have won cases that played a key role in establishing rights most Australians now take for granted, including the

40-hour working week, wage equality for indigenous workers, and equal pay for women. We are committed a sustainable whole of practice culture that remains true to the ethos of our founder. Our commitment to equality, social justice and corporate social responsibility is absolute, and our championship of these ideals is demonstrated in all aspects of our legal practice.



McCabes

McCabes is a leading Australian law firm. Founded in 1991, McCabes service clientele in all areas of business. McCabes has 60 lawyers practicing in our Sydney and Newcastle offices.

Our clients operate in every industry and include multi-national corporations in the public and private sectors, insurers, government departments, small to medium enterprises, family owned enterprises and entrepreneurs.



Nexus Law Group

Nexus is Australia's first and leading full-service dispersed law firm. Nexus was founded because we believed there was a better way for the practice of modern law. We believe the traditional practice model does not facilitate a balanced lifestyle,

particularly for women juggling family and career. The legal profession suffers from high attrition rates and unacceptable levels of workplace dissatisfaction, issues which Nexus' 'OpenLaw' practice model was specifically designed to address. The Nexus model overcomes the profession's inherent structural problems, which while they affect both male and female lawyers, have greater impact upon female lawyers. Nexus' lawyers have the flexibility to work when, where and how they choose, without compromising career progression or earning capacity. In Nexus, women get to have the best of both worlds – something rarely experienced in the legal profession.



Squire Patton Boggs

Squire Patton Boggs has a one office, 44 locations philosophy. This results in our clients enjoying a firm with global reach as well as the ability to deliver consistency of quality legal services, regardless of the location. Our firm's structure facilitates responsiveness

to create collaborative teams, to work on projects across jurisdictions within short time frames. We work with our clients to help them achieve their business objectives by our legal expertise and commercial focus. Our firm advises public and private organisations, from ASX 200, FTSE 100 and Fortune 100 corporations to emerging companies, public-private partnerships, private equity and local and national governments. Our strong local and regional positions in Asia Pacific, North America, the Middle East, Latin America and Europe, together with deep-rooted connections on the ground, mean we can focus on the needs of individual clients in all the countries and cities we operate. Alongside this, we have long-established relationships with regulators in Brussels, Washington DC and beyond.

Watts McCray

L A W Y E R S

Business Park, as well as two serviced offices, located in Brookvale and Frenchs Forest. Watts McCray provide services such as child support, child custody and property and financial services. With a wealth of practical knowledge spanning more than 25 years, we have a combined pool of 400 years' experience. We understand the importance of providing our clients not only with expert advice, but also guidance during what is often a difficult time in life. We are committed to helping resolve our clients' matters promptly, cost-effectively and where possible, without the need to attend court.

Watts McCray

Watts McCray is a dedicated Family Law firm employing the largest number of family law accredited specialist in Australia across our five permanent offices, located in the Sydney CBD, Parramatta, Erina, Canberra and Norwest



WILLIAM JAMES

William James

William James is a premium boutique commercial law firm that does complex and challenging work in the areas in which it chooses to compete - namely:

commercial litigation (including tax), insolvency and commercial property. William James is a high energy, high performance firm started in May 2014, which prides itself on delivering exceptional outcomes by doing things differently. William James is "results focused". Gender is irrelevant and flexible work practices are encouraged - because they make sense. We work in a professional services industry, so our staff are our most important asset. If we keep them happy, then we keep them – it is as simple as that. Our statistics speak for themselves: women represent 50% of the partnership, 60% of the senior associates and 58% of the total staff. Nearly half of our staff (including senior staff and partners) are on flexible work arrangements at any given time.

Life Achievement Award



The Hon Justice Ruth McColl AO

The Honourable Justice Ruth McColl AO has been a Justice of the Court of Appeal of the Supreme Court of New South Wales since 2003. She practised as a solicitor from 1976 to 1980, when she was called to the Bar. She was appointed Senior Counsel in New South Wales in 1994. She has held numerous positions within the legal profession including President of the Australian Bar Association (2001-02), President of the New South Wales Bar Association (1999-2001), President of the New South Wales Women Lawyers' Association (1996-97), Vice-President of Australian Women Lawyers (1996-1999), President of the Board of the Public Interest Law Clearing House (1999-2002) and President of the Judicial Conference of Australia from 2008 - 2010. She was a member of the New South Wales Rhodes Scholarship Selection Committee from 2004 - 2010, and chaired that Committee from 2007 - 2010. She was appointed an Officer in the Order of Australia (AO) in 2004.

Life Membership Honours

The Hon Justice Ruth McColl AO

The Hon Justice Anna Katzmann

Phillipa Gormly, Blackstone Chambers

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